

Proceedings

Tenth Convention

**San Diego
August 19-22, 1974**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, 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 Tenth Convention

FIRST DAY

Monday, August 19, 1974

MORNING SESSION

OPENING CEREMONIES

While awaiting the call to order the delegates were entertained by Bart Hazlett's Dixieland Band through the courtesy of Local Union No. 325, American Federation of Musicians, AFL-CIO.

The Tenth Convention of the California Labor Federation, AFL-CIO, was called to order at 10:08 A.M. at the Convention and Performing Arts Center by Max J. Osslo, Vice President District No. One, California Labor Federation, AFL-CIO.

Temporary Chairman Osslo then called for the Presentation of the Flag which was performed by the Color Guard of the U.S. Marine Corps Recruit Depot, San Diego, at the courtesy of Major General Joseph C. Fegan, Commanding General.

The Presentation of the Colors was followed by Temporary Chairman Osslo's introduction of Girl Scout Linda Wells, representing the San Diego-Imperial Girl Scout Council. Miss Wells then led the Pledge of Allegiance to the Flag and was presented a bouquet of roses.

INVOCATION

Reverend Leo T. Maher
Bishop, Roman Catholic Diocese
San Diego

Chairman Osslo then presented The Most Reverend Leo T. Maher, Bishop of the Roman Catholic Diocese of San Diego who presented the following Invocation:

"Lord God, Master of the Universe, bless these men and women as they open their convention with a prayer to you, that their proceedings may be freely discussed and agreeably terminated.

"During these next few days may there be unity if not uniformity, diversity but not division, variety but not variance, oneness but not monotony, community but not 'commonness'.

"We pray, therefore, that all delegates to this convention will be mindful that man is more valuable in what he is than what he does. Equally, everything he does to further

justice, brotherhood and a common social order is more valuable than technical progress. This last can provide the means for human progress but can never by itself bring it about.

"O God, our Father, your plan is that all things are ordained to man and man to Christ, then human activity is to be judged according to the contribution it makes to man's development. This development, if rightly understood, is of more value than all the external wealth that can be accumulated.

"Let them not be ashamed of the word 'work'. Work is part of your plan for men and women to give them greatness and dignity. By work a person dominates matter, humanizes the earth, to continue in some way the work of creation by transferring and rendering useful the created goods which have been put at their disposal by you. Let them keep before their minds, constantly, that if work is only a disagreeable necessity, if it is worth nothing more except the wage it earns; if the minimizing of work is the aim of life, there is no prospect ahead except incurable discontent and social conflict. Work is for man, not man for work. It is hard to linger in a dull world without being dulled. Human values must not be sacrificed to material production.

"As they debate techniques of union organization, which they should not ignore, let them also address themselves to the broader questions, namely, who is going to infuse a soul into our emerging civilization? Who will be its inspiration? Who or what, in the midst of the changing patterns, will save the manhood of man—or the womanhood of woman—who or what will keep the humanness in human nature?

"May God bless your deliberations. May God the Father, who gave you strength, teach you how to use it. May God the Son, made man to work among us, be your model. May God the Holy Spirit unite you with one another and with all others who love God. Enlighten them, Holy Spirit, to see in every job a unique opportunity to serve others. So I pray, Father Almighty, may our gratitude for your blessings move us to enrich the lives of others. Amen."

Chairman Osslo thanked Reverend Maher

for his Invocation. He then announced that Mrs. Jack Canaan, who was scheduled to lead the convention in the National Anthem, was detained in San Francisco and unable to arrive on time.

Mr. Robert Sexton, substituting for Mrs. Canaan, was then introduced by Chairman Osslo. At this point, Mr. Sexton led the assembled delegates in the singing of the National Anthem.

Official Welcome

HONORABLE PETE WILSON

Mayor, City of San Diego

Chairman Osslo explained that Mayor Pete Wilson was unfortunately unable to attend to deliver his official welcome but had sent the following message:

"To the Members of the California Labor Federation, AFL-CIO: GREETINGS!

"I am delighted and honored to welcome each of you to San Diego for your Tenth Biennial Convention. San Diego, as your host city, stands ready to insure that your visit here is productive, stimulating and enjoyable.

"I know that your agenda is both long and full as you pursue the important business affairs of the Federation, but I hope that you will find time to explore the many visitor attractions that are unique to San Diego. Man has preserved for your enjoyment miles of beaches and beautiful parks, and has created more than 70 golf courses and superb recreational areas, including our world-famous zoo, Sea World, and our Mission Bay Park sports and aquatic wonderland. I invite each of you to enjoy the beauty of San Diego and to share in the excitement of San Diego's annual "America's Finest City" celebration currently in progress.

"Again, on behalf of all San Diegans, I take great pleasure in welcoming your distinguished organization to our city. My personal best wishes for a most successful convention and a memorable stay in our city.

"Sincerely,

"PETE WILSON, Mayor of San Diego."

Introduction of

HONORABLE EDWIN L. MILLER, JR.

District Attorney, San Diego County

Chairman Osslo then introduced District Attorney Miller with these words:

"In San Diego, in our labor movement we try to be an important segment of our community. As such we have done everything we can to associate ourselves with those segments of our free society which are necessary for making a good community and citizens who respect each other and work together. We have been indeed very fortunate in this regard. We have been lucky to elect very outstanding officials, and especially when it comes to law enforcement.

"At this time it is an honor and a privilege

to have the Honorable Edwin L. Miller, Jr., District Attorney of San Diego, who will extend welcoming remarks on behalf of the law enforcement officials in this area.

"He was born in Los Angeles and has lived his entire life in California. He was graduated from Dartmouth College, served as a U.S. Navy officer and then did his graduate law study at UCLA. He has been the District Attorney of San Diego since January of 1971 and was re-elected this year.

"Prior to his election he served as U.S. Attorney for this district from 1966 to 1969."

REMARKS

District Attorney Miller spoke as follows:

"Mr. Executive Secretary and distinguished guests, delegates, friends, it is a real privilege for me to have the opportunity to address you this morning. I trust that you are all chipper and ready to get down to the business that is facing you for the next few days.

"I heard the remarks of Mayor Wilson with respect to this great and beautiful city. And of course, we wish you well. We hope that you have a lot of fun while you are here, as well as accomplishing your objective.

"As I think back upon the position of a district attorney with relation to organized labor it gives me, I think with what I might consider a captive audience, the chance to just pass on a few comments that I have, especially with respect to the relationship between your organization and that of law enforcement. And when I say 'law enforcement' I include district attorneys as well as police departments and sheriffs departments throughout the State of California.

"You know, around the turn of the century — and maybe Max can remember back that far. I don't know! — the history of organized labor was such, gentlemen, that in the old days the district attorney was part of the prosecution arm against what was considered in those days the theory of a grand conspiracy by labor against business. And that theory and those kinds of prosecutions were prevalent for very much of the first part of this century.

"Over a period of time — and let me observe this as a personal observation — there have been some vast changes not only in the philosophy of law enforcement, but in the statutes to the point today, ladies and gentlemen, where we have a multitude of statutes which involve you as members of organized labor, many codes that cover and affect your lives. Everything from the Labor Code, the Government Code, the Welfare and Institutions Code, the Health and Safety Code. You name it. And at the same time we have seen a change in the role of law enforcement with respect to the kind of justice that we believe is more important today in this nation than

ever before, and that includes prosecutions of people from all positions of life.

"If you have followed local news, national news and state news, I think that you can observe that the involvement of law enforcement in the prosecutions of people who sometimes reside in executive suites is on the increase and that what occurs in the form of commission of crimes can very well touch upon all facets of our private and special interests.

"It seems to me that with this change in philosophy and with this new role that is being taken by law enforcement, which may include prosecutions for such varied crimes as fraud, corporate-securities fraud, consumer fraud in civil suits, and so on, for those of you who have not had the opportunity to make contact and to develop rapport with your District Attorney, that day should be changed and that kind of status that exists in many areas is long overdue.

"May I say as a historical note, there still seems to be a reluctance (and I don't say that that is true in San Diego, because I don't believe it is true in this community — but there is a reluctance) just because of the history of the role and relationship of the District Attorney and organized labor which causes labor at times to be reluctant to sit down and talk to his sheriff and his chief of police and his district attorney about crimes and other wrongdoings that might affect you directly.

"If I can leave any suggestion with you today as District Attorney it is simply this: Get to know your leaders in law enforcement; consult with them; develop an understanding between your respective positions, and I know that in the final analysis it cannot help but improve your status, it cannot help but solve your problems and it cannot help but add to the public interest in your community.

"I wish you well. It is great to have the chance to meet with some old friends from labor here today and I know that you will have a tremendously successful conference. Thank you very much."

Introduction of

R. R. RICHARDSON

Secretary-Treasurer

San Diego-Imperial Counties Labor Council

Chairman Osslo next introduced Secretary-Treasurer Richardson for an official welcome:

"When it comes to introducing the next individual, I am sure that to the vast majority in this convention there is no need of such an introduction. I happen to be acquainted very well with this very fine gentleman. I have known him for a long period of time. We have been associated in all of the rough and tumbles and some of the things and the rough roads that we have had to travel. Which is nothing different to us from anyone else who is a representative in the labor movement.

"I think that he is doing a very fine and outstanding job in the position he holds and it is really a credit to our labor movement and to the success that we are making under his fine leadership.

"The one that I have the privilege and honor to introduce is none other than the Secretary-Treasurer of the San Diego and Imperial Counties Labor Council. He has served in this office since 1963. He is formerly the head Business Agent for the Laborers' Union, serving in that capacity from 1951 until moving to the Central Labor Council. He was President of the Board of Directors of the 22nd Agricultural District in 1965 and 1966 and is serving for the eleventh straight year as Vice Chairman of United Crusade.

"At this time it is indeed a pleasure and privilege to present to you the Secretary-Treasurer of the San Diego-Imperial Counties Labor Council."

REMARKS

Secretary-Treasurer Richardson then spoke as follows:

"Thank you, Max.

"Officers and members of the Executive Council of the California Labor Federation, delegates to this Tenth Convention, and guests in the balcony.

"I wish to extend to you greetings and a welcome to our fine city in behalf of the Labor Council. We congratulate you for selecting San Diego again as your convention city.

"Labor in San Diego is proud of our city and county. Labor has built the county and labor maintains it.

"The last few years there have been many changes which have affected our social and economic way of life; and in spite of these changes, some of which were very drastic, our labor movement in San Diego and Imperial County has been able to stay abreast of changes and still go farther with continued progress and goals to be reached.

"The last time that this convention was in our city was in the year of 1966 — eight years ago. Much water has gone under the bridge in that length of time. Some of the major achievements that our Council has been involved in since your last convention I shall enumerate very briefly, but I thought that I should call them to your attention.

"In 1970 we had the merger between the San Diego and Imperial County Labor Councils. And I might say in passing that the original charter of the A F of L of San Diego Labor Council bears the signature of Samuel Compers.

"Two years ago was the first time that we had the pleasure of having the Union Label

Industries' show in our city. It was a great, outstanding success. This was a great tribute to the labor movement and the friends of labor in San Diego County, because without you it would not have been the success that it was.

"I might say that the first Sunday's attendance at this industry's show was greater than the total six days in Atlanta the previous year.

Many Political Accomplishments

"Politically, labor in San Diego has made tremendous strides and progress. We reelected all of our endorsed candidates each year continually. Ten years ago we had one congressman and one assemblyman who had been endorsed and elected by COPE. Today we have one congressman, two state senators and four assemblymen who have been endorsed and elected by COPE. Two of these assemblymen were an upset in the election of Larry Kapiloff and Bob Wilson, in which we picked up two districts which had been held by people we had not endorsed since the formation of the district.

"These achievements politically we owe to our COPE, to our WAD, to our Frontlash and to our APRI operations.

"For reasons of our continued progress in organizing the unorganized and gaining in union membership in our district the Regional Office of the AFL-CIO saw fit to assign a full-time organizer (Ted Caldes) to San Diego to work through the Labor Council and our organizing committee at this time. He is doing a tremendous job with us and we owe a lot of thanks to the regional office for this favor.

"A year last month our council moved into its new, modern headquarters, which indeed are worthy of your visitation. And if you have time, I hope that you drop by to see it. And then you will know why I said what I did.

"Since the last time you were in our city we have established a scholarship fund, giving away five \$500 scholarships each year to four of the universities here in San Diego and one sponsored by our Labor Council the California Labor Federation Scholarship Fund.

Unfair List

"In your package you will find a 'WE DO NOT PATRONIZE LIST' and I should like to reiterate two items on that list. One is Sea World. That is on the unfair list. And regardless of the inclusion of it in the mayor's statement, Sea World is a 'no-no'.

"And I might say again that the Yellow Cab Company is the only union cab organized. All other cab companies are non-union. We ask your cooperation.

"In closing, because of the times we are living in, this convention has before it many crucial decisions it must make. May your deliberations and decisions be made with wisdom so that the goals and the objectives of this convention may be reached.

"I hope your stay in San Diego will be one of the most enjoyable ones you have ever had.

And as you leave our city at the close of this convention to go to your many different places of abode, I wish you Godspeed.

"Thank you very much."

Introduction of

C. C. BELL

Business Manager-Secretary
San Diego Building and Construction
Trades Council

Chairman Osslo then introduced C. C. Bell, Business Manager and Secretary of the San Diego Building and Construction Trades Council, with these words:

"I now have the pleasure of calling on Brother C. C. Bell, who is the Business Manager and Secretary of the San Diego Building and Construction Trades Council.

"Brother Bell has been a business agent of the Building and Construction Trades Council since 1959 and succeeded 'Slim' Henderson as Business Manager-Secretary last October. He has been a member in good standing of the Tile Setters Local 28 since 1940 and served that local as Vice President-Business Manager in past years.

"At this time it is a pleasure to call on Brother Bell for his remarks."

REMARKS

"Thank you, Max, President Gruhn, Secretary Henning, honored guests, delegates, ladies and gentlemen. On behalf of the San Diego Building and Construction Trades Council and its 36 affiliated unions we would like to welcome you to San Diego. We sincerely hope that you enjoy your visit and take advantage of the many fine activities that are available for you.

"We wish to express our hope that this convention will be a successful and productive one and you will all return soon.

"Thank you."

Message from U.S. Congressman
Lionel Van Deerlin

Chairman Osslo then explained that Congressman Van Deerlin was unable to speak to the delegates as scheduled because of pressing duties and then read a telegram sent by the Congressman:

"Please extend my warm greetings to our visitors of the State Federation of Labor. With Nixon and Watergate properly behind us the delegates can give genuine and undivided attention to the disastrous economic conditions that cry out for action. I shall be following your deliberations closely.

"Good luck to all.

Lionel Van Deerlin
U.S. Congressman"

State Senator James R. Mills
Unable to Attend

Chairman Osslo then announced as follows:

"James Mills was unable to be here this morning and, as I stated, along with the rest

of the assemblymen and senators who were tied up. They were unable because of pressing matters to be here. And he has conveyed his regrets because he is unable to be here due to the press of business. I am sure that we all understand."

Introduction of Honored Guests

JOHN F. DUFFY

Sheriff, San Diego County

Chairman Osslo then presented Sheriff Duffy with these words:

"We do have with us at this time a very fine and outstanding individual in our community. He is a young man, a very handsome individual, and when he first ran for the office he holds it was quite a contest and very close. But after he was able to get in office he has served with distinction and with honor. He has established some of the very fine programs that exist in his office today in law enforcement. And when it came to running for a second term of office he ran completely unopposed. And I am sure that we all know that when this happens he has done a very fine job."

"It is a privilege at this time to call on the Sheriff of San Diego County, who is accompanied by Frank Fowler, Director of the Sheriff's Industrial Relations Unit. The Sheriff has just been reelected to the office that he has served since January of 1971 and, as I told you, without any opposition.

"He is President of the Local Chapter of the Boy Scouts of America and he is President of the California Peace Officers' Association as well as being a member of the California Council on Criminal Justice. He is considered an authority in his field.

"It is a pleasure and an honor to call on our good Sheriff of San Diego County."

REMARKS

Sheriff Duffy then spoke to the delegates:

"Thank you very much, Max.

"I also would like to extend to the distinguished people here at the head table, guests and delegates, the welcome to San Diego, America's finest city.

"There are a number of hotels I am sure that many of you are staying in throughout the city. There is one 'hotel' I would suggest you not register in. It is about a block and a half away. It is called the 'Graybar Hotel'—otherwise known as the County Jail. We are really overcrowded. We have no room for you.

"I hope that you have a great conference here, but please don't get into the kinds of controversies that might make you a guest in my 'hotel'.

"I would like to also echo the District Attorney's remarks. I really think some of the things that I would have said to you have already been said by him in terms of the re-

lationship to organized labor and the law enforcement community. But let me expand just a little bit to say that in my view it has perhaps been a long time coming—the recognition of some parts of our society where organized labor is really the backbone of this nation, it is the fabric that makes this nation what it is, the driving force, the nuts and bolts that make this great country what it really is. These are the people who will make this nation survive no matter what happens. Whether we remove a President from office, or whatever happens, this country will survive because of the backbone, because the American people are represented by people like you here today—good citizens.

"In every endeavor, whether it be a charitable cause, whether it be for the good of government, we find representatives of organized labor. You have heard some of the rules played by Rich Richardson here. He is involved in everything. Labor in San Diego County is an integral part of our community. And he wasn't kidding when he said it made San Diego what it is and maintains it.

"These are good citizens. And working together with law enforcement is an important thing, as the District Attorney mentioned.

Initiative Effort

"I would like to just touch on one area where labor has been working with law enforcement on behalf of all citizens. It is no secret—at least, I hope it is no secret—that there is a drive on, an initiative drive to gain a sufficient number of signatures statewide to place on the ballot at the next general election a proposal which would let the people write their own statute. That statute, if passed by the citizens of this state, would require that judges would not be able to give probation, but rather would have to sentence to the state prison persons convicted of certain crimes—those who sell heroin or cocaine, those who use firearms to commit violent crimes and those people who are convicted for the third time of burglarizing your residence, your home. The first-degree burglar—who, I think, after the third time has pretty well indicated what his occupation in life is going to be. That is simply to protect you.

"Organized labor has been helping us here in the county gain these signatures. My role as the President of the California Peace Officers makes me the statewide Chairman along with the Attorney General, Evelle Younger, Co-Chairman, and the local sheriffs in most of the counties are the county chairmen.

"I would urge all of you back in your own counties to assist your local sheriff in gaining a sufficient number of signatures. We are getting close to the deadline. They must be filed by September the 6th.

"The local cab drivers union here particularly has been extremely helpful to us. After all, a good number of cab drivers have been the victims of these vicious armed robberies. There have been beatings and stabbings and sometimes killings of cab drivers. And I can't

think of a better way in which they are helping to protect themselves and helping to protect society. So I urge all of you to get ahold of those petitions and give us a hand with it. It is something for all of us.

"Now, let me simply close by asking Frank Fowler if he would stand. Frank is, as Max mentioned, the Director of our Industrial Relations Unit. We are located just a block and a half down the street at 222 West C Street. His phone number is 238-2959. If he can be of any assistance to you or if my office can be of any assistance to you during your stay here in San Diego for the next week, we would be delighted to have you call on us.

"Again, have a successful conference. Thank you very much."

Introduction of

WILLIAM F. HOWELL

Marshall, Municipal Court, San Diego

Chairman Osslo next introduced William F. Howell, Marshall, Municipal Court, San Diego to give his remarks to the convention.

"We have a friend here with us this morning on the podium who is a friend of long standing, and we appreciate the splendid job that he is doing in the office that he holds. He is fair and impartial. After all, we don't want any special pleading of our case. We only want fairness. And it is a pleasure to call on him to stand up and say a few words to us this morning.

"The office he holds is Marshall in the Municipal Court of San Diego. At this time we call on our good friend, William F. Howell."

REMARKS

"Thank you, Max.

"May I add my welcome to you to San Diego and thank you for picking San Diego for your Convention.

"Also, I would like to report to you that we do have the finest cooperation that anybody could ask for from organized labor in San Diego County.

"I hope you have a very successful Convention and have a good time in San Diego.

"Thank you very much for inviting me here for the opening."

Introduction of

LEONARD T. BELL

Chief, City of San Diego Fire Dept.

Chairman Osslo then introduced Chief Bell to the delegates:

"The next fellow whom I have the pleasure to introduce is one who deals with rather hot situations! He is known to be directing one of the most efficient fire departments in this state — and I am not taking any credit away from other good fire departments around the state — and also in the nation. This is shown by the underwriters appraisal of the rates, the costs of fire insurance. And he heads a group

of individuals, members of organized labor, and those of us in the San Diego labor movement have always held this particular group in the highest of esteem. They have rendered wonderful service to this city throughout the years. The firemen's organization, the fire fighters organization is a very fine and responsible unit of the organizations that comprise our labor movement in San Diego. It is only fair and fitting that, since they have such an outstanding fire chief and a very good friend of all of us, to call on him and have him here this morning. And I want to take this opportunity to thank him for being here to appear before us.

"Fire Chief Leonard Bell."

REMARKS

Chief Bell spoke as follows:

"Welcome to San Diego. Following some of the distinguished people that have preceded me here and, of course, big Max Osslo, I feel something like Elizabeth Taylor's next husband. I know what to do, but I don't know how to make it interesting!

"Anyway, we do have a fine fire department in San Diego. And the prime reason for that is: We have quality people in the AFL-CIO Federated Firefighters. I was a member until they gave me a withdrawal card upon my appointment to chief! But I think I understand their problems, I think I appreciate the kind of people that are in the labor movement in San Diego and particularly in my department.

"Thank you for coming to San Diego. And Max, thank you for having me here."

Introduction of

STATE SENATOR JACK SCHRADE

Senatorial District 39

Chairman Osslo next presented State Senator Jack Schrade with this introduction:

"The next individual we will have the pleasure of hearing from this morning is one that, despite what has happened nationally, in Sacramento he has continually been our friend. He has been a very fine representative from the report given to us down here from those who are carrying on the legislative work in Sacramento — our distinguished Secretary-Treasurer John Henning and Vice President Harry Finks and those others associated with them, Jim Lee and so forth. He has been a very fine representative and one that has been in our corner. When we have needed a vote, he has given us his vote. We in the labor movement of San Diego supported him the various times that he has run for reelection as Senator from this community.

"At this time it gives me great pleasure to call on Jack Schrade, who is our Senator from the California Senatorial District No. 39.

"Senator Schrade."

REMARKS

"Thank you very much, Mr. Chairman. Mr.

Gruhn, Mr. Henning, distinguished members here on the platform, delegates, all of our friends, I want to welcome you also to San Diego, my home county, that I have had the pleasure of representing for the last 20 years in Sacramento. And I want to thank you from the labor movement for the help that you have extended to me. I want to tell you that the people that you have in Sacramento — Mr. Henning, Harry Finks, Jimmy Lee and the others that assist them — are doing a tremendous job in representing your problems in Sacramento.

"It's great to be here in San Diego today to again attend one of these great conventions. We wish that you have a great success here in all of your accomplishments not only today, but in the future and all the rest of your conventions.

"I would like to compliment you on several things that I have noticed here this morning, which is not unusual for the labor movement. It was great to open up this great Convention with the prayer that we had, the very fine prayer. It was wonderful. It was a thrilling thing to see the stars and stripes come down the aisle here presented by the Marine Corps and to have a young lady lead us in the pledge of allegiance — a little switch from what we have had. For many many years the Boy Scouts have done this. They also are doing a very fine job for the community. And we admire the Girl Scouts not only here, but all throughout the country.

"I do want to take this opportunity to bring greetings from your many friends in Sacramento. We wish you well. And may God bless you!

"Thank you."

Messages and Greetings to the Convention

Chairman Osslo next reported the messages which had been sent to the convention:

"As has been stated here so often this morning, we had several assemblymen that couldn't be here and other legislators, among which is Wadie Deddeh, the Dean of our Assembly; also, Assemblyman Lawrence Kapiloff, District 78; Assemblyman Bob Wilson, District 76; and Assemblyman Pete Chacon from District 79.

"I have here some telegrams that I will place into the record. And I wish to state that there is one that came in but I fail to have it here. However, I wish to state that Wadie Deddeh sent his regrets to our distinguished Secretary, John Henning and Brother Richardson, and states in there — and I will put it in the record later — that he was unable to be here because of pressing business that confronts him in the work of the legislature.

Assemblyman Bob Wilson

"I have a telegram here from Bob Wilson, which is directed to R. R. Richardson, San Diego-Imperial Counties Labor Council. It says:

"So sorry I can't be with you Monday,

August 19, 1974, as the legislature is in session on that day and we will have approximately 500 bills before us. Many of these bills are of vital importance to the labor movement and I want to be there to vote. I appreciate your support, and have a 100% voting record for labor. However, there are only six voting days left in this legislative session, and I feel that my responsibilities to my constituency require me to be there.

"Best wishes for a most successful convention.

"Sincerely, Bob Wilson, Assemblyman, 76th District".

Assemblyman Lawrence Kapiloff

"I also have a telegram from Larry Kapiloff, which says:

"I'm sorry that I am unable to be with you today in San Diego. It was necessary for me to return to Sacramento because numerous bills of great significance are to be heard in committee and on the floor.

"Please extend my hearty greetings to our brothers and sisters in labor who are visiting our fair city. I trust that your convention will be most enjoyable and productive.

"I've spoken to leadership and hope to get some special consideration so that I can join with you later in the week. Until then please accept my best wishes. Best personal regards.

"Larry Kapiloff, Assemblyman, 78th District."

Chairman Osslo continued:

"Now, my work is rapidly coming to a close. But before it does I wish to express to you again our thanks that you have selected to come to San Diego. As we have stated many times, San Diego happened to be fortunate in this sphere of influence in that it is the first city in California where Christianity was first established down here at Mission De Ocola, just about ten miles northeast of this concourse.

"You will note on your program that we have all of those on our local San Diego Convention Committee, and I want to take this opportunity to congratulate them on all of the activities that they have been engaged in in providing the services necessary for this Convention.

"They have been most ably assisted by R. R. Richardson, the Vice Chairman. As far as the part that I played in this, it was most insignificant. In fact, none at all, due to the fact that I too was tied up on some very pressing matters which called for my attention and provided that I couldn't even be in the city during the time that most of this work went on. I am sure, however, that they have done everything in their power to try to make your stay here most convenient and hospitable and enjoyable. And I wish again to thank the San Diego Convention Committee for the fine work that I know that they

have performed in trying to take care of your needs."

Introduction of

ALBIN J. GRUHN, President
California Labor Federation, AFL-CIO

Before turning the gavel over to President Albin J. Gruhn, Temporary Chairman Osslo made the following introduction:

"At this time we come to that point in our opening ceremonies where it is the time to turn over the gavel of this Convention to our very distinguished President, Brother Al Gruhn, who has served this Federation for probably as many years as some of us are delegates to this Convention. He started out as an officer of this Federation at a very early age, and he has given a good account of himself in this Convention as well as by the fine family that he has reared. And if anyone thinks about the population explosion, we know that there is one man here that has been very much a part of that! He has a lovely family. He is a dedicated trade unionist, he is a very loyal individual. And he has served us faithfully over these years. It is certainly a distinct pleasure and an honor to again return the gavel in this beautiful city, the first city of California, over to our distinguished President, Brother Al Gruhn.

"I give you this gavel and wield it with justice in all things."

FORMAL OPENING OF THE CONVENTION

Albin J. Gruhn
President, California Labor Federation,
AFL-CIO, Presiding

Chairman Gruhn spoke as follows:

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

"Thank you, Vice President Osslo. We are proud to have a Federation Vice President such as you, one who over many years has given unselfishly of yourself to the cause of the trade union movement.

"In behalf of the Federation, your own local union, Butchers Local No. 229, the San Diego Central Labor Council, the Western Federation of Butchers and your own International Union. To the San Diego Convention Committee Chairman Max Osslo, Vice Chairman Rich Richardson and the members of our various convention committees, we extend our special thanks for your efforts in assisting us in carrying out the numerous details in preparation for this Tenth Constitutional Convention of our Federation being held in your great and beautiful labor city.

"I wish to also thank Musicians Local No. 325, who provided through Bart Hazlett's Dixieland Band, entertainment for us earlier this morning and also to the United States Marine Corps for having the presentation of the colors, to Linda Wells, who gave us the

Pledge of Allegiance to the Flag and to the efforts of Bob Sexton on filling in for the singing of the National Anthem. His Excellency Bishop Maher, the District Attorney, Edwin Miller, Brothers Rich Richardson, C. C. Bell, Chief Hoobler, Sheriff Duffy, Marshall Howell, Fire Chief Bell and Senator Schrade.

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

"Our Tenth Convention meets at a very crucial time in the history of our nation and the world.

"Preparations are under way throughout the country for the proper observance and celebration of this nation's bicentennial in 1976. I am extremely proud of the contributions that the trade union movement has made to give real meaning to the declaration of our founding fathers that all men are created equal and are endowed with certain inalienable rights of life, liberty and the pursuit of happiness.

"The progress of these fundamental declarations of our founding fathers has recently been under severe attack by a President, now resigned, who had forsaken his sacred trust to the people of this nation. Who would have believed that such a thing could happen here in our beloved United States of America? It proves again that eternal vigilance is the price of liberty, justice and equality. Thank God this dastardly attack upon the vitals of this nation was blunted and uncovered before irreparable damage was wrought to this nation's democratic institutions.

Leadership Needed

"Much work needs to be done to repair the damaging effects of the Nixon era with all of its so-called 'nightmares.' Organized labor must give the necessary leadership in the days ahead if this nation is to recapture the momentum necessary to give the maximum meaning to this nation's bicentennial observance and celebration in 1976.

"The selfish corporate interests won't give this kind of leadership, the multinational corporations won't give this kind of leadership, the United States Chamber of Commerce won't give this kind of leadership, the National Association of Manufacturers won't give this kind of leadership. And can we be sure that President Ford will give this kind of leadership?

"We pray that he will. But his past voting record as a Congressman, as published by the AFL-CIO, gave him nine good votes and 109 bad votes. This certainly gives us no assurance that he will provide the dynamic leadership so necessary to repair the damage wrought by the Nixon Administration to all phases of our governmental structure as well as to the economic and social well-being of this nation's citizens.

"Not too long ago, when he was still Vice President, Mr. Ford deplored the AFL-CIO's announced program to work for the election of a veto-proof Congress in order to overcome Mr. Nixon's blatant use of the veto against

much-needed economic and social legislation.

"If President Ford is now inclined to give the kind of leadership so necessary to effectively attack the social and economic problems facing this nation, he should have no fear of a veto-proof Congress. Based upon his past voting record, we can ill afford to take a chance on President Ford, particularly when the pressures of the selfish corporate interests are as potent and as powerful as ever.

"Let us do our part in 1974 by helping to elect a Congress that will respond to the vital social and economic needs of the people and not the corporate special interests, a Congress that will be veto-proof when necessary to overcome a presidential veto against the interests of the people.

"It is also vitally important in California that we elect a Governor who will sign and not veto legislation such as unemployment insurance for the farm workers, collective bargaining rights for teachers, secret ballot elections for farm workers and other much-needed legislation. We need to increase the majority of liberal legislators in the State Senate and State Assembly if this state is to effectively cope with its many economic and social problems.

Labor's Broad Concerns

"Your support of all California Labor COPE's endorsed candidates is vital to this effort in the November general election. The policy statements submitted to you by this Federation's Executive Council are indicative of the broad concerns of the trade union movement in virtually every area of our community and national life—full employment, the economy, taxation, foreign policy, unemployment insurance, unemployment disability insurance, workmen's compensation, women, social security, health care, welfare, consumer protection, labor legislation, agricultural labor, civil rights, housing, education, ecology, energy and reclamation law. These many areas of labor's concerns should make us all appreciate the tremendous responsibility that we place on the shoulders of our Federation's legislative representative, Executive Secretary-Treasurer Jack Henning in carrying out our legislative work in Sacramento as well as his office's coordination with the AFL-CIO's legislative efforts in Washington, D.C.

"The aforementioned policy statement areas speak out on the urgent needs of not only members of organized labor, but of the vast majority of all citizens of this state and nation irrespective of race, color, creed, sex or age. Organized labor is indeed the voice and the champion of the people, particularly the little people and the disadvantaged. Our trade union movement must continually build its strength not only on the political front, but on the economic front as well. There is no easy way to do this. It will take hard work, dedication and perseverance. Let us all pledge today that we will do our part to strengthen the trade union movement by registering our

members and their families and educating them on the issues, getting them to vote on election day, by working to bring about the affiliation of all AFL-CIO unions with the local and state central labor bodies, by helping to organize the unorganized, by purchasing union-made goods and union services, asking for the union label and service products and becoming involved in community affairs.

Democratic Institutions

"In doing this basic trade union work we will greatly strengthen our trade union movement, which in turn will strengthen our nation's democratic institutions. A strong trade union movement is one of the best assurances to the people that the observance and celebration of this nation's bicentennial in 1976 will truly have full meaning and inspiration to all Americans. And in this way we will have kept faith with our nation's founding fathers and the founders of our great union movement.

"In reporting to you on the administration of my office, I refer you to the reports you received in your packet when you registered as delegates. They cover many of my activities in behalf of this Federation since our last Convention.

"Thank you very much."

Recess

Following his address, Chairman Gruhn recognized Secretary-Treasurer John F. Henning who moved that the convention be recessed for thirty minutes.

The motion was seconded and carried. Chairman Gruhn later called the convention to order at 11:45 a.m.

He then called on Loretta Riley, chairwoman of the Credentials Committee for a report.

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Riley, Chairwoman

Chairman Riley reported that the committee recommended that the delegates listed in the Preliminary Roll of Delegates as printed and presented to the delegates, be seated according to the Constitution of the California Labor Federation.

Chairwoman Riley then read the list of additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Chairwoman Riley then moved that the partial report of the Committee on Credentials be adopted.

The motion was seconded and carried.

Introduction of ALEXANDER BARKAN, Director National AFL-CIO COPE

Chairman Gruhn then introduced Alexander Barkan, National AFL-CIO COPE Director, for an address:

"At this time it is a great pleasure for me to have the opportunity to introduce to you for an address to this convention a man whom I am sure all of you know because of the years of his hard work and service to the trade union movement on the National COPE level, his dedication and the hours he puts in going from one part of this country to the other building up our COPE arm so that we can do an effective job. In fact, he was one who was No. 2 on the Nixon White House 'Enemies List'. So that gives him pretty damn good credentials.

"At this time it is a pleasure to introduce Alexander Barkan, National Director of AFL-CIO COPE."

ADDRESS

Director Barkan commenced his address:

"John Henning, officers, leaders of California labor, this morning I rode over to the convention hall with Morrie Weisberger and his delegation. Morrie was kind enough—we hadn't seen each other in some time—to comment on how well I looked and how young I looked.

"And I told Morrie, 'Well, I will tell you how young I am.'

"I just came from Nevada, a State Fed Convention in Las Vegas. I had occasion to call the COPE Chairman for Clark County, who was a stagehand at the Stardust. And he said: 'I've got to see you.'

"So I went over to see him. He made arrangements for me to get backstage, and I got there just as a number broke up.

"I was in the Navy for four years, and this was like a sailor's dream! I was surrounded by 30 beautiful naked girls!

"Of course, I was looking. And he spotted me and started to talk. The girls in the meantime had gone into the dressing room to change their costumes. And it didn't take them very long. You know. Just one fig leaf for another one!

"As they gathered again and surrounded me waiting for the next cue to go on stage, I suddenly became conscious of the fact that I was listening to this guy talk to me about Clark County COPE problems. And a sense of sadness came over me. Ten years ago he could have hit me over the head with a two-by-four and he wouldn't have gotten my attention!

"I called the wife, related this story to her and told her that 'I'm over the hill'!

"But seriously, I come to your Convention to share a few talks with you on the upcoming November the 5th election. We only have two and a half months to go. I don't have to tell you that this country has just come out of the worst political scandal in 200 years of American history. The White House of Washington, of Lincoln, of Roosevelt has been soaked by the worst kind of presidential corruption. Hollywood in its widest dreams would

never write a script such as we have witnessed—a President indicted as a co-conspirator for obstructing justice and for the first time in history being forced to resign; a twice-chosen Vice President, Spiro Agnew, found guilty of accepting bribes in the sanctity of his own vice presidential office, if you please; the Attorney General, Kleindienst, the chief law enforcement officer of the Nixon Administration, pleaded guilty of violating the law; some 20 of the highest staff people, cabinet officers, found guilty, pleaded guilty, indicted, some of them, awaiting trial.

The Real Nixon

"Now, the people of California, the labor movement of California warned the American people back in 1946 of the true character of Richard Nixon when he first ran against Jerry Voorhis. You warned the American people about the real Richard Nixon when he ran again Helen Gahagan Douglas, when he ran for Governor of this state and, yes, when he ran for Vice President. Unfortunately, the American people didn't listen to the voice of California labor. You in effect told the American people that this man Nixon was nothing but a double-dealing, triple-playing, four-faced, five-way phony!

"Well, he's gone. It was like a nightmare. The country waits for what is going to happen.

"Here many of these men who he ordered to violate the law have been found guilty, served time—some of them—disbarred, and at the moment he is going to be the recipient of a \$60,000 a year lifetime pension, a \$90,000 a year expense account and many sundry other benefits. But it's like a nightmare. It's over. And we've now got President Ford.

"I don't know President Ford. I have never had the honor of meeting him. I met Nixon on several occasions. But he deserves a chance to prove himself.

"The most important problem facing this country, facing the men and women of labor is, of course, the economy.

"Economists, reputable economists, are saying that we are on the verge of an economic catastrophe. Some of them say that we are in a recession, with a depression impending. The cost of living for the first six months of 1974 went up fourteen percent. Interest rates are the highest in a hundred years. The housing industry has come to a creeping standstill with the high interest rates and the tight economy policies of this administration. Unemployment has reached a 5.3 percent figure, with even the White House economists anticipating that by the end of the year it will go up to six percent.

"In this richest country in the world we have the spectacle of senior citizens, deserving the best that this country can give them, we find some of them reduced to eating pet food, dog and cat food, in order to exist.

"All the economic indicators are black and bleak. Bankruptcies abound. We have

droughts and crop failures, we have unemployment rising. We have General Motors announcing they are going to raise the price of their cars in 1975 over nine percent. And we are concerned. What should our policy be with this new Administration?

Constructive Policies To Come?

"I suggested, first of all, that we give President Ford every opportunity to do his own thing, bearing in mind that Gerry Ford was part and parcel in his capacity as minority leader of the House; again as Vice President, he supported President Nixon's disastrous policies that brought us to the sorry economic state we are in today.

"We got word when we read The Wall Street Journal a week ago and they reported that Gerry Ford will support the same kind of policies that Nixon carried out. Tight money, jawboning, asking labor and industry to be reasonable in their wage and price increases. Well, this program has proven to be a failure. This is Phase I, Phase II, Phase III, Phase IV all over again. So, while we offer corroboration to Gerry Ford, we've got a right to be a little uneasy. We are hoping that the conservative policies of Gerry Ford—he was representing a very conservative congressional district in Grand Rapids, Michigan and perhaps his voting record was reflecting that district—we are hoping that as President of the United States he will be much more liberal, much more constructive than he was.

No Rubber Stamp

"So our first policy, I suggest, should be support for Gerry Ford, offering him cooperation but no rubber stamp.

"Gerry Ford proposes programs that are meaningful and constructive, with new departures rather than carrying out old failures.

"I am suggesting he deserves our complete support. This problem of the economy and depression is too important to be playing politics with, but on the other hand we ought to be free in our offer of cooperation to speak out as we spoke out last week when Andy Biemiller testified in behalf of the AFL-CIO.

"Yes, we support the Congress giving President Ford the Watch-Dog Committee that he called for. And Andy Biemiller pointed out that while we support a Watch-Dog Committee, it won't do much good unless there is meaningful support to make sure that prices are within reason.

"The labor movement petitioned me from the very beginning as expecting its fair share and I know George Meany was speaking for most of us, if not all of us, when he offered to have the labor movement expect its fair share of sacrifices necessary to lick inflation—provided it was across-the-board control not alone of wages but of profits, of dividends, of interest rates! That is the only thing that has not been tried: a complete across-the-board control. The only thing that has been controlled in Phases I, II, III and IV has been

your wages. That is the only thing that has been controlled!

An Independent Congress is Essential

"So I am suggesting support of and cooperation with the President—but an independent and no rubber-stamp support. The other thing: we ought to elect a Congress that, again, is not a rubber-stamp Congress. I can see a lot of Republican candidates taking advantage of the honeymoon that President Ford is enjoying, saying: 'Let's give the President a Congress that will support him.' I say again we ought to give Gerry Ford a Congress that will support him and his program when that program deserves support. And on the other hand, when that program does not deserve support we ought to elect a Congress that is willing to chart its own independent course to make certain that we lick this terrible problem we now face.

"That is the suggestion that I bring to you. This means in the two and a half months before the November 5th election your contribution to the election of a cooperative, sympathetic Congress that will understand that the labor movement, the little people, should not be singled out alone to bear the main burden of the fight against inflation. Your contribution to that kind of a Congress requires, first of all, full support for a proven friend of labor. And I refer to your distinguished Alan Cranston.

"You have got so many, many congressmen. The test ought to be: Will they serve in an independent capacity—or will they be a rubber stamp? Will they just be anti-labor, as so many of them have been in the past? That's your goal!

Help is Forthcoming

"I pledge from National COPE that we will help you in every way that we can. We will help your state organizations financially; we will help in staff. We will help in every way that we can to accomplish the job that has to be done.

"I don't insult the intelligence of experienced labor leaders such as we have here. Handle the COPE job that has to be done. Registration of your non-registered members! Education of your membership so they recognize friend from foe, real issue from phony issue! COPE dollars that we can contribute to COPE-endorsed candidates!

"There is an old rule in politics! It is called the Golden Rule. 'Who puts up the gold calls the tune.' The bankers got up millions of dollars for Nixon in '72. You are paying the highest interest rates in years. The milk producers got up big dough for Nixon—and you are paying for it in higher milk prices. The oil companies got up over \$5 million. You are paying for it in the 60-cents-a-gallon gas. The NAM got up money for Nixon—and you paid for it in Phase I, II, III and IV wage controls. The doctors got up the money and helped Nixon block cradle-to-the-grave health programs.

"We have got to get up the money. We have got to go to our local union members and explain to them why they have got to get up their \$2.00 so that we can help the Cranstons and the congressional candidates that you endorsed. They are not going to get contributions from Vesco. They are not going to get contributions from the big oil companies, the AMA. They have got to get them from us. And if you explain to your members why they should voluntarily contribute the \$2.00, I am confident that they will produce.

Where COPE Dollars Go

"What happens to the \$2.00? It doesn't go to pay anybody's salary, the expenses of National COPE or State COPE. We're financed out of the general funds of the AFL-CIO. Every dollar that your members contribute, like silver bullets, we send back to the states to help federal-endorsed candidates.

"Education! Registration! COPE dollars! Get out them all! Alliances with friendly groups: Philip Randolph; the Labor Council of Latin American Advancement, which is our first organized national venture in this area. Your own Ray Mendoza is the President of that organization. We have Frontlash. We have a retiree program.

"This program is a winning program. When I talk to you and say, 'This is the way to political victory—registration, education, COPE dollars, get out the votes, alliances with the groups—I am not talking about a pie-in-the-sky theory. I am talking about a proven record of political victories. And if you take up this program and put it into effect, you will most certainly win on November 5th.

"I have been around the country. In the last month I have been in over 40 states. I am encouraged by what I have seen. I know what an aroused labor leadership is capable of doing politically. Labor leaders like you are giants. Politically you are ten feet tall. I see hundreds and thousands of members who believe in your leadership. Show them the way these next two and a half months.

November 5th Election

"I don't care what you have got in your local unions—strikes, collective bargaining, arbitration, new organization. Nothing—absolutely nothing—is more important to you, your families, your contracts, your present, your future, than the outcome of the November 5th election!

"So I close invoking the old Negro spiritual. Down deep in my heart I do believe that all of us in these next two and a half months—all of us, placed on the top of the agenda by every local union, white and black—all of us, young and old—all of us, white-collar and blue-collar—working together, marching together and building together, we will win, we will overcome, on November 5th!

"Good luck! God bless you and on to victory!"

National COPE Director Barkan was

thanked by Chairman Gruhn for his address.

Chairman Gruhn then called on Secretary-Treasurer Henning for his remarks.

REMARKS REGARDING THE MORNING RECESS

John F. Henning

Executive Secretary-Treasurer

California Labor Federation, AFL-CIO

Secretary-Treasurer Henning spoke as follows:

"Mr. Chairman and delegates.

"Al, we appreciate your remarks. We appreciate the aid National COPE is giving us in the registration and the get-out-the-vote campaign.

"I have a statement to make with respect to the recess that we had this morning.

"This Convention is an assembly of a private institution. This assembly is held under the auspices of no public body. It is held under the auspices of a private organization: the California Labor Federation, AFL-CIO. And while this convention is in assembly, the assembly floor is our home and under the laws of the United States those who are of the family have the right to request any person who is not of the family to leave the home and, indeed, have the legal right to escort that person who has invaded the home from the premises."

Recess

Secretary-Treasurer Henning then moved that the Convention recess until 2 p.m.

The motion was seconded and carried.

AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:20 P.M.

Introduction of

WILLIAM SIDELL, President

United Brotherhood of Carpenters and

Joiners of America, AFL-CIO

Chairman Gruhn next presented President William Sidell to the convention:

"Delegates, at this time it is a really great pleasure for me to have the opportunity to present to you one of our own from California who grew up in the ranks of the trade-union movement here in our State; who proved himself as an effective, dedicated trade unionist in his own local union, a part of the Brotherhood of Carpenters and Joiners. He was also for several years a Vice President of our State Federation of Labor and later was elected to high office in the International Brotherhood of Carpenters and Joiners of America, and more recently was elected to the office of General President of the Brotherhood of

Carpenters and Joiners of America. He is also a member of the Executive Council of the National AFL-CIO.

"Brother Sidell is here, in addition to his own capacity as International President, also representing President George Meany of the National AFL-CIO.

"We are proud of Bill's accomplishments in the trade union movement and we know that in his new position on the national level he will bring to the national movement the fundamental principles of the trade unionists of California, which I think are among the best in the nation.

"So it is indeed a pleasure for me to bring to you one of our former Vice Presidents of the State Federation of Labor: Bill Sidell."

ADDRESS

President Sidell then spoke:

"Mr. Chairman, members of the Executive Council, officers of this great Federation, delegates and guests. I want to say that I am privileged to bring to you the fraternal greetings of the AFL-CIO and the warm, personal best wishes of President Meany on the occasion of this California Labor Federation Convention.

"As you know, I have a special feeling of attachment to this Federation. I feel at home in this Convention. And I'm positive you will translate the words of this Convention into action at the place where decisions are made—the ballot box.

"This Convention, like those held in other states, is a vital link in the democratic process that binds this movement and this country together.

"If there is one message we should all draw of the recent events in Washington, that message is: The system works. Thank God, the system works.

"You are part of that system. Your members are part of it. In fact, it is democratic groups like this one that makes the system work.

"And because the system works, your job this year is going to be more difficult. As one politician prophetically said, you are not going to have Richard Nixon to kick around any more.

"While that is good, remember this:

"You are not going to be able to approach the November elections on the basis of a referendum on Richard Nixon.

"In a way, that is best for the labor movement and the country as well. Because this campaign will be a referendum on policies, not personalities. We'll be voting on issues, like those that swell corporate profits while the hard-earned dollars of our members buy less and less.

"This campaign will be a contest between those dedicated to resolving the people's problems and those committed to narrow special interests. Between those who place profits ahead of people and those who put the general welfare above all else.

"My spirit is renewed at the prospect of that challenge. Gone is the rhetoric and rancor of personality politics. Now we can get down to the issues, and we will win on the issues. That is the way it should be.

The Lesson of Watergate

"But as we approach the issues and the question of determining—on the basis of their position on the issues—the candidates we in organized labor will support, we must never lose sight of the overriding lesson of Watergate:

"That is the need for truth, honesty and integrity in government.

"A candidate who talks 'right' on the issues, but is 'wrong' on integrity, does not merit our support.

"I was impressed—as I trust you were impressed—with President Ford's statement that 'Truth is the glue that holds government together.' He was so right.

"I remember voting on May 8, 1973 in support of an AFL-CIO Executive Council statement asking for the full truth on Watergate. It took one year and three months to get that truth, but it was worth the wait in terms of a lesson for the future.

"Lies, deceit, dishonesty, mistrust have no place in our system of government. There is plenty of room for honest disagreement on policies—and I expect that we in labor will have many honest disagreements with President Ford.

"But we must never forget what happened when paranoia replaced honest differences. We must never forget the basic rule of democracy: The President is the boss of the country, but the people are the boss of the President.

Remember Sam Gompers

"At times, we in the labor movement have fallen victim to the bitter politics of personality. We have neglected Sam Gompers' sole criterion: 'Hold your trade union card in front of you in deciding all issues. And unless they square with it, they aren't good for you.'

"We hold an allegiance first to the labor movement, and then to our political parties. I can tell you, quite frankly, that I am a trade unionist first and a Democrat second. And I'm an unabashed Democrat.

"In all my years in the labor movement, I have always found labor's issues to be the people's issues. We don't talk about health care for union members, we want quality health care for all the people. We don't ask that inflation must be stopped for just union members, we want inflation stopped, period.

"The labor movement has never lobbied for a single piece of legislation that said 'For union members only'.

"And we aren't about to start now.

"So, let us look at the issues of 1974. Then let us look at the candidates, one by one, and decide who is worthy of our endorsement, who can we honestly recommend to our members.

"First and foremost among the issues is the economy. We're not looking for witch doctors and magic potions. We've seen what they can do for the last five and a half years. They gave the country fits and they didn't even know how to cure fits.

"We're not looking for pass-the-buck artists who will go to Congress and vote sweeping powers for the President to control inflation without a specific plan in mind. Blank checks for the President aren't the answer. The last President, who abused his blank-check authorities, proved that.

"We certainly don't want more of the same—higher and higher interest rates, higher and higher profits, bigger and better tax loopholes for the corporations and the wealthy, and less and less for the American people.

"We want a Congress committed to putting our people to work. We want jobs, not welfare or slogans or excuses or promises. We want action. We want work.

"We are sick and tired of politicians who call on labor to sacrifice their standard of living on the altar of fighting inflation while everyone else makes out like a bandit.

"If anyone doubts that our members have sacrificed, get out the records. They show: Cost of living, up more than 11 percent in the past 12 months. Buying power of wages down more than 4.5 percent.

Inequities of Wage-Price Controls

"Look at the record of controls—Freezes 1 and 2 and Phases I through IV. The only component that met its goal was wages—5.5 percent. Every boss was a willing enforcer of wage controls, but nobody controlled the enforcers.

"What happened to prices? What happened to profits? What happened to interest rates, to executives' compensation, to dividends?

"Well, we've had enough of one-sided sacrifice.

"While workers sacrificed, corporate profits went up 28 percent in the second quarter of this year, on top of a 26 percent increase in 1973, which was on top of a 25 percent increase in 1972 and 17 percent in 1971.

"If government economists call a 10 percent wage increase inflationary, what do they call a 28 percent profit increase? I guess they call it 'good business' but I call it profit-inflation.

"The new President took his first action on the economy last Monday. He chastised General Motors for announcing a \$480 per car increase for new models.

"If the President can have some success in getting prices down, then—and only then—would it be fair to ask union members for

new sacrifices. But so long as price increases outstrip wage increases, workers won't have time to listen because they'll be working too hard just to keep food on the table.

Let's Look at Interest Rates

"If the President is looking for another good target, let me suggest interest rates.

"The tight money, high interest rate policy of Dr. Arthur Burns and Richard M. Nixon brought a depression into the housing industry. Four hundred, sixty thousand construction workers—10.6 percent of the construction work force—are without jobs; uncounted thousands of families are without the new housing they want and need.

"The money available for home mortgages is being dried up by loans for corporate mergers, loans for gambling casinos and other speculative ventures, and bank schemes to get investors to invest in paper instead of construction.

"The President already has the power to channel available credit into worthwhile areas, and what can be more worthwhile than home construction? Residential housing is the foundation of our society.

"I say: Use that power, Mr. President. Make the money available. We'll build you the homes—homes that people will be proud to raise their families in.

"If mortgage interest rates were slashed from 10 to 6 percent, consumers would save \$19,800 over the life of a \$25,000 mortgage. That's the way to fight inflation.

"Put another way, that is \$66 a month a family would have to purchase products produced by another's labor. Right now that \$66 a month doesn't buy a thing. It only rents money.

"This economy was built on consumer purchasing power, and high interest rates eat into purchasing power like a buzzard into flesh.

"The Congress can take action on interest rates. So, we should ask candidates what they propose to do about interest rates and how.

"The government could do what the free enterprise bankers are unwilling to do. And that is invest in America.

Establish Lending Program

"The government could—and we in labor say the government should—establish a direct lending program to provide mortgages at reasonable interest rates—and by that I mean 4, 5 or 6 percent, not 8, 9 or 10 percent—for middle-income housing. Also, the government must expand existing programs of assistance for low- and moderate-income housing which were axed by the Administration's budget cutters.

"We spent billions of dollars getting to the moon—and it's about time that we got off the moon and got down to earth and took care of the needs of this great nation and its people!

"Next, the President and the Congress must take effective action to curb the outflow of American capital abroad.

"In the first five months of this year alone an additional \$8.5 billion left this country for investments abroad. That's enough money to build more than 250,000 homes. And that's enough homes to put a lot of construction workers back to work.

"When construction workers are working, then those who work for suppliers are working. And their wage scales provide jobs for service and retail employees. And when they earn enough to buy houses and other products, that's the way the economy should and must work.

"The President and the Congress must also turn to tax justice. I have stopped using the term 'tax reform' ever since I got a look at the bill the House Ways and Means Committee is calling 'tax reform'.

"I guess you here in California know all about the perversion of the word 'reform', but it still comes as a shock.

"The next time you hear a candidate say he is for cutting the federal budget to make it balanced, ask why U.S. Steel isn't paying the full 48 percent corporate tax rate.

"Ask why hundreds of wealthy taxpayers, receiving \$200,000 a year in income, pay not one red cent in federal income tax.

"Ask why a worker who earns his income through the sweat of hard work is taxed at twice the rate of a person who earns the same amount by having money do all the work.

"Instead of closing the capital gains loophole, the Ways and Means Committee proposes to broaden it.

"The AFL-CIO calculates that closing the worst tax loopholes would bring another \$30 billion into the federal treasury. That would more than balance the budget. It would also inject fairness into the tax structure.

We Need National Health Insurance

"Then there is national health insurance. There is a good chance that the next Congress will enact a national health insurance program. Whether that program is one designed to help the people or one designed to satisfy the doctors, hospitals and insurance companies will depend largely on the candidates we help elect.

"We have a good program that the entire labor movement is supporting National Health Security, introduced by one of your own, Representative Jim Corman. It is the only proposal with comprehensive benefits for everyone and no deductibles, no coinsurance and no insurance companies.

"The Corman bill deserves our support and so do candidates who commit themselves to voting for the Corman bill.

"Another issue that Congress must direct itself to is the export of scarce commodities. We believe that controls should be placed on

the export of foodstuff, lumber, textiles and other products in short supply at home. We have had enough Russian wheat deals to last us a century.

"We have also had enough of the unregulated commodities speculators, with the 'paper' deals that drive up the cost of the food we must buy.

"We need a Congress that will police the administration's enforcement of the Occupational Safety and Health Act with a big stick. We need a commitment from the President of the United States that he will not put a dollar sign in front of human lives. He should immediately cancel the order of the Office of Management and Budget for an 'economic impact statement' on job safety.

Human Lives vs. Dollars

"Of all the callous misdeeds performed in Washington in the last five and a half years, that one takes the cake! I would have thought in this year of 1974 that human lives were more important than the almighty dollar. Nixon didn't think so, and I hope President Ford sheds that idea immediately.

"We need more job safety, not less. We need more inspectors, more laboratory technicians, more funding. Organized labor fought hard for OSHA, and we are not about to let it 'twist slowly in the wind'.

"So where are we in 1974?

"The man elected President of the United States and the man he chose twice to be Vice President were forced to resign because of evidence of criminality.

"So we have a new President. He faces, and we all face, double-digit inflation. We have all experienced long lines for gasoline that suddenly returned when prices got high enough. We have had shortages of beef, wheat and other commodities. Millions are out of work.

"I like to think that we are on the threshold. We have proven that the Constitution works to get rid of those who abuse power. Now we must prove that it works to 'promote the general welfare.'

"To do that we need public servants of proven integrity and proven loyalty to the needs of the people.

"We need a strong, aggressive labor movement that continues to fight for workers' rights and to improve the lot of all Americans.

"I would like to just leave the text for now and talk to you a little bit about some of the things that I think are important that are happening every day in Washington and some of the issues that are crucial to the labor movement.

Occupational Safety and Health Act

"I spoke to you a little bit about OSHA, the Occupational Safety and Health Act. Most of you know that there has been a delay in tactics and that the funding of this program has been withheld. And also at this

moment OSHA is in grave peril on two fronts. First, and most immediate, the opponents of OSHA have succeeded in attaching an amendment to the actual appropriation for labor HEW that exempts all firms with 25 or fewer employees from being subject to OSHA regulations. We do feel that we can successfully defeat that amendment in the Senate. Yet it will be a tough fight because of the heavy coordinated letter-writing campaign against OSHA from small business communities.

"We in Washington are not going to let you down. We think this is a fight that has to be carried all the way, and we've still got some pretty damn good friends in Congress. And we are going to use them.

Federal Workmen's Compensation

"As to federal standards for workmen's compensation: This ties in with human beings and their life and their future life when they are hurt on the job. There is certainly a lot to be said about the needs of federal standards for workmen's compensation. There are several bills that are kicking around in Congress. Among the basic provisions of some of the bills are complete coverage of all work-related injuries, medical care and rehabilitation services without limits as to the time or dollar amount, free choice of physicians, compulsory coverage of all wage and salary workers without numerical or occupational exceptions. This is legislation that is absolutely necessary. And I know that every International that is represented in this hall today has a keen interest in workmen's compensation laws and every local union in every area, and there is a great need and there will be a great push in Congress to get us a reliable, justified bill on federal workmen's compensation.

"I hope that you will talk to your Internationals so that they will get into the picture back in Washington where the day-to-day lobbying is conducted in order to pass some of these bills.

Pension Reform Legislation

"The pension reform legislation. I just want to leave you with one little message. With the exception of wage controls, the singlemost, all-encompassing piece of legislation now before the Congress is the pension reform bill. It will literally affect all of us. Its provisions will bring changes to every pension plan and retirement plan operating in America—labor and business, public and private. It will supersede all state laws and all previous federal legislation.

"Delegates to this Convention, we know that there is going to be federal legislation. We also know that when this legislation was first introduced two years ago it was the most devastating piece of legislation that I think could ever be introduced in the halls of Congress. The International people, along with support from all states and local people, got into this thing in the manner in which we should pursue something that is going to affect

us very seriously. And after long, hard hours of struggling and fighting and talking to the legislators and meeting amongst ourselves, all International Unions of the AFL-CIO were called into emergency sessions to see what we could do in order to come up with legislation that would be fair and justifiable to the pension plans that are in existence in this nation. To do what they first set out to do, I am afraid, would have broken most pension plans and taken away from the people of this country the rights and privileges that they had earned. We do think that what is coming, what will be enacted by Congress now, is certainly fair and something with which we can live.

"I want to make one other brief statement about controls. I spoke just a little about them. I want you to know that as long as controls are a one-sided subject matter in this country and they are not shared on an equal basis with all segments of society, my organization is going to fight to the bitter end for any imposition of controls in the future. It is absolutely necessary. We cannot live under the system and under the controls procedure that we had before.

Housing Is Badly Needed

"I also want to take just a moment to tell you in the field of housing again a statement I made at our convention which was in Chicago just the first of this month. We need housing badly for the middle- and low-income groups. We must find solutions—not tomorrow, not next week or next year, but today, now. Government must respond to change as we must respond. Government must accept its responsibilities to house its greatest natural resource: its workers, its people. This cannot be accomplished when those who control the purse strings, the financial interests of our nation, play the monopoly game, indulge in the inflation and profit game.

"Therefore, I believe the time has come to remove the housing industry from the free-enterprise thinking system. In its place I propose that the federal government broaden the Federal Housing Administration and provide funds directly to the citizens at interest rates commensurate with the needs of that industry, not the 9, 10 and 11 percent, where we are heading today, but more in the 4 or 5 percent category.

"I believe that this agency should be charged with the repayment of all of these functions back to the federal government at fair interest. I believe that this proposal is a sound one and will be a profitable one and will enable us to get back to the job of building houses and with it a better America.

"If our present system of providing monies for housing must compete with the money market, then I say, take it out of the money market, remove it from the pressures and the transient and oscillating nature of the business world and stabilize it.

"I have received a tremendous amount of

correspondence and phone calls from congressmen who are very much interested in developing a housing program. They are very much interested in this approach. I told you before of the millions of dollars that this great country of ours gives away and never gets any return for. Here is a situation where we would be supplying the housing needs of this country—and all that would have to be done is that the federal government would have to furnish the money at the outset, but to be returned to them.

Raise Our Standard of Living

"How much have we given to foreign lands to help their people to live a justifiable life and to build up their standards? Well, the time has come where we have to take care of the standard of living of people in this great nation of ours.

"President Ford, Mr. Klean, as I call him, could change people's attitudes and they could become complacent because of his clean image, and it could turn around a political advantage that may have been ours in November if President Nixon had not resigned. I heard President Ford's speech when he went into office, or his State of the Union message to Congress. He talked about tight-money policies; he talked about unemployment in regard to inflation; he talked about continuing foreign-aid policies and defense spending.

"I say to you in all fairness to President Ford (and I have talked to the gentleman on many occasions, for it happens to be that the legislators who work out of my office have worked very closely with Mr. Ford over a period of time), I have great hopes that President Ford over a period of time, when he studies the situation, will be concerned with the working people of this country and maybe he will change when he realizes the issues that need attention in this country today affect the biggest majority of Americans—the low- and the middle-income workers. And that concern for the working man is something that we have lacked in the presidents of this country for many years now and it has got to be brought back into full cycle.

Elect Labor's Friends

"I would like to say that the AFL-CIO has charged me and George Hardy with the responsibility of working with the State of California and the State of Oregon in these next elections. Al Barkan gave you a talk this morning in which he pointed out many things to you about the political scene, the importance of political strategy that has to be used by every individual worker. We must have a strong political base. COPE has done an outstanding job, but I say to you, in California here particularly, there is a great need for unity—and I know the California labor movement. When the chips are down there will be unity. It is time that we stopped the bickering and fighting amongst ourselves and got down to the basic issue: Are we going to

elect people who are going to represent us in the halls of Congress and who are going to bring to us the needs of our people whom we represent?

"I say it is going to be done because, as I want to remind you, in 1958 when we had the Right-to-Work issue, everything stopped. There wasn't a fight, there wasn't an argument, there wasn't a thing that was put on the calendar in any trade-union organization or any Central Labor Council or Building and Construction Trades Council except the method and procedure to defeat the Right-to-Work law in California.

"We have to reinstitute that machinery. And furthermore, at that time do you know what we did? We got the membership involved. Every local union set up a political committee. Every district council and every central labor council in this country had a political committee. And they went to work. It was a matter of educating the membership. And I can remember in my own situation where we went and had our committees working, going out and visiting at nights and going to the shops and to the jobs and talking to our people.

"The trouble is that we just haven't talked to our people enough lately. We have got to tell them what the facts are. And if it takes going to the plant or to the job or through the stewards, let's do it that way! Let's get the message to them!

"Registration to vote. The precinct work. The house-to-house campaign, getting people to the polls—all of these things as well as telephone banks are all a part of a great campaign. And it can be done again and I think that we are at the crucial issues now. It isn't so bad when you think that 'Well, we haven't got the Right-to-Work bill,' but it is pretty bad when you know every day in the halls of Congress or in the state legislatures or in the cities that they are enacting laws that are going to stymie the progress of the labor movement, that are aimed at destroying the labor movement. Then it gets pretty bad.

Anti-Labor Forces at Work

"I want to say to you just as a thought of what is happening in this country—and it scares me. There are many national associations representing every industry in this country that are anti-labor—and they have got a direct attack going. I want to tell you what they are doing so that you know. In my opinion they are using the collective-bargaining processes to engage in the promotion of non-union activity. They have taken our book and our hard-fought gains, and they are using them as an instrument to develop the non-union sector. And you stop and think about it. They develop national health and welfare and pension programs; they develop national hiring procedures and computerized systems in many areas. They have given wages to meet the union sector for now. They have hired non-union people, given them union

wages, only to keep them from joining a union. They have started national apprenticeship and training programs. They have special national insurance programs going. They have the best legal talent on a national basis that you can find any place in the United States—all anti-union. They have got the public-relations staff, the labor-relations staff and the anti-labor lobbyists—all anti-union and all designed to promote one thing: destroy the labor movement in this country.

We've Just Begun to Fight

"While they have been somewhat successful, I want to tell you all that the American labor movement is here to stay and we have just begun to fight.

"So I say to you: Don't let the damn (expletive deleted) get you down! And I further want to say in closing that whatever you have to do to join with your fellow workers in this drive, in this education, let's get the job done!

"You know, Al Barkan reminded me that there is a lot of things that you could do; that some people understand some laws—Proposition 9, some of the federal laws; there are an awful lot of things that can be done and can be done legally, and we shouldn't run scared. I don't mean that you should go out and intentionally violate some of these things, but I do tell you to check with your legal counsel so that you know what you can do and what you can't do. Let's get with it! There's more that you can do than you think that you can't do on the books right today than there ever has been.

"And I say to you: Let's get with it. In this labor movement we put our trust in people, and they have never failed us yet. And I know they won't fail America on November 5, 1974.

"Thank you very much."

Following President Sidell's address, Chairman Gruhn read miscellaneous announcements. He then called on T. A. Small, Chairman of the Committee on Resolutions for further announcements.

Announcements

T. A. Small, Chairman Committee on Resolutions

Chairman Small announced:

"The Committee on Resolutions would appreciate it if the sponsors of the following resolutions would appear before it at its meeting to be held immediately following adjournment today in Room 206, which is located on the second floor opposite the guest gallery in this convention center: Resolution No. 24, presented by the International Ladies Garment Workers Union, on the subject: 'Mexican-Americans in California';

"Resolutions Nos. 112, 113 and 114, all presented by the Santa Clara County Central Labor Council, the first one on the subject of 'Insure Maximum Efficiency of Power Utili-

ties,' the second one to 'Support HR 14221,' and the third one to 'Extend Geothermal Power Preference to Publicly Controlled Utilities.' That is immediately upon adjournment this evening in Room 206 on the second floor opposite the guest gallery of this convention center."

APPOINTMENT OF CONVENTION COMMITTEES

President Gruhn then called upon Secretary-Treasurer Henning for the reading of the appointment of Committee appointed by the President.

Secretary-Treasurer Henning then read the names of the committees and their members:

Committee on Credentials

Loretta Riley, Chairwoman (Bartenders & Culinary Workers No. 770, Santa Rosa).

Bennie Arellano (Hod Carriers & Common Laborers No. 585, Ventura).

Ray Cooper (Operating Engineers No. 3, San Francisco).

James W. Cross (United Telegraph Workers No. 34, San Francisco).

Virginia Davis (Butte and Glenn Counties Central Labor Council, Chico).

Flora Douglass (Dining Room Employees No. 9, San Francisco).

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

Russel S. Hansen (Carpenters & Joiners No. 1323, Monterey).

Ernest M. King (Boilermakers No. 513, Richmond).

Cynthia McCaughan (Office Employees Local No. 30, Los Angeles).

Art Meyer (Butchers No. 229, San Diego).

Phyllis Mitchell (Bay Cities Metal Trades Council, San Francisco).

Manuel Renteria (Laborers No. 300, Los Angeles).

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

Willard L. Sward (Painters No. 713, Los Angeles).

Max B. Wolf (Designers Guild of Ladies Apparel No. 452, ILGWU, Los Angeles).

Committee on Rules and Order of Business

Steve Edney, Chairman (United Cannery Workers and Industrial Workers of the Pacific, Wilmington).

Donald Abrams (Bay Area Typographical Union No. 21, San Francisco).

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

E. G. Christensen (International Brotherhood of Electrical Workers No. 340, Sacramento).

Russell L. Crowell (Laundry & Dry Cleaning & Industrial Workers No. 3, Oakland).

Felix Espinoza (Southern California District Council of Laborers, Los Angeles).

Fred Fecci (Butchers Union No. 506, San Jose).

Lloyd J. Lea (California State Council of Lumber & Sawmill Workers, Weed).

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

Edward C. Powell (Theatrical Stage Employees No. 16, San Francisco).

Robert L. Renner (Fire Fighters No. 1229, Stockton).

J. J. Rodrigues (L.A. County Federation of Labor, Los Angeles).

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

Esther Ryan (Culinary Alliance & Hotel Service Employees Union No. 402, San Diego).

William Greaff (Retail Clerks Union No. 1288, Fresno).

Committee on Resolutions

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

James B. Booe (Communications Workers District No. 9, San Francisco).

John F. Crowley (San Francisco Labor Council, San Francisco).

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

George J. Flaherty (California State Theatrical Federation, Hollywood).

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

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

Everett Matzen (Butchers No. 115, San Francisco).

Robert H. Medina (Construction & General Laborers No. 207, San Jose).

Miles Meyers (California Federation of Teachers, Burbank).

Paul Miller (Los Angeles District Council of Carpenters, Los Angeles).

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

Gwen Newton (Office Employees No. 30, Los Angeles).

James L. Quillen (Aeronautical Industrial District Lodge 727, IAM, Burbank).

R. R. Richardson (San Diego-Imperial Counties Labor Council, San Diego).

Edward Shedlock (Utility Workers No. 132, Los Angeles).

James J. Twombly (State Building & Construction Trades Council, Sacramento).

Cornelius Wall (International Ladies Garment Workers No. 482, Los Angeles).

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

Committee on Legislation

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

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

Mary Bergan (East County Federation of Teachers No. 2001, Sacramento).

Ruth Compagnon (Dining Room Employees No. 8, Los Angeles).

Manuel Dias (Boilermakers No. 513, Richmond).

James Evans (United Transportation Union No. 811, Sacramento).

Harry Finks (Theater Employees B-66, Sacramento).

Brian L. Hatch (Ontario Fire Fighters No. 430, Ontario).

Herman Leavitt (Bartenders No. 284, Los Angeles).

James Lee (State Building & Construction Trades Council, Sacramento).

Dale Marr (Operating Engineers No. 3, San Francisco).

John W. Meritt (State Council of Culinary Workers, Santa Monica).

Leo Mitchell (Electrical Workers No. 1245, Walnut Creek).

LaRene M. Paul (Communications Workers No. 9423, San Francisco).

Joseph Pinto (Cabinet & Millmen No. 721, Los Angeles).

Anthony Ramos (California State Council of Carpenters, San Francisco).

Hal Shean (Machinists Lodge 727, Burbank).

John T. Schiavenza (California Conference of Machinists, Oakland).

Ray M. Wilson (Southern California District Council of Laborers, Los Angeles).

Committee on Constitution

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

Harold Benninger (Meat Cutters No. 421, Los Angeles).

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

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

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

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

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

Mattie Jackson (San Francisco Joint Board International Ladies Garment Workers Union, San Francisco).

Stanley Jensen (Machinists Lodge 68, San Francisco).

James P. McLoughlin (Retail Store Employees No. 428, San Jose).

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

Ray Nelson (Plywood Workers Local No. 2931, Eureka).

Joseph Tinch (Culinary Alliance & Hotel Service Employees No. 402, San Diego).

Ed Turner (Marine Cooks & Stewards, San Francisco).

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

Walt Zagajski (District Council of Painters No. 36, Los Angeles).

Thomas J. Sweeney (Electrical Workers No. 595, Oakland).

Committees Approved

Secretary-Treasurer Henning then moved that the Convention Committees as appointed by President Gruhn be approved.

The motion was seconded and carried.

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

Chairman Gruhn then called on Steve Edney, chairman of the Rules and Order of Business Committee, for a report.

Chairman Edney reported:

1. **Robert's Rules of Order.** The convention shall be governed by Robert's Rules of Order on all matters not provided by the Constitution or specified in these rules.

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

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

4. **Convening the Convention.** The convention shall convene at 9:30 a.m. each day after the opening session, which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and shall recess at 5:00 p.m. each afternoon, unless the delegates agree to extend the sessions or to call special night sessions by a two-thirds vote.

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

6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the

majority and minority shall be entitled to report to the convention. The discussion and vote of concurrence or non-concurrence shall be first on the minority report.

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

8. Passage of Resolutions and Committee Reports by Convention.

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

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

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

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

First—To adjourn;

Second—To recess to a time certain;

Third—For the previous question;

Fourth—To set as a special order of business;

Fifth—To postpone to a stated time;

Sixth—To postpone indefinitely;

Seventh—To refer to, or 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

arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

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

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

(e) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

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

(g) Any delegate may raise 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.

Report Adopted

Chairman Edney then moved that the report of the Rules and Order of Business Committee be adopted and the members discharged with thanks.

The motion was seconded and carried.

Chairman Gruhn then stated:

"At this time the Chair wishes to express the appreciation of this Convention for the work of the Rules and Order of Business Committee, and I hereby discharge the committee from its responsibilities as they have completed their work.

"Thank you very much, Steve, and the members of your committee."

Here followed miscellaneous announcements.

Chairman Gruhn next called on Chairwoman Loretta Riley for a report from the Committee on Credentials.

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Riley, Chairwoman

Chairwoman Riley read the additions to and the deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

On Chairwoman Riley's motion, duly seconded, the partial report of the Credentials Committee was adopted.

Announcement

Chairman Gruhn then made the following announcement:

"This is a very important announcement for the delegates who will be attending the COPE Pre-General Election Convention on Thursday. That is August 22nd at 7:30 p.m.

"The Credentials Committee will begin registration of the delegates at 7:30 on Wednesday evening and go from 7:30 to 9:00. They will be back again (this is at the Royal Inn where they have been registering the Federation delegates) at 8:00 and continue to 9:30 on Thursday morning. And then on Thursday afternoon, prior to the evening's convention, the Credentials Committee will be registering delegates for the COPE convention here at this auditorium (and we will give you the location later, but it will be in one of the rooms outside of the convention hall here) from 2:00 o'clock in the afternoon up until the time of the convention.

"This was all sent to the local unions and our affiliates in a letter of notice of the convention that went out with the call. But if you run into anybody who has any questions about this, let them know now, particularly the ones who did not get the letter, so that they will know where they are to register and eliminate as much confusion as possible.

"We would urge that now that you are down here, and many of you are delegates to the COPE Convention, that you start registering as soon as possible Wednesday evening and then again on Thursday morning so that we will eliminate as much congestion as possible on the afternoon of Thursday prior to the opening of the COPE Convention."

Correction on Resolution 40

Secretary-Treasurer Henning made the following announcement:

"Mr. Chairman and delegates, a notice regarding Resolution 40, which is referred to in Resolutions, Part I, Page 24. Through a typographical printing error it is stated there that the resolution is before the Committee on Resolutions. That measure was referred to the Committee on Legislation."

REPORT TO THE CONVENTION ON LATE RESOLUTIONS

Secretary-Treasurer Henning next took up the matter of late resolutions sent to the Convention.

"This is a report to the Convention on late resolutions.

"Constitution Article XV—Conventions—D. Resolutions—Section 1, Page 42, reads as follows:

"Any resolution not submitted within the time specified in this Constitution but 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 first day of such convention on request of a delegate."

"The following resolutions have been received after the time specified in the Constitution and are being reported as late resolutions:

"(1) Resolution re: No Return Containers for Beverages, introduced by Glass Bottle Blowers Association, Local Union No. 192, Corona, California.

"(2) Resolution re: Child Care, introduced by San Mateo County Employees Local No. 829, Redwood City, California.

"(3) Resolution re: Child Care for Conferences, introduced by the San Mateo County Employees Local No. 829, Redwood City, California.

"(4) Resolution re: Child Care Centers, introduced by the Central Labor Council of Alameda County, AFL-CIO.

"(5) Resolution re: Support of Farm Workers, introduced by Central Labor Council of Alameda County, AFL-CIO.

"(6) Resolution re: Illegal Evidence in Unemployment Hearings, introduced by East Bay Union of Machinists, Local 1304.

"(7) Resolution re: Investigation of Unemployment Appeals Commissioners, introduced by East Bay Union of Machinists, Local 1304.

"(8) Resolution re: Support of United Farm Workers of America, introduced by United Farm Workers of America, AFL-CIO, Keene, California.

"(9) Resolution re: Bargaining on Behalf of Retirees, introduced by Meat Cutters Local 421, Los Angeles, California.

"(10) Resolution re: Transfer at California Junior Colleges, introduced by American Federation of Teachers, Riverside City College Local 1814."

Chairman Gruhn then called upon Chairman T. A. Small of the Committee on Resolutions for a partial report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

Proposition No. 1

Provides \$150 million in state school bonds to aid school districts.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 2

Simplifies procedure for approval of city and county charter amendments.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 3

Extends Civil Service exemption to four positions on California Postsecondary Education Commission.

Recommendation: Vote NO

The committee's recommendation was adopted.

Proposition No. 4

Shortens terms of Regents of the University of California from 16 to 12 years. Increases appointive membership from 16 to 18 members.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 5

Prohibits residency requirements for any city or county, including chartered cities or chartered counties or public districts.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 6

Changes a homeowner's minimum property tax exemption from \$750 of assessed valuation to \$1,750 and includes comparable benefits for renters.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 7

Amends constitution regarding rights of persons.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 8

Provides for partial revision of state constitution.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 9

Revises law relative to recall of public officials.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 10

Permits reinstatement of voting rights to former felons who have completed parole.

"The recommendation of the committee is to vote YES.

"I move its adoption."

The motion was seconded.

Delegate Warren Greer (Marine and Ship-building Wkrs. No. 9, Wellington) spoke in opposition to the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Proposition No. 11

Eliminates reference to sex in certain parts of the constitution.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 12

Revises regulations of the State Public Utilities Commission.

Recommendation: Vote NO

The committee's recommendation was adopted.

Proposition No. 13

Permits division of a city into more than one municipal or justice court district if unusual geographical conditions warrant.

Recommendation: Vote NO

The committee's recommendation was adopted.

Proposition No. 14

Makes President Pro-Tem of the State Senate an ex-officio member of any state agency created by the legislature which is charged with the management, administration and control of the state college system.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 15

Repeals current constitutional provision requiring advance voter approval of public housing facilities.

Recommendation: Vote YES

Chairman Small moved adoption of the committee's recommendation.

The motion was seconded.

Chairman Gruhn then recognized Secretary-Treasurer Henning who spoke in support of the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Proposition No. 16

Assigns to the legislature the power to determine student fees at the University of California.

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 17

Designates portions of the Stanislaus River as part of the state Wild and Scenic

Rivers System. It would have the effect of blocking construction of the planned new Melones Dam.

Recommendation: Vote NO

The motion was seconded.

Delegate Frank Porter (Non-academic Empls. No. 1423, Davis) spoke in opposition to the committee's recommendation.

Speaking in support of the committee's recommendation were Delegates Dale Marr (Operating Engineers No. 3, San Francisco), Willie Billingsly (Hod Carriers and Common Laborers No. 73, Stockton), Keith Thurston (Stanislaus & Tuolumne Counties Central Labor Council) and Robert L. Renner (Fire Fighters No. 1229, Stockton).

Delegate John F. Crowley (San Francisco Labor Council) moved the previous question.

The motion was seconded and carried.

The motion to adopt the committee's recommendation was carried.

Resolution No. 36

Oppose Proposition No. 17

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY I

Full Employment and the Economy

The nation's economy is caught in a most uncommon trap with workers' buying power declining and dangerous unemployment levels coexisting with stampeding inflation and historic profits.

There is a desperate need for Presidential leadership and Congressional action providing decent jobs at decent wages to all. A national commitment to full employment calls for expansionary monetary and fiscal policies, major aid to housing and community facilities, low interest rates, curtailing the export of jobs and scarce resources, public works and public service employment programs.

Taxes from excess profits and loophole-closing can yield \$30 billion in revenue for these purposes.

California must float a major bond issue particularly for critically needed programs such as housing and sewage treatment facilities to protect the environment.

The committee recommended concurrence. The committee's recommendation was adopted.

Resolution No. 14

Imports

The committee recommended concurrence. The committee's recommendation was adopted.

Resolution No. 18

National Profiteering Act

The committee recommended concurrence. The committee's recommendation was adopted.

Resolution No. 28

Unregulated Influx of Illegal Aliens

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 39

Oppose Export of U.S. Funds and Technology

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 72

Comprehensive Employment and Training Act of 1973

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 127

Support "Full Time Work"

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY II

Taxation

All pretenses of tax justice were mocked by Nixon's gross tax delinquency.

We urge President Ford to discard the regressive tax principles of the Nixon Administration and work for tax justice for all citizens.

To restore progressive taxation principles, we oppose preferential treatment of income sources for the wealthy and foreign investment subsidies.

The Nixon Administration's regressive "value-added" tax proposal and its inflationary taxation of workers would have led to economic imbalance and reduced investment in public works.

Repealing such federal and state loopholes and imposition of an excessive profits tax could release billions of dollars to help meet and solve the nation's critical domestic problems.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY III

Foreign Policy

The efforts of a discredited Nixon to divert attention from Watergate by grandstand "negotiation" abroad were deplorable. The dangers of such opportunistic bargaining for partisan political advantage were dramatically illustrated by his arbitrary proliferation of nuclear capability into the Middle East.

To strengthen the prospect for world peace, freedom and economic security, we reiterate our support for a strong NATO, Israel and the United Nations. We urge curbing the export of jobs and strategic technology and demand a stop to the use of alien labor as strike-breakers.

We demand that any detente be detente with freedom.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY IV

Unemployment Insurance

California's unemployment insurance system leaves much to be desired despite recent major improvements. The legislature must increase weekly benefits, permanently extend eligibility to 39 weeks, and grant coverage to all. Taxable wage bases must be increased, trade dispute disqualifications eliminated, and tips included in computing benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 13

Uniform Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 57

Revise Parital System in California Administrative Code

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY V

Unemployment Disability Insurance

State unemployment disability benefits should be increased and pregnancy should be covered.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 12

National Disability Insurance

The committee's report:

"The subject matter of this resolution is the creation of a national disability insurance law comparable to the existing unemployment disability insurance law in the State of California.

"Your committee concurs in the objective of providing this type of protection nationwide, provided it does not in any way cause a reduction in coverage or benefit rates under our existing California program.

"Your committee accordingly recommends that the 'Resolved' be amended by adding before the period in the last line the following: 'provided, however, that it in no way reduces the coverage or the type and extent of benefits provided under any of the already existing state programs.'

"As so amended your committee recommends concurrence.

"I move the adoption."

The committee's recommendation was adopted.

Announcements

Chairman Small then made the following announcement:

"Your Committee on Resolutions would appreciate it if the sponsors of the following

resolutions would appear before it at its meeting to be held immediately upon adjournment this evening in Room 206, which is located on the second floor opposite the guest gallery in this convention center:

"Resolution No. 24, the subject 'Mexican-Americans in California,' presented by the International Ladies Garment Workers Union;

"Resolution No. 112, the title being 'Insure Maximum Efficiency of Power Utilities', presented by the Santa Clara County Central Labor Council;

"Resolution No. 113, presented by the Santa Clara County Central Labor Council, the subject matter being 'Support HR 14221'; and

"Resolution No. 114, presented by the Santa Clara County Central Labor Council, on the subject matter 'Extended Geothermal

Power Preference to Publicly Controlled Utilities.'"

Secretary-Treasurer Henning followed with an additional announcement:

"An announcement for members of the Executive Council: Immediately upon recessing there will be a meeting of the Executive Council here on the platform.

Recess

"Mr. Chairman, I move the rules be suspended to allow recessing of today's session at 4:30 p.m."

The motion was seconded and carried.

The Chair announced that the Convention would be reconvening at 9:30 a.m. the next morning.

Whereupon, at 4:33 p.m. the Convention was recessed, to resume at 9:30 a.m. on Tuesday, August 20, 1974 at the same place.

SECOND DAY**Tuesday, August 20, 1974****MORNING SESSION**

The Convention was called to order by President Gruhn at 9:43 a.m.

Chairman Gruhn next presented for the purpose of the Invocation, Rabbi Joel S. Goor of Congregation Beth Israel.

INVOCATION

Rabbi Joel S. Goor
Congregation Beth Israel

"Mr. President, it is my pleasure and honor to be associated with anything that has among its leaders our good friends 'Rich' Richardson and Max Osslo.

"Let us join in prayer as we have been and are united in endeavor.

"Creator of the universe, through Your Bible we have been taught that one of the basic rights of all mankind is for a standard of living worthy of the bounties of Your creation. Teach us also that our responsibilities for sharing these bounties require us to work for the good of our fellow men. May we never forget that all we have in prize is but lent to us, the possession for which we must render account to Thee.

"O Lord, we respectfully acknowledge that society has never fully heeded Your admonition to see that the worker was compensated fully for his toil, rewarded not only materially but with the status of mind and soul worthy of the dignity labor lends to human beings.

"O Lord, inspire the leaders of this organization not only to dedicate themselves to obtaining better working conditions for their members, but also to labor with unflinching devotion and dedication for the betterment of all society.

"We pray that we all learn to utilize our possibilities to the highest of our potential, enabling us to join in the work of creation that never is complete—the creation of a just and equal society in a secure and peaceful world. Then shall man be his brother's keeper and none shall want, all sharing the fruit of the earth. Amen."

Announcement

Chairman Gruhn referred to the concessions at the Convention Center:

"Delegates, I have just talked with Joe Tinch, Secretary-Treasurer of the Hotel, Restaurant Employees and Culinary Workers in the San Diego area. There was some question, I understand, with the status of the concessions in the Convention Center, but he advised me that there is no problem. Everything is a hundred percent union."

Chairman Gruhn then called on Loretta Riley, chairwoman of the Credentials Committee for a report.

**FURTHER REPORT OF
COMMITTEE ON CREDENTIALS**

Loretta Riley, Chairwoman

Chairwoman Riley then presented the partial report of the Credentials Committee and moved that the report be adopted.

(See completed Roll of Delegates.)

The motion was seconded and carried.

Chairman Gruhn then called on T. A. Small, chairman of the Resolutions Committee, for a report.

**FURTHER REPORT OF
COMMITTEE ON RESOLUTIONS**

T. A. Small, Chairman

STATEMENT OF POLICY VI**Workmen's Compensation**

Legislation modeled on the federal Williams-Javits bill is needed to provide major benefit increases for temporary and permanent disabilities, coverage for domestic workers, free choice of physicians, and greater death benefits to widows, widowers and their children.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VII**Women**

It is the obligation of organized labor to insure the maximum unionization and voter participation by working women to quickly realize full and equal social, economic and legal protection. We pledge full support to efforts at organizing female-intensive industries and efforts to win equality of treatment for women at the legislative, administrative and collective bargaining levels.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 42**Child Care**

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small next presented Resolutions Nos. 43, 90, 107, 117 and 123 as a combination.

Resolution No. 43**Coalition of Labor Union Women****Resolution No. 90****Increase Membership and Participation
of Women in Unions**

Resolution No. 107

Acknowledge Contributions of Labor Union Women

Resolution No. 117

Promote Participation in Coalition of Labor Union Women

Resolution No. 123

Support Coalition of Labor Union Women (CLUW)

The committee's report:

"The subject matter of these resolutions is concerned with the support of the coalition of labor union women.

"Your committee recommends concurrence on Resolution No. 43 and further recommends that Resolutions Nos. 90, 107, 117 and 123 be filed.

"I move concurrence in the recommendation of the committee."

The committee's recommendation was adopted.

Resolutions Nos. 76, 77, 116 and 121 were also presented as a combination.

Resolution No. 76

Affirmative Action on the Job

Resolution No. 77

Women Workers

Resolution No. 116

Hire and Upgrade Women Workers Through Affirmative Action Programs

Resolution No. 121

Recognize Women Workers' Concerns When Negotiating Contracts

The committee's report:

"The subject matter of these resolutions is concerned with the same matter—namely, the development and implementation of affirmative action programs—so that women may be afforded the full opportunity of advancement and accomplishment.

"Your committee recommends concurrence in Resolution No. 77 and further recommends that Resolution No. 76, 116 and 121 be filed.

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

The motion was seconded.

Delegate Gretchen Mackler (Alameda Federation of Teachers No. 1528, Alameda) requested that Resolution No. 121 be separated from the motion.

There being no objection, Chairman Gruhn agreed to separate Resolution No. 121.

The motion to adopt the committee's recommendation on Resolutions Nos. 77, 76 and 116 was carried.

Chairman Small then moved to file Resolution No. 121.

The motion was seconded.

Delegates George R. Turner (Communications Wkrs. No. 9508, Riverside), Patricia Brady (Retail Store Empls. No. 428, San Jose)

and Larry J. Beale (Communications Wkrs. No. 9586, Pico Rivera) all spoke in opposition to the motion to file Resolution No. 121.

Delegate Hal Garvin (A.F.T. College Guild No. 1521, Los Angeles) then moved the previous question.

The motion was seconded and carried.

Chairman Small then spoke in support of his motion to file Resolution No. 121.

The motion to file Resolution No. 121 was carried.

Chairman Gruhn then explained:

"This question has often been asked of the Chairman and we have many new delegates attending the convention. They ask the question: After the motion for the previous question has been put and carried, how come that the Chairman of the Committee closes debate?

"One of the rules and order of business adopted by this Convention is Item No. 8 under (b): 'No motion or resolution shall be finally acted upon until an opportunity to speak is given to the delegate introducing the same, if he so desires.'"

Resolution No. 78

Equal Pay

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 79

Women in Unions

The committee's report:

"Your committee is sympathetic to and recognizes the general objective of this resolution insofar as it is concerned with an affirmative action program which will afford women the full opportunity of advancement and accomplishment.

"Your committee believes that it has demonstrated that conviction in the action just recommended to the Convention with respect to Resolution No. 77 and concurred in by the Convention. However, certain of the specific language contained in this resolution, in the opinion of your committee, would create difficult, if not impossible, conditions to be met at the various trade-union levels and might seriously interfere with the autonomy of affiliates of the Federation as well as the responsibility of the Executive Secretary-Treasurer of the California Labor Federation in the day-to-day operations of the Federation's business.

"We are not in opposition to that portion of the resolution which calls upon all affiliated unions to encourage women unionists to attend union meetings and participate in other activities and functions of the various labor organizations so that they may in the real sense be full and active members of such organizations; nor with the subject that women members should seek office in their respective labor organizations and, to the extent that they are qualified for available vacancies, be placed in such vacancies. However, because of the basic objections already noted here to a portion of the resolution, your

committee recommends that this resolution be filed but with this statement of overall support of the general objectives of the resolution.

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

The committee's recommendation was adopted.

STATEMENT OF POLICY VIII

Social Security

The deplorable condition of the aged and disabled demands that the Social Security benefits undergo substantial improvements. We urge heavy reliance upon general revenues through a more progressive tax system to achieve these ends.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small next presented Resolutions Nos. 21 and 98 as a combination.

Resolution No. 21

Social Security Changes

Resolution No. 98

Raise Social Security Benefits and Lower Retirement Age

The committee's report:

"The subject matter of these resolutions is similar: namely, the re-evaluation and liberalization of the Social Security program.

"Your committee recommends concurrence in Resolution No. 21 and further recommends that Resolution 98 be filed.

"I move the adoption."

The committee's recommendation was adopted.

STATEMENT OF POLICY IX

Health Care

Overwhelming congressional support for a national health insurance system may be undercut by passage of a watered down measure benefitting insurance companies and the AMA. We endorse the Griffiths-Corman bill providing universal coverage, high quality care, encouragement of health maintenance organizations, and no means tests, deductibles or co-insurance.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 10

National Health Security and the PHS Hospital System

The committee's report:

"Your committee recommends that the last resolved of this resolution be deleted since it is inconsistent with the Statement of Policy IX, Health Care, page 12.

"As so amended your committee recom-

mends concurrence and I move its adoption."

The committee's recommendation was adopted.

Resolution No. 11

National Health Security

Resolution No. 101

National Health Insurance

Chairman Small presented Resolutions Nos. 11 and 101 as a combination.

The committee's report:

"The subject matter of these resolutions is similar: namely, national health protection.

"Your committee recommends that with respect to Resolution No. 11, in the first line of the third whereas and in the fifth line of the resolved there be stricken 'Kennedy'.

"As so amended, your committee recommends concurrence in Resolution No. 11 and further recommends that Resolution No. 101 be filed.

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

The committee's recommendation was adopted.

STATEMENT OF POLICY X

Welfare

Welfare reform must begin with programs for full employment, upgraded and comprehensive unemployment insurance coverage, decent wages, adequate child care facilities, food stamps for all in need, and other supportive services.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XI

Consumer Protection

As consumer frauds water down our bargaining and legislative gains, a federal Consumers Protection Agency and state Utility Consumers Council could greatly strengthen governmental watchdog functions.

We must eliminate usurious interest rates, misleading advertising, insurance gouging, household goods moving industry violations, auto "deficiency judgments", and utility advertising charges to rate-payers.

We call for honest labeling, stronger warranties, "no-fault" auto insurance and Spanish-language sales contracts.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19

Usury

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 37

Support Consumer Protection

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 88

**State and Local Regulatory Agencies
and Consumers**

The committee's report:
"Your committee recommends that in Item 2 of the resolved in the fourth line the words 'when the will is there to do so' be deleted. As so amended, your committee recommends concurrence and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 120

No-Fault Car Insurance

The committee recommended concurrence.
The committee's recommendation was adopted.

STATEMENT OF POLICY XII

Labor Legislation

California must permit free collective bargaining elections for all, establish a \$2.50 an hour minimum wage, provide proper IWC worker representation, and adequately fund the Department of Industrial Relations.

Vicious interstate competition promoted by NLRA right-to-work provisions must be repealed and situs picketing legislation enacted.

The committee's report:

"With respect to the Statement of Policy XII, Labor Legislation, we are in general agreement with the policy therein outlined except in regard to the establishment of a minimum wage of \$2.50 per hour as the minimum wage. It is the understanding of your committee that there has been introduced in the Convention Resolution No. 15, which calls for the establishment of a \$3.00 minimum rate.

"Your committee is sympathetic to the objective of that resolution and accordingly recommends that this portion of the Statements of Policy be amended by striking in the third line of the first bold-print paragraph and in the third suggested improvement on page 14 '\$2.50' and inserting '\$3.00'.

"As so amended your committee recommends concurrence and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 9

Repeal of Taft-Hartley 14(b)

Resolution No. 20

Repeal Section 14(b) of Taft-Hartley Act
Chairman Small presented Resolutions Nos. 9 and 20 as a combination.

The committee's report:

"The subject matter of these resolutions is similar: namely, repeal of Section 14(b).

"Your committee recommends concurrence in Resolution No. 9 and further recommends that Resolution No. 20 be filed.

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

The committee's recommendation was adopted.

Resolution No. 126

Oppose "Right To Work"

The committee recommended concurrence.
The committee's recommendation was adopted.

STATEMENT OF POLICY XIII

Agricultural Labor

Legislators' apathy regarding farm workers stems from their relative indifference to minorities and agri-business influence. Correcting past and present injustices requires full coverage for farm workers in forms of their rights to collective bargaining, unemployment insurance, minimum wage and related rights enjoyed by most other U.S. workers. Equality under the law demands protection from the tacit encouragement which was given by the Nixon Administration to the increasing use of illegal scab labor.

The National AFL-CIO sanctioned boycott against head lettuce and table grapes not picked by the United Farm Workers of America, AFL-CIO, demands our wholehearted support.

"Your committee recommends concurrence and I move its adoption."

The motion was seconded.

Chairman Gruhn then called on Secretary-Treasurer Henning who spoke in favor of aid to the Farm Workers.

The motion to adopt the committee's recommendation of concurrence in Policy Statement XIII was carried.

Resolution No. 109

**Support United Farm Workers Union,
AFL-CIO**

The committee's report:

"Your committee recommends that the second 'Resolved' be amended by striking the words 'boycott of farm products declared unfair by the United Farm Workers' and inserting the words 'the National AFL-CIO sanctioned boycott against head lettuce and table grapes not picked by the United Farm Workers of America, AFL-CIO.'

"As so amended, your committee recommends concurrence and I move the adoption, Mr. Chairman.

The committee's recommendation was adopted.

Introduction of

**WILLIAM L. GILBERT
Regional Director, Region 6
AFL-CIO**

Chairman Gruhn then introduced Regional

Director William L. Gilbert to the delegates for an address:

"Delegates, it is now a privilege and a pleasure for me to present to you a man who put in considerable time in the Los Angeles area in the subregional office of the AFL-CIO, who worked very closely with the Los Angeles and Orange Counties Organizing Committee with substantial results of organizing many plants that were unorganized. He was promoted recently to a new position as a result of reorganization of the National departments and the resignation of one of our great champions in the trade union movement, a man who all of us loved, Dan Flanagan, former Regional Director, who resigned some time ago. Bill Gilbert was appointed to take his place for this region.

"So it is indeed a pleasure for me at this time to present to you the Director of Region 6 of the American Federation of Labor and the Congress of Industrial Organizations. Bill Gilbert."

ADDRESS

"Thank you very much, Al.

"My good friend John Henning here, fellow officers, sisters and brothers, friends, I am indeed very grateful for this opportunity to address the delegates to this Convention and I am very glad, Al, that you referred to me in your very kind introduction as having followed in the footsteps of a good friend and a great Regional Director, Dan Flanagan.

"You know, I am very happy to be here this morning for one good reason. In this new position I have been traveling the length and breadth of this great and beautiful west coast. But frankly, I'm glad to be home! I am really glad to be home.

"Al referred to the reorganization of the National AFL-CIO Department of Organization, now known as the Department of Organization and Field Services. The region that I have been appointed to as Director for the AFL-CIO now consists not only of the region that Dan Flanagan covered, but a consolidation of part of two other regions. We now have eight regions instead of 22. And Region 6, for your information, covers more than the State of California and there are some representatives of those unions who are here today as delegates and guests at this Convention. The region consists of California, Arizona, Nevada, Utah, Oregon, Washington, Idaho, Alaska and Hawaii. It's quite a chunk of geography.

"The reason that they cut down from 22 to eight was in order to streamline the operation for what is the beginning of a whole new thrust of the National AFL-CIO field operation, one that will directly affect you and your local unions and central bodies and state federations throughout the country.

"Let me just say a few words in the time that has been allowed to me. At a recent meeting of the regional directors with President Meany and Secretary-Treasurer Lane Kirkland and department heads, in a meeting that followed that I was privileged to attend

of the Executive Council in Chicago, President Meany described the reorganization in his usual very succinct way of talking about profound questions. He said that 'It has taken us 20 years to put it together at the top. The time has come to really begin to put it together at the bottom.'

"Now, I listened to that and I thought about it for quite a while. In fact, I had a big question mark in my mind. I said: 'What in the heck are you talking about, putting things together at the top first?'

"My concept of the labor movement, as I am sure it is of all of you, my normal concept is the labor movement for all practical purposes is at the bottom. It's with the worker, the member, the local union. But again, I had to realize, I had to remind myself that basically a state federation or the National Federation does not represent the workers. We represent an agreement between the unions, and it is the unions who represent the workers. This means that you have to put it together at the top first. But the feeling at the national level is that it's pretty solid, apart from the departure of some of our wayward brothers and a couple of major unions who, I am sure, will find their way back in time to the house of labor.

Building a Strong Labor Movement

"When we talk about 'putting it together at the bottom,' we are talking about a real long-range program. We are talking about really going after strengthening the state federations throughout the country, the central bodies and all of the myriad and spectrum of National AFL-CIO activities as implemented at the local and state levels. We are talking about going after the international unions to build up the affiliations, we are talking about the strengthening of COPE, we are talking about the strengthening of the women's activities program, we are talking about HRDI, we are talking about Frontlash, we are talking about the A. Phillip Randolph Institute, the community services programs and the various other programs of the AFL-CIO. This, of course, cannot be done by AFL-CIO directors, field staffs or any other group of individuals. This can only be done with the full cooperation of the brothers and sisters represented in this assemblage and other assemblages throughout the country.

"Lest it be misunderstood, Jack Henning spoke just a little bit ago about another milestone victory on behalf of the Farm Workers. And we could be spending time here this morning talking about many other organizing campaigns of the past, present and future. There are those in the labor movement and outside the labor movement who have interpreted this recent reorganization into the Department of Organization as a movement backward of the AFL-CIO and the number one labor priority of the labor movement, the mission to bring to the unorganized workers the benefits of collective bargaining and the dignity of being represented by a trade union. This is very very far from the truth. What we are really talking about is strengthening the

total fabric of the labor movement, which will redound to the advancement of not only its organizing program, but all of the programs of the labor movement.

Public Sector Helped

"Let's talk about organizing in political terms. There were more workers, more men and women brought into the ranks of organized labor by the Kennedy Executive Order with just a stroke of that pen for public employees at the federal, state and local levels than were organized in the private sector and the public sector for the previous decade. One stroke of the pen organized that many workers.

"We all know what the Wagner Act meant, and we all know what the problems of the National Labor Relations Board are in terms of political activities of the organized labor movement. We know what local ordinances are, we know what a bad, anti-labor judge and cops can mean, bad police and law enforcement in terms of organizing strikes and picket lines. We know what state legislation can mean. You cannot divorce the political strength of the labor movement and the liberal friends of the labor movement and talk about organizing without talking about the same things.

"So those of you in the labor movement and friends who will misinterpret this reorganization of departments ought to be reminded again and again of the close relationship of the political action programs and all the other action programs of the labor movement as they relate to organizing the unorganized.

"Let me say a word or two, however, on the direct assistance of the AFL-CIO staff throughout the country in organizing. We will continue to give direct assistance where unions make those requests and in times of crisis of both individual local and national unions.

"We have strikers here from the IBEW strike in Concord right here in the State of California, at this moment in time, receiving direct assistance.

AFL-CIO Assistance

"All of us know about the direct assistance given by the AFL-CIO, its staff, state and local and central bodies and the great assistance being given particularly by the California Labor Federation to the Farm Workers here and elsewhere throughout the country. However, the major thrust of the organizing staff in organizing itself will direct itself to the promotion of cooperative and coordinated organizing campaigns and committees such as has been developed in the Los Angeles and Orange Counties area, right here in the ROC program here in San Diego, the Riverside-San Bernardino Organizing Committee and the Santa Clara Organizing Committee. In fact, the labor movement of California can be very proud of the fact that we were the first to develop this concept, which has now begun to spread out throughout the length and breadth of our country. And I am sure that

you join with me in that sense of pride that the labor movement here in California has given to ourselves and to the entire labor movement.

"Let me in closing, if I may, make a couple of comments. Brother Barkan, Brother Sidell, Jack Henning and some of our political candidates as the day goes by have been talking and will be talking about the broad political issues. I'd like to just make one comment, if I may. Sometimes we have to be reminded that, without realizing it, we are probably the best economists throughout the length and breadth of this land. All of the economists now, whether they be the liberal or the conservative kind, the old-fashioned or the new-fangled economists, they have all thrown up their hands and had no answers. We are back to the simple question of: What makes our economy tick in a modern industrial society?

Real Causes of Inflation

"No longer in the last months do you hear that the cause of inflation is wage increases. We have gone this whole era of Phase I, Phase II and so forth. Al Barkan dealt with that at great length. They don't blame inflation any more on wage increases. Now they are talking about excess profits, high interest rates, tax shelters, monopoly control of prices such as General Motors with an almost ten percent increase in the price of cars so there are no damn cars that any of us can afford to buy. We are now beginning to realize and the country is beginning to realize that the key to a modern industrial economy is to maintain the mass purchasing power of the people of this country.

"The opposite side of mass purchasing power is the power of the labor movement. One and the other go together. In fact, the other side of the coin of inflation, rising prices, gouging, a tax program which makes the rich richer and the poor poorer, the opposite side of the coin are the Haldemans and the Erlichmans, they go together. As you deny power to the people, as you make it impossible for the people to function, as you thwart the democratic process — which the Nixon period symbolized — and crucified the people of this country. The two go together.

Labor Movement to Provide Leadership

It becomes our duty as the men and women of the labor movement to once again, as we fight for wage increases, expand the mass participation of the people of this country in the coming elections. This is the answer — to bring to bear the power of government to increase the supply side of the supply-demand relationship to expand the economy. It is the expansion of the economy that can break the back of inflation. To us again falls the duty of giving leadership to the American people as the people's lobby. And on behalf of the AFL-CIO, I plead with you to give everything you have to the COPE program and the central bodies and state levels to again demonstrate the people's lobby that we are and go forward to the kind of program that will turn this country around in the direction for which the people look to us for leadership.

"Thank you very much."

Announcement

President Gruhn: "The Chair recognizes Chairman Max Osslo of the Committee on Legislation for an announcement."

Legislation Committee Chairman Osslo made the following announcement: "Mr. Chairman and delegates, I wish to make this announcement on behalf of the Committee on Legislation."

"Your Committee on Legislation would appreciate it if the sponsors of the following resolutions would appear before it at its meeting to be held immediately following the noon recess on Tuesday, August 20, 1974 in Room 206, which is located on the second floor, opposite the guest gallery in this convention center:

"Resolution No. 102, presented by Patton State Hospital Employees, AFSCME Local 128, AFL-CIO, San Bernardino, on the subject matter 'Analyze Effect of AB 4200'.

"Resolution No. 73, presented by the Los Angeles County Federation of Labor, Los Angeles, on the subject matter 'Change Appellate Process and Appeals'.

"Resolution No. 83, presented by the Los Angeles County Federation of Labor, Los Angeles, on the subject matter 'Refusal to Cross Established Picket Lines'.

"Resolution No. 104, presented by the San Diego County Building and Construction Trades Council, AFL-CIO, San Diego, on the subject matter 'Delete Section 1262 from Unemployment Insurance Code'.

"Will you be so advised that we will meet immediately after the noon recess in Room 206.

"Thank you."

Announcement

Chairman Gruhn then recognized Secretary-Treasurer Henning for the purpose of making an announcement.

Secretary-Treasurer Henning then stated:

"Mr. Chairman, delegates, this announcement is from President Jim Lee and Secretary Jim Twombly of the State Building and Construction Trades Council. There will be a building trades caucus for all building trades delegates today at the noon recess, to be held here in front of the platform.

"Secondly, you probably noticed you didn't have the daily proceedings from yesterday's activities.

"Because of the printing union dispute at the employer's, we shifted the printing into Los Angeles. The proceedings will be given to all of you when you return this afternoon.

"On the matter of the Senate Industrial Relations Committee, the members that should be contacted at once and urged to vote for AB 3370, the secret ballot bill, if you would make the note; are Chairman Senator Alan Short of Stockton, a Democrat; Senator George Moscone, San Francisco, Democrat; Senator David Roberti, Los Angeles, Dem-

ocrat; Senator Albert Rodda, Sacramento. Those are the four Democrats.

"The three Republicans are Senator John Stull, San Diego; Senator Craig Biddle, Riverside and Senator H. L. Richardson, Arcadia. That's Los Angeles County.

"The bill number is AB 3370, the secret ballot farm labor bill.

"Have your people at home or you yourselves, here, send wires urging a 'Yes' vote. It should be up before that Committee on Thursday."

Introduction of

TONY RODRIGUEZ

District Director

United Rubber, Cork, Linoleum and Plastic Workers of America, AFL-CIO

Chairman Gruhn next introduced Brother Rodriguez for his remarks with these words:

"Delegates, I ask for your attention.

"What you are going to hear from this Brother will indicate that we certainly don't have it made in this country as far as security in the fight for union recognition, wages, conditions and so forth. This is just one area of many which has had a long, tough dispute. I am going to present to you Tony Rodriguez, district director of the United Rubber, Cork, Linoleum and Plastic Workers of America, AFL-CIO, who will discuss the strike which has now been going on since March of 1973 against the R & G Sloan Company in Sun Valley.

"This Federation has placed that firm on the 'We Don't Patronize' list some time ago, and also the National AFL-CIO and Union Label Trades Department are doing everything they can on a nationwide basis to assist this organization in its tough fight.

"At this time I will introduce to you, for some remarks in regard to this dispute, Tony Rodriguez."

THE R & G SLOAN COMPANY STRIKE

Delegate Rodriguez spoke as follows:

"President Gruhn, Executive-Secretary Henning, Executive Council, delegates and guests, it's rather difficult to follow somebody like Brother Gilbert, but I am not here to talk about where we are going in the future. I am here to talk about what is happening at the present.

"Our Local Union 621 was organized in 1959. We negotiated several agreements. We had difficulties, but none of the magnitude of the one we are presently in.

"After a long series of negotiations, on March 11, 1973, the people by a vote of 447 to 45 rejected a tentative agreement reached with the company over a matter of a few cents per hour.

"Shortly after we went out on strike, the company, instead of trying to resolve our differences, immediately hired a lawyer by the name of Carl Robertson out of Los Angeles and they went on a program to virtually destroy our union. Their proposal was to

eliminate our seniority rights, our overtime provisions and put in a continuous operation of three 12-hour shifts per week and only pay overtime in excess of 40 hours per week. This would result in a take-away, instead of an increase, in wages. This would result in a take-away of around a dollar per hour. In fact, the chairman of the board mentioned that the program of the company would reduce the average wage in that plant by \$42 per week.

Illegal Aliens Recruited

"The strike has been going on since March 11 of '73. It is still continuing. They were able to induce about 200 to 225 of our own people back across the lines, and since that time we have had the problem of illegal aliens. They have recruited them. They bring them across to work in the plant, and they always run about 200 illegal aliens in the plant. So this has had a terrific impact, very demoralizing, on our people. But there are still about 500 out of 760 originals that are still holding fast and are determined that the company will not break their union.

"Unlike the Farah strike or the Farm Workers strike, our product is a very invisible product. Everybody knows what a head of lettuce is or a bunch of grapes or a pair of slacks is, but our product and the boycott is against the R & G Sloan plastic pipe fittings and pipe. They are all identified by 'R & G Sloan'. That is their trade mark. 'R & G Sloan'. It's on either the sidewall or on the lip of the product. Any of you who have a sprinkling system or electrical conduit in your homes, you probably have some of it.

"We ask your support primarily from the building trades. The Laborers install quite a bit of it. We've gotten tremendous support from the Plumbers and Pipefitters. The IBEW also uses it.

"The rest of you, if you will, get the message back to your memberships that if they want a plastic pipefitting or a length of pipe, to buy anything but R & G Sloan.

R & G Sloan on National Boycott

"On February 11th the Executive Council of the National AFL-CIO endorsed and passed a resolution to put R & G Sloan on a national boycott. It is an ongoing thing. We have removed the product from many many stores throughout the country. We have received tremendous support from the state bodies throughout the country, central bodies, local unions. And in this state Brother Arywitz's office and Brother Gilbert's office have been of tremendous help. The local unions in the area too, have been a help.

"So we appeal to you to get behind this terrific struggle. We are not talking any more about increasing our wages, but at least trying to get back to where we were.

"The company's proposal is virtually taking us back about 30 years. We do not think that either we or you would like to see that happen. So whatever you can do to help our people — who, by the way, happen to be about eighty percent Latinos—we certainly

would appreciate it. And I thank this Federation for giving us the time to present our problem to you.

"Thank you, President Gruhn."

Introduction of

JAMES LEE, President

California State Building and Construction Trades Council

Chairman Gruhn next introduced James Lee to the delegates as follows:

"It is a pleasure for me to present to you now one of our brother members who heads a very important organization in this state. In fact, they are the builders, the ones who make possible our homes and buildings such as this auditorium, the highways we have and the whole construction industry. It is one of the foundations of our trade union movement.

"As I talk to the building trades I mention to them about the problems of the people in public service, the teaching profession and various other trade service organizations of our labor movement to get them to understand the problems of the rest of the unions. And at the same time we have mentioned to the other organizations that they misunderstand the problems of the building trades. This is so we can work together coordinated and united in our efforts to promote the interests and concerns of our total trade union membership.

"Jim Lee has worked very closely with our Executive Secretary-Treasurer, through his office in Sacramento on legislative matters and other matters concerning the trade union movement.

"I am very pleased at this time to present to you another part of the team of the trade union movement of California, President James Lee of the State Building and Construction Trades Council."

ADDRESS

President Lee commenced his address:

"President Gruhn, Executive Secretary-Treasurer Henning, distinguished guests, members of the Executive Council, brother and sister delegates, I bring to you the fraternal greetings of the State Building and Construction Trades Council of the State of California representing 360,000 building tradesmen in this state, and also to wish that you have a very successful and productive Convention.

"With the many problems that this state and this nation are confronted with—the inflationary spiral, the unemployment rate at the highest that it has ever been in many years, the high cost of living and the interest rates beyond the reach of the working men and women of this nation—this morning, I would like to discuss with you a problem of vital concern to each and every one of you, an issue that will appear on the ballot in November. I am referring to Proposition 17, the so-called 'Wild and Scenic Rivers Initiative'.

"Throughout our history we have always been against monopolies and we have fought special interests who want to protect their own advantages at everybody else's expense. This was the motivation of George Meany in his battle with Nixon and it was basic to John Henning's well-taken remarks to open this Convention.

"The November ballot will offer a choice between a recreational monopoly disguised as an environmental measure and a project that would benefit all of the people of the State of California.

"Proposition 17, the so-called 'Wild and Scenic Rivers Initiative', is an effort by a group of commercial rafting outfitters to hold on to their monopoly of the Stanislaus River in central California. Incidentally, there are 11 commercial rafting companies involved insofar as Proposition 17 is concerned.

Rafting Companies Form Front

"The rafting companies formed a front called 'Friends of the River' and put the initiative on the ballot. Their main purpose is to stop construction of the New Melones Dam.

"The companies charge \$60 per day for those who can afford to go down nine miles of the river.

"The outfitters are ruthless in protecting their position because their take is half a million dollars a year. A few weeks ago they obtained a court injunction to stop the rafting trips being run by a high school!

"But these companies, who provide equipment and guides for daredevils, didn't have the courage to come out front on their own ballot measure. They got up a masquerade and called it 'Friends of the River'. They collected campaign contributions by tacking on an extra five-dollar charge to their customers so that their front organization could report it as small contributions under \$100.

Misleading Leaflets

"To get innocent people to sign their petition to qualify Proposition 17 for the ballot, they distributed material that goes from misleading to downright lies.

"I would like at this point in time to read one of the arguments that they utilized in obtaining the necessary signatures to have it qualify for the ballot.

"The initiative that they circulated says: 'The State of California has told the Army Corps of Engineers that we don't need the project.'

"The facts are: Without support of the people, the project would never have been started. In a letter to President Nixon, Governor Reagan said: 'The State has consistently supported construction of the New Melones Dam to provide badly-needed flood control and other important benefits' and then requested proper mitigative measures incorporated to offset environmental losses.

"In a letter to the Attorney General, Evelle Younger, the Governor said: 'It is my understanding that the issue is not whether the dam

should be built, but the terms and conditions which should be imposed for operation of the project.'

"The state legislature urged the speediest possible construction of the project in a resolution adopted by the Assembly 48-0 and by the Senate 22-11. The California Water Commission and the State Resources Agency have urged the immediate start of construction. The State Department of Fish and Game sees New Melones as 'the last opportunity in the near future to develop a water supply in the San Joaquin Valley to meet Delta requirements' and favors the dam because it can help sustain the declining king salmon spawning runs in the San Joaquin Valley. The United States Bureau of Sports Fisheries and Wildlife also supports completion of the project.

"To cover up the fact that all they are interested in is nine miles of the river, they drafted a measure that will kill 55 miles of that very same river.

"There are so many things wrong with what has been done by these people that it would be hard to get it into the ten minutes that I have to bring it to your attention, but the highlights will shock you. They called it the 'Wild and Scenic Rivers Initiative' but the nine miles of white water they want to save comes out of a Pacific Gas and Electric pipeline. If water were not dumped into the riverbed during the summer when they make their money, there would be no rafting there.

"The 55 miles also supposedly protected by this initiative are downstream from the white water. The 55 miles are not wild. Far from it. That portion of the river is a meandering stream that goes through miles and miles of farmland and three towns. Except for six miles, the river banks are all privately owned. The public has access to only ten percent of the public river.

A Polluted 'Wild' River

This so-called 'wild' river is polluted. This month the San Joaquin County Health Department quarantined it for swimming at the only state park on the river.

"A few die-hard canoes can paddle around in some spots of what is left of the water in the summertime. And that is if they don't mind a lot of fish lying belly-up in the dirt because of the pollution from irrigation running back down the riverbed or just plain because the water got too low before the fish could move out.

"But the rafters don't tell anyone about this. After all, when you're trying to protect the half a million dollars a year that you get from your wealthy customers to take them for a nine-mile ride, . . . Well, what else would you expect from them?

"There is no question that the Dam they want to stop will back up the water and cover their stretch of the river.

"But here is what else the New Melones Dam will do:

"It will create a twelve and a half thousand-acre lake that will provide recreation, not just

a raft ride for a few elitists who can afford \$60 a day apiece. The lake will open up swimming, sailing, water-skiing, fishing, camping, hiking for hundreds of thousands of Californians and their families. The lake will take the visitor strain off Yosemite, Sequoia and Kings Canyon, places that have to close the gates because of overcrowding. The recreation will be public. It will be inexpensive. It will be available to about 7,000 people on an average weekend from the start. That's about 6,500 more than those who play at rafting.

"There will be a hundred miles of shoreline. It will be within a few minutes hiking or driving from old western gold mining towns such as Angels Camp, Jamestown, Columbia State Historical Park and Mark Twain's cabin. It will be an easy vacation drive available over 300 miles from Los Angeles, and an even easier weekend outing from the Bay area.

"There will be a 4500-acre wildlife area. Because the lake will be directly in the Pacific flyway, it will become a new attraction for migrating birds and waterfowl.

Dam Will Open Recreation Areas

"That is just what the new lake will do. The 55 miles downstream that the rafters would like to kill would be changed too.

"Because the dam will release cold, fresh, clean water all year round, 12 new public recreation areas will be opened up to the people of the State of California. Those new recreation spots will also have fishing, swimming, camping, small boating and kayaking. This will be inexpensive and public.

"There will be 30 miles of riverbank for the regular working family to enjoy instead of just the six miles available now.

"Believe it or not, there will also be a new white water area four miles long. But the rafters won't be satisfied with this, even though the Olympic canoeing team manager praised the new white water and called it excellent.

"If two or three million Californians have to jam themselves into overburdened state parks, the rafters couldn't care less. They didn't think up Proposition 17 for the benefit of everyone. They thought it up to protect themselves and their monopoly.

Jobs at Stake Too

"All of this goes without saying that jobs are involved, too. There will be employment for 700 or more during the four years of dam construction. There will be more jobs in preparing the new recreation areas. And when you take into consideration that we are not only talking about construction projects and construction jobs, when you take into consideration that every time you put one building tradesman to work you put seven other people in related and supportive industries to work also, you can see just how far-reaching the effects of this will be. Then there will be thousands of jobs generated by the vacationers who will come to enjoy the lake and the river.

"All this will be lost if the rafters' rip-off is successful.

"Another thing that will happen if this hoax, parading as an environmental issue, wins is: \$100 million in taxpayer dollars will be lost. It will be the most incredible subsidy ever paid. \$100 million just to preserve the \$520,000 take of the rafting companies.

"There is no justice and no truth in what the so-called 'Friends of the River' are trying to do. It is a white water Watergate! The real intent is to keep the nine-mile rafting run. The 55 miles were included to cover up what they were really after.

"They will seal the fate of a dying river and deny the recreational benefits and jobs to hundreds of thousands of ordinary people.

"I urge you to reject the 'Wild River' con game and prevent the selfish takeover of the river by this monopoly.

"I also urge you, when you return to your respective organizations upon the completion of this Convention, that you bring this message to your people. Tell them the grave importance that is involved in this one specific issue. If they are successful in passing Proposition 17, it will merely be the beginning of other things to come. They will circulate and issue a petition to stop the Auburn Dam, they will circulate a petition to stop the Warm Springs Dam and then they will take off after other types of construction. This is just the beginning if we permit them to get away with it.

"As I stated to you previously, I urge you again to go back to your membership and tell them to vote 'No' on Proposition 17.

"Thank you very much."

Here followed several miscellaneous announcements.

Chairman Gruhn next called on Secretary-Treasurer Henning to introduce the next speaker.

Introduction of

ANDY IMUTAN, President
Pilipino Bayanihan, Inc.
420 So. San Joaquin St.
Stockton

Secretary-Treasurer Henning presented Brother Imutan to the delegates with these words:

"Mr. Chairman and delegates. It is a great honor to present Andy Imutan, who was for years an officer of the Farm Workers Union and was instrumental along with Al Green, who played a great role in the organization of farm workers, sometimes forgotten by people who should remember, in bringing the Filipino workers into the United Farm Workers.

"Andy now heads Pilipino Bayanihan, Inc. That is a project in Stockton. It is endorsed by the National AFL-CIO. We endorsed it at the state level. It is to serve the Filipino community and in fact take care of the old Filipino farm workers who can no longer work in the fields.

"They have a very special problem. Most of them came here to the United States at the time when the laws of this country did not allow them to bring their wives with

them. A lot of them are old and alone, without any families. They are no longer able to take their place in the marketplace. And under our system, if you can't do that, you are in great trouble. But thanks to Andy Imutan and others, a center is being built in Stockton.

"We are giving it all the assistance we can. We sometimes forget the Filipino minority in this State. There are 400,000 Filipinos in the State of California and they have many needs. This Filipino Bayanihan works for the young also and for all Filipinos, but the particular emphasis is to do something for the old Filipino men who came here under laws that were at that time restrictive.

"It is an honor to present Andy Imutan."

ADDRESS

President Imutan spoke as follows:

"Mr. Chairman, Mr. Henning, Executive Officers, distinguished guests, brothers and sisters.

"Please allow me to mention with pride that there are two outstanding Filipino leaders who are delegates to this Convention: Mr. Gene Gerardo, of Cooks Local 44, San Francisco, and A. T. Gabriel, of the Miscellaneous Culinary Workers Local 110.

"This is how few there are.

"It is indeed a very great honor for me to address your Convention today.

"During my eight years with the United Farm Workers Union we worked together on many projects. In 1972 I coordinated labor's efforts to defeat Proposition 22. Because of labor's support, that proposition was soundly defeated.

"Today I stand before you to talk about the problems that face the Filipino community, to talk about what we have done about these problems and what we intend to do about these problems.

"Since the 1920's San Joaquin County has become one of the most heavily concentrated areas of Filipinos in America and it reflects the general pattern of problems that affect all Filipino communities.

"The history of the first generation dates back to the 1920's when Filipino males were recruited because of the need for cheap farm labor in America. American farming interests, together with steamship companies, ran deceptive publicity campaigns in the Philippines. These campaigns promised education for the students and good-paying jobs for the poor. By 1930 28,625 Filipinos had been induced to immigrate to the United States.

"The typical immigrant was young, single and male. According to the 1930 census 80 percent of the Filipino migrants were men and 93 percent of the immigrants were men between the ages of 16 to 30. The young male Filipino worker was placed in one of three general types of work: the fishing industry, domestic and personal work, and agricultural work.

"In 1930, 4,210 Filipinos worked in the

Alaskan fisheries, 11,441 Filipinos worked in domestic and personal service jobs as bell-boys, busboys and dishwashers, and 12,339 Filipinos worked in the fields. Only 635 Filipinos were listed in general trades.

Discriminatory Laws

"There were very few female immigrants because there was no job market and because there was a very strong tradition prohibiting the travel of unescorted Filipino women. Five western states, including California, also had anti-miscegenation laws prohibiting marriage between orientals and whites. In Los Angeles, where the Filipinos were able to present a bill, we were not orientals but Malaysians. They changed the law also to say 'including Malaysians'. So it prohibited marriages between Filipinos and whites in California. This section of the California Civil Code, Section 60, passed in 1884, was not revoked until the early 1950's.

"The right to become a naturalized citizen was not granted until 1940. Today, 50 years later, the typical male Filipino immigrant of the 1920's is still predominantly single, still a farm worker and still poor and poorly educated. His problems are compounded by the advent of old age, poor health and loneliness. According to Development Associates, who completed a survey of the farm workers in San Joaquin County, 34 percent of the farm workers in the county are Filipino and 82 percent of the Filipino farm workers are 60 and older, and 73 percent of the Filipino farm workers have less than nine years of formal education.

Exploitation by Growers

"I would like to quote to you a typical statement growers make: 'My Filipinos have worked so hard for our family for the last 40 to 50 years. They have served us well and they are so conscientious. Filipinos make terrific asparagus workers because they are built close to the ground. I dread the day that they are no longer there.'

"They extol the value of the Filipino asparagus workers to high heavens, but I have to hear just one of them say that he has provided some kind of benefits for his Filipinos in their later years.

"If you will visit the asparagus fields during harvest, you will find Filipino workers over 82 years of age still working in the most difficult areas of farm labor. Every day during the season one or more of their Filipinos would drop dead in the fields.

"Those that due to ill health are forced to leave those camps retire on \$82.50 Social Security. Of course, with supplementary income from SSI, they are able to have a maximum of \$200 a month. Some continue to refuse welfare because of their pride. They are staying either in cheap hotel rooms or share rent with other old men in fire-trap houses. It is not rare to see quite a number of them eat only chocolate bars or plain rice by the 26th of the month. Most of them have lost contact with their kin from the Islands.

"These men who have worked so hard for so long have nothing to show for older years. No pension benefits, nor benefits of any kind. A very good example of workers who were unorganized!

"Would it not be the greatest thing if the labor movement in this country would rally around and make it possible for those unfortunate workers who never made it with a union to have a little more time to enjoy whatever there is left for them?"

Loss of Cultural Identity

"The second generation is composed of Filipino American-born children and their children. Few have seen their ancestral land or speak one of the Filipino dialects. The parents of this generation are generally post World War II immigrants who arrived when the social climate of discrimination was partially alleviated by the demonstrated bravery and patriotism of the Filipino soldiers but who still suffered the backlash of racism. These Filipinos raised their children with the hope that their offspring would have better chances of survival in America. This situation resulted in the deterioration of Filipino language skills and the loss of a strong cultural understanding and identity. Exposure to the American way of life and to various subcultures within the society has forced the second generation to become culturally fragmented with little sense of roots and heritage. The lack of hard data on the needs of the Filipino youth deprives them of opportunities for educational, occupational and financial advancement.

Increase in Immigration

"Because Congress passed liberalized immigration laws in 1965, there has been a sharp increase in the number of Filipino immigrants who have come to the United States. In 1971, 20,000 came in and in 1972 20,000 came in. Fifty percent of these immigrants (20,000) have stayed in California and 10 percent (4,000) of these immigrants now live in San Joaquin County.

"These newly arrived immigrants can be classified in one of three categories: (1) professional people such as doctors, lawyers, teachers, and nurses who are well-educated and speak English; (2) children of these professional people; and (3) young brides between the ages of 20 to 30 who are brought back to the States by their elderly husbands who had returned to the Philippines for a visit.

"Some of these senior citizens who have had the good fortune to visit the Islands came back with young brides; and it is not rare to see Filipino men in their 70's married to Filipino women in their 20's, with one- or two-year old kids as offspring of this marriage. In other words, they are trying to catch up with what they didn't have during their younger years. And it is a very sad thing.

"Also we have new arrivals who are professionals. However, because of the tight situation of the economy and the lack of jobs,

they are forced to practice their profession in the fields where you don't need a bachelor's degree to pick grapes or to cut asparagus.

"So we decided to create the Pilipino Bayanihan Incorporated. 'Bayanihan' means 'working together', 'togetherness'. In the Philippines, where somebody would like to transfer his house to another place, all the menfolk in the barrio will carry the house to the other side. You call that 'bayanihan' — working together. So 'bayanihan' is 'helping each other'.

"Pilipino Bayanihan is a Community Union, a vehicle through which the Filipino community can define and solve its problems. Bayanihan has a current membership of 344 families. It is governed by a three-member Executive Board and a 19-member Board of Elders. Bayanihan also has a Board of Consultants which provides resources to our organization. Fourteen of the 24 members on this board are labor leaders, including Mr. John Henning as Chairman, along with Mr. Anthony Ramos, Frank Raftery, William Kircher, Richard Groulx, James McLoughlin, Walter Johnson, Sigmund Arywitz, Cornelius Wall, Bob McDonald, Daniel Flanagan, Art Carter, John Crowley and Irving Stern.

"Organized labor has been one of our sources of support. We wish to thank you for your past support and we look forward to your continued support.

Five Program Areas

"Bayanihan has operated a service center for the past 16 months. We provide services in five program areas: job placement; paralegal assistance; information and referral assistance; transportation, and recreation.

"Our job placement program has made 323 employment referrals and we have placed 254 persons in jobs. Our paralegal program has helped 250 persons. Our information and referral program has helped 237 persons: 22 in housing, 43 in education, 36 in health, 63 in Social Security, and 73 with other problems. Our transportation program has provided rides for 477 persons. Our recreation program has provided activities for 224 youths.

"We can be proud of our past achievements, but our continued success will depend on how well we plan for the future.

"Our future plans include a federally funded manpower program which begins operation in September. Plans are also being developed to offer counseling services to youth, adults and families, and to make referrals to other mental health services for further professional help. Plans are also being developed for a youth center. This center will provide youth with recreational activities, counseling services, and employment referrals. Finally, plans are being developed for a retirement village for elderly Filipino farm workers. This village will have individual studio apartments, a cafeteria, a service center, and a health clinic. There will also be enough land for a farm cooperative which will provide income for the village and an opportunity for those men who wish to continue work on a part-time basis.

"During the past 20 months we have taken the first steps in dealing with some of the problems which face the Filipino community. As we look to the future, we have many dreams, but it takes careful planning and substantial funding to turn our dreams into projects. We need your financial contributions today to help us complete our projects. We have appreciated your past financial support and we look forward to your continued financial support.

"I thank you again."

Chairman Gruhn thanked Andy Imutan for his address to the Convention and then called on Secretary-Treasurer Henning for some announcements.

Announcements

Secretary-Treasurer Henning informed the delegates of forthcoming events:

"Mr. Chairman and delegates. All International Association of Machinists Worker delegates are invited to attend a breakfast at the Westgate Hotel (that is across the street from the Convention Center) on Wednesday (tomorrow) at 8:00 a.m. The breakfast room location will be posted in the hotel lobby.

"This request is made by Robert Simpson, General Vice President of the IAM; John Schiavenza of the California Conference of Machinists.

"An announcement by the Orange County Labor Coalition that its annual Labor Man of the Year Award Dance this year will be held Saturday, September 7th, at the Disneyland Convention Center, Disneyland Hotel in Anaheim. The honoree will be Raymond Mendoza, Vice President of the California Labor Federation, International Representative of the Laborers and Hod Carriers' Union, and also one of the founders and now the National Chairman of the Labor Council for Latin American Advancement.

"We ask all our brothers and sisters in labor to join with us in honoring Raymond Mendoza for all of the great work that he has done for the trade union movement. The proceeds of this affair will help to assure election of friends of labor for non-partisan effort.

"That announcement is submitted by Pete Remmel."

Chairman Gruhn next called upon T. A. Small, chairman of the Committee on Resolutions, for a further report.

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman
STATEMENT OF POLICY XIV
Civil Rights

Growing minority anger is directly linked to aggravated unemployment, inflation, deteriorated housing and inadequate educational opportunities. We can solve such problems for all by uniting in the broader community just as black, brown and white workers do in dealing with their employers. Full employment remains the most certain short-range solution.

Our priceless civil liberties' tradition has been under severe Administration attack. We must be as vigilant in this area as we are in collective bargaining crises.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24

Mexican-Americans in California

The committee's report:

"At the request of your committee the sponsors of this resolution appeared before it at its meeting on Monday, August 19th, 1974. They were Max B. Wolf, Esthela Munoz, Indalecia Sarabia and Yvonne Frey.

"After discussion with the committee certain amendments were proposed to accomplish the intent of the parties, which amendments were the following:

"The 4th whereas was stricken in its entirety and the following inserted:

"'Whereas, In harmony with this aim, Spanish should be taught in the schools as well as English, for those communities and individuals aspiring to such instruction in order to develop easier and more efficient English-speaking abilities; and'

"The resolved should be amended by striking in line 9 commencing with the word 'to' to the end of the paragraph and inserting the following:

'to have such formal transactions as conditional sales contracts and legal proceedings such as, but not necessarily limited to, summonses, subpoenas and judgments translated into Spanish where English is a barrier; to provide public school educational opportunities as part of the curriculum, so designed as to develop easier and more efficient English-speaking abilities for our citizens with already existing Spanish language skills and Spanish-speaking backgrounds; to promote fuller representation in governmental offices and community institutions for our Latin heritage citizenry.'

"As so amended your committee recommends concurrence and I move adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 55

Mexican-Americans and Mass Media

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56

Affirmative Action

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 122

Support Labor Council for
Latin American Advancement

The committee recommended concurrence.

The committee's recommendation was adopted.

Recess

Secretary-Treasurer Henning then moved that the Convention recess until 2:00 p.m. The motion was seconded and carried.

AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:18 p.m.

Chairman Gruhn called upon the chairman of the Committee on Legislation, Max Osslo, for a report.

**PARTIAL REPORT OF
LEGISLATION COMMITTEE**

Max Osslo, Chairman

Chairman Osslo commenced his report.

Resolution No. 119

Individual Right to Privacy

The committee recommended concurrence. The committee's recommendation was adopted.

Resolution No. 45

Eliminate Section 2677 of
Unemployment Insurance Code

The committee recommended concurrence. The committee's recommendation was adopted.

Chairman Osslo presented the following two resolutions as a combination:

Resolution No. 61

Amend Section 2627(b) of
Unemployment Insurance Code

Resolution No. 105

Increase Disability Benefits and
Eliminate Waiting Period

The committee's report:

"The subject matter of these resolutions is concerned with liberalization in the Unemployment Insurance Program for increase in weekly benefits and reduction or elimination of the waiting period.

"Your committee recommends concurrence in Resolution No. 61 and further recommends that Resolution No. 105 be filed because it is most adequately covered in Resolution No. 61 and in Statements of Policy IV, Unemployment Insurance, Page 9.

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

The committee's recommendation was adopted.

Resolution No. 75

Disability Benefits Resulting
From Pregnancy

The committee recommended concurrence. The committee's recommendation was adopted.

Resolution No. 91

Pregnancy as Temporary Disability

The committee recommended concurrence. The committee's recommendation was adopted.

Resolution No. 82

Amend Disability Insurance
Hospitalization Payments

The committee's report:

"The subject matter of this resolution is concerned with increasing the daily amount paid during hospitalization under the Unemployment Disability Insurance Program from \$12.00 to \$50.00 per day.

"Your committee believes that hospitalization payments more properly should be payable under health and welfare programs for which the employer normally pays rather than being paid from the disability fund and the amount payable from such fund being deductible from what would otherwise be payable under the health and welfare program.

"The committee believes that the improvements suggested in the Statements of Policy V, Unemployment Disability Insurance, page 10, have greater priority, and accordingly recommends that this recommendation be filed.

"I move concurrence in the recommendation of the committee."

The committee's recommendation was adopted.

Chairman Osslo then presented Resolutions Nos. 74, 108 and 115 as a combination.

Resolution No. 74

Establish Child Care Centers

Resolution No. 108

Secure Quality Child Care Facilities
and Programs

Resolution No. 115

Expand Child Care Services

The committee's report:

"The subject matter of each of these resolutions is concerned with the same matter—namely, the establishment of adequate child care centers.

"Your committee recommends that in resolution No. 74, in the third line of the third 'Resolved', the words 'the highest' be stricken and the words 'a high' be inserted.

"As so amended, your committee recommends concurrence in resolution 74 and further recommends that resolution No. 108 and resolution No. 115 be filed.

"I move the adoption of the committee's report as amended.

The committee's recommendation was adopted.

Resolution No. 30

Public Development Agencies

The committee recommended concurrence. The committee's recommendation was adopted.

Chairman Osslo next presented Resolutions Nos. 69 and 96 as a combination:

Resolution No. 69

Collective Bargaining for Educational Employees

Resolution No. 96

Collective Bargaining for Teachers

The committee's report:

"The subject matter of these resolutions is similar—namely, collective bargaining rights for school employees.

"The committee recommends concurrence in resolution No. 96 and further recommends that resolution No. 69 be filed.

"I move concurrence in the committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 95

Amend Article 5.5 of the Stull Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 97

Progressive Taxation to Finance Education

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23

Public Utility

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 87

Control Oil Monopolies in California

The committee's report:

"The committee recommends the deletion of the last 'Resolved' and, as so amended, recommends concurrence.

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

The committee's recommendation was adopted.

Resolution No. 68

California's Prepaid Medi-Cal Program

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15

Minimum Wage

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Osslo presented Resolutions Nos. 22, 35 and 99 as a combination:

Resolution No. 22

Anti-Strikebreaking Law

Resolution No. 35

Outlaw Professional Strikebreakers

Resolution No. 99

Prohibit the Hiring of Strikebreakers

The committee's report:

"The subject matter of these resolutions is similar—namely, anti-strikebreaking laws.

"Your committee recommends concurrence in resolution No. 99 and further recommends resolution No. 22 and resolution No. 35 be filed.

"I move concurrence and adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 40

Occupational Safety and Health (Cal/OSHA)

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the partial report of the Committee on Legislation.

At this point, Delegate Donald Abrams (Typographical No. 21, San Francisco) asked for clarification on Resolution No. 15.

Chairman Gruhn pointed out that Resolution No. 15 had been acted on earlier and it was no longer in order to have discussion on it.

He suggested that Delegate Abrams speak to the Legislation Committee Chairman if he wished to do so.

Introduction of

HONORABLE WILSON RILES

Superintendent of Public Instruction
State of California

Chairman Gruhn introduced the next speaker, the Honorable Wilson Riles, as follows:

"It is now a pleasure for me to present to you one of our invited speakers for this afternoon, a man who some four years ago we endorsed for the office of Superintendent of Public Instruction. He was elected to that position, taking the place of one of the most reactionary Superintendents of Public Instruction we ever had in this state, who became ambitious for the United States Senate. You remember Mr. Rafferty. And now he is down in some southern state, where the climate is probably more equitable to his particular thinking!

"But this man was elected to this position of Superintendent of Public Instruction and has done and is doing an outstanding job of trying to make our education system more effective, trying to give opportunity to those who are disadvantaged in our communities a chance to catch up and to take full part in the educational process so that all of our younger people coming along will get the opportunity to have a proper education so that when they become citizens they will become full citizens—citizens to be able to hold a job, citizens to be able to appreciate the arts, and citizens to be able to understand their rights and responsibilities as citizens.

"We endorsed him at our Pre-Primary

COPE Convention. And I am pleased to announce, something which you all know, that he was elected in the Primary Election. It is not a partisan office, but he did receive enough votes to be elected in the primary election.

"It is a pleasure at this time to present to you the State Superintendent of Public Instruction of California: Wilson Riles."

ADDRESS

Superintendent Riles addressed the convention:

"Thank you very much, President Gruhn. Secretary Henning, Members of the Executive Council, distinguished guests, and ladies and gentlemen.

"It is both an honor and a pleasure to participate in this 1974 Biennial Convention of the California Labor Federation.

"First, I want to tell you that I am appreciative of and thankful for the support that this organization has given me in my last two campaigns. And I am happy to be able to come before you already elected — and I sympathize with those others who still have the road ahead of them.

"I am going to talk about some of the problems briefly in education, but I am not going to be negative because I believe that we are doing some things about them and I think that we can do more—and we are going to ask your cooperation in some specific things that we would like to see done.

"You know, when you speak of problems it depends upon your viewpoint and your perspective, I have found. A problem to one group, a problem to one person, is not a problem. This was brought home to me recently when I was talking to one of our airline carriers that goes overseas. I was questioning about some training programs and they told me about the training programs they give for stewardesses. They go through a very rigid program because they have to keep customers, as you know, quiet and feeling safe and all the rest. And sometimes there are emergencies.

"So they had a panel to question some of the stewardesses as the last part of the test and the question was simply this: 'What would you do if a plane went down on a deserted island and there were a male crew of three and 24 male passengers—and you were the only female? How would you handle the situation?'

"Well, they asked the German girl. And she thought for a moment and she said: 'You know, I would identify the strongest male in the group. I would become friendly with him and he would protect me.'

"They said: 'All right.'

"So they asked the American girl: 'How would you handle the situation if a plane went down on a deserted island and there were three male crew members and 24 males—and you were the only female? How would you handle it?'

"She said: 'Well, you know, I would become friendly with a nice, single young man and maybe we could become engaged and the rest of the men would respect that engagement. And that's how I would handle the situation.'

"They posed the same question to a French girl. She didn't answer.

"They asked again: 'What would you do if the plane went down on a deserted island? There were a male crew of three and 24 males—and you were the only girl. How would you handle the situation?'

"She didn't answer.

"So they posed the question again—and she still didn't answer. And finally the examiner said: 'Look, you have passed all of this course. This is a hypothetical question. We don't expect an objective answer. Just answer. Tell us: What would you do in this situation?'

"She didn't answer.

"And finally he said, 'Well, don't you understand the question?'

"She said, 'Yes, I understand the question—but I don't see the problem!'

Far-Reaching Decisions

"You know, we do have some problems in our time. You are meeting at a crucial time in the history of this nation and this state. I don't have to tell you that. You are making decisions and will be making decisions which will have a profound influence on California's future. The members elected to the legislature this year and the new Governor will have to deal with the problems of inflation, unemployment, fuel shortages, environmental concerns, and education. The representatives elected to Congress will face these same problems at the national level. Decisions made in 1975 on these critical issues will affect our lives for years to come. Decisions made to support or not support particular candidates for office can alter outcomes very significantly. Organized labor's political influence is not unfamiliar to the citizens of this state. Indeed, it is part of our tradition. Labor has long played a major role in California politics.

"I want to commend you. As I looked through the resolutions that you were passing I noted a number on education: child care; bilingual education; the Serrano decisions, and so on. And I want to say that you are right on target and I am supportive of what you have done here.

"I was doing a little research for this talk and I found that California's present Constitution was adopted in 1879 as a result of strong advocacy by the Workingmen's Party. Of course, if you had to set one up today, you couldn't get away today with calling it a Workingmen's Party. It would have to be a Working Person's Party.

"But be that as it may, the provisions in the Constitution relating to education reflect labor's concern for free public education for all children. Written into the 1879 Constitution is language which has been interpreted as making education a basic right—a right for

the children of the working man as well as for the privileged few.

"Happily, labor's interest in education has continued over the years. We are both aware and appreciative of that support, and we hope that it will continue for another hundred years.

"Labor and educators must work together to provide the children of California with the type and quality of education which will give them the foundation for economic security and a better life.

School Systems Criticized

"Public school systems across this nation have come under fire from parents, employers, taxpayers and students. Some of these criticisms, unfortunately, are based upon fact. Many of our schools, both urban and rural, are not providing adequate education, responsive to the needs of our children. And we have to recognize the defects and deficiencies which exist and go about correcting them rather than engaging in empty rhetoric defending the indefensible.

"Changing the pattern of education to correct its deficiencies is a tremendous undertaking. It will depend in great part upon the people we elect to our legislative bodies and to our school governing boards. And we must have their support to make schools *work* for children.

"I hope as you look at the qualifications of candidates seeking your endorsement; that you will ask how they stand on the kind of educational reform I am talking about. A candidate who does not support education responsive to the needs of your children is not truly a friend of labor. Organized labor must stand guard against unprincipled politicians who would foist 'quickie' cures for the problem of education upon the beleaguered taxpayers. We need no educational 'snake oil' panaceas. Making schools work for our children takes the commitment and involvement of every concerned citizen.

"But supporting candidates is not enough. There is no bar to your personal involvement in the affairs of your local schools, whether that involvement is as a member of a parent advisory council, a member of a school governing board, a member of a vocational educational advisory committee, or a volunteer tutor. That kind of involvement achieves lasting results.

"We are not asking labor or any other group to bear the burden of remaking our schools while we continue doing business as usual. We are actively engaged in setting our house in order.

Action Agenda

"And I would like to share with you our action agenda to: (1) deal with the problems of our schools; and (2) liberate and build upon the innate strength of the youth of California.

"That agenda provides us with guidelines for the development of the kind of education which is effective and responsive to the needs of all children—rich, poor, or middle-class,

gifted or handicapped—regardless of race, creed, color or national origin. This is the kind of education which is essential to fulfillment of the Great American Dream—a dream shared by every parent who wants a better life for his children.

Scope of Agenda

"The agenda covers three broad areas:

"1. Reform and revitalization of the public school system to achieve effective education including basic skills, marketable skills, and practical living skills; and

"2. It includes building stronger links between the community and the school; and

"3. Achieving fiscal balance among local, state, and federal sources of support for schools.

"First, I would like to talk about the need to reform and revitalize our public school systems.

"Over the years educators, concerned citizens and legislators have chipped away at the problems of educating our future doctors, lawyers, merchants and skilled craftsmen. We have patched here and there as trouble spots turned up. We reacted to 'Sputnik' with crash programs in math and science. We have instituted remedial classes for reading, math, and English when regular classes proved ineffective. We added special programs to treat, on a categorical basis, groups with learning difficulties of one kind or another. We have gone pleading, year after year, to the State Legislature and to Congress for funds to continue these programs. And we have taken a kind of 'welfare' attitude toward educating the sons and daughters of our economic losers, the urban poor, compensating the child for the inadequacies of his school and his environment without really changing either the school or the environment. And I think it is past time to reevaluate the effectiveness of this trading of symptoms.

Comprehensive Reform

"I sincerely believe that public school systems, particularly urban school systems, should be reformed. Only then will they be able to respond effectively to the needs of each and every child. The piecemeal, fragmented approach has not worked. We need a comprehensive and total restructuring of education from kindergarten through the twelfth grade.

"I can assure you that there are indications that such reform is no impossible dream.

"In California, we started our reform of the public schools system where the children start—with a comprehensive restructuring of the primary grades. Our Early Childhood Education Program was not designed to be another compensatory education effort. We have had enough categorical aid programs to overcome failure.

"And this is why I was so supportive of your resolution on child care to see that those youngsters get the kind of attention that they need early.

"Early Childhood Education unites all cate-

gories of school support into one comprehensive approach to meeting the needs of each child to prevent failure. Early Childhood Education is an attack on causes of failure rather than a treating of symptoms. The benefits of this kindergarten through third grade program reached children in 1,000 schools last year and will be expanded to 700 hundred more schools this fall. And I can't do it alone. It has to come from you and it has to come from the parents around the State. They are working. If you don't believe those programs are working, just visit one in your area. People are involved in them. The children are learning, the teachers are enthusiastic, and we want them to continue. But we must have support for them.

Goals For Basic Skills

"It is my belief that no child (and this is what this program is designed to do) should reach the fourth-grade level without competency in the basic skills of reading, writing and computation.

"In other words, there is no point to have to wait until junior high school to talk about teaching reading. It should be done down in the primary years. And if you could just imagine what happens to a child who is in the sixth or seventh grades or in high school who can't read! He knows he can't read, his peers know he can't read, his teachers know he can't read—and so he rebels.

"Let's take care of that job where it should be taken care of and not try to go through some remediation after it is too late.

"Each child should have the essential, basic skills that he needs as a foundation for future occupational training or higher education. These first four years are critical to future success. We want the youngsters to be fully prepared to take advantage of later learning experiences.

"It does little good, however, to reform early childhood education and then blow all of the gains the youngsters have made by sending them to the same old junior and senior high schools.

"We are in the process of restructuring our intermediate and secondary schools so that they, too, will focus on the needs of the individual student. We are determined to provide each teenager and each young adult with learning opportunities which match his capabilities and interests. I am pleased that we have a representative of labor, Sig Arywitz, on our Reform Commission. With his help and your support, we are going to have reform recommendations which are feasible and attainable and represent the very best thinking of what education ought to be.

Career Education

"Part of our reform effort must center on career education. We must make certain that all teenagers and young adults have open to them the full range of career opportunities so that they can make intelligent choices concerning the craft, business or profession which meets their talents and capabilities. We are determined that our schools will provide each

student with the kind of education which gives him a marketable skill.

"I am talking about all youngsters, whether they are going to college or not. They need to know how to do something and we intend to have the educational program provide that.

"Our students must be given hands-on work experiences in the trades, business, industry, and the professions to help them develop those marketable skills. We cannot consider our obligation to the student complete until he is able to make an intelligent choice of career and take the first step toward that goal.

"I want to tell you something else that we are going to institute in our junior high schools in this State. We are turning out too many students, let alone not being able to function, who cannot function in those necessary things that one must be able to do in society. I can't understand why no one has come forward with these simple needs that everyone must have to perform in a more modern society.

Obligations to Meet

"Now, what am I talking about? I mean that we want to consider our obligation to the student until he can demonstrate with some degree of proficiency that he can read a newspaper, for example, select a suitable job and apply for it; fill out an income tax return. I don't like to fill out income tax returns, but I have to do it. Everyone should know how to do it. The way the laws and the attitude of the public are now, you had better do it correctly.

"I think every student who finishes high school should be able to balance a checkbook, know what he is buying and how much he is paying for it and how much credit costs him.

"We won't feel our task is finished until we know that each student has the basic skills of reading, writing, computing and language essential to proficiency in these practical, every-day activities.

Labor Should Educate Too

"We are determined to provide each student with the kind of education which gives him an understanding of his relationship to the political process and the ability to function as a contributing and participating citizen. I would urge you to consider early your role as an organization in helping youngsters understand the political process. I think that this is something that you can do as an organization, that you can help out with, and not rely totally on the schools. Our high-school students now vote at 18. I am not telling you to tell them what party to join or for whom to vote, but we have a responsibility with all of these youngsters coming out to be able to let them know what the process is. I hope that you will take that under consideration.

"You know, Thomas Jefferson spoke a truth a long time ago when he said: 'If a nation expects to be ignorant and free, in a state of civilization, it expects what never was and never will be.' We need now, more than ever before, an educated and informed citizenry.

"Revitalizing the public school system is not a simple undertaking. Indeed, the task is far from complete. But we have, with the support of organizations such as the California Labor Federation, made progress toward our goal. That progress doesn't mean that we can stop now.

"Inherent in any discussion of improvement of our public school systems must be a concern for humanizing the educational process. I speak about this: that we ought to think of the student and recognize the student as a unique individual, a very special human being, who brings to the classroom his own needs for growth and development. I don't believe in trying to put everyone through the same mold at the same time on the same day. We all grow and develop at different rates, and we should think of young people as human beings.

"Frequently, traditional patterns of education fail to meet those needs. Some students demonstrate their frustration by dropping out or, if they remain in school, by acts of violence and vandalism. School reaction at this point sometimes results in further 'dehumanization' of the educational process. Critics have reacted to this self-reinforcing cycle by proposing to eliminate compulsory education or to institute voucher systems so that parents and students can find a school which better fits their needs. Both remedies ignore the root of the problem. I certainly hope that labor does not fall for this hoax of vouchers. I was so happy that no one had any resolution in favor of that.

No Average Student

"We should recognize the need to provide alternative patterns of education within the public school system. We have ruined too many young lives by forcing them to fit the school system or fail. It is time now, I believe, that we should abandon our dedication to educating a student who doesn't exist. We talk about the average student. There is no average. Everyone is different. If you don't believe there is no average, I think that this illustration will demonstrate it to you. You know, a man who stands on a block of ice and on a hot stove on an average is uncomfortable. You can't have that kind of average. You have to deal with the individual person. And that's what we are trying to do.

"Let's improve the existing system. Let's make it work. We spend four and a half billion dollars in the State. We have 109,000 teachers and 10,000 administrators, four and a half million students. Let's make it work!

Oppose Voucher System

"Do you know what would happen in a voucher system? Well, those who are of the rich would add needed dollars to buy superior education, and the poor and middle-class would be locked into underfinanced public and private schools. The inequities of educational opportunity would be exacerbated rather than solved. A child's future depends on the effectiveness of his education. Can we afford to gamble that in five or ten years the

bugs would be worked out of voucher schemes and they would operate better than the present system? We must not delay our efforts to make public schools responsive to student needs until the voucher plan has been tested. And, I want to add, the poor and middle class don't need any more experimenting done on them. Our children are not guinea pigs or pigeons to be conditioned, modified or experimented with.

"Each child is, I repeat, a very special human being. Each child is our hope for the future. These two facts should never be forgotten.

Boundless Programs

"Each child is investing hours, weeks, months and years of his life in the process of being educated, of learning those skills which he needs to be a self-reliant, self-respecting and contributing citizen in our society. We must work to preserve his uniqueness and reject 'easy' methods of teaching which demean and dehumanize 'education.' We must concern ourselves that we do not waste the time the child invests. We must not force him to engage in boring, time-killing tasks because those activities meet some need of the institution. Education is learning, not seat-hours. We should evaluate carefully the length of time required for completion of school and avoid determination of completion on the basis of arbitrary units earned. For many students, much of high school is a waste of time. They should be given opportunities to engage in work-study programs, apprenticeships, internships, community service activities, take college courses, or any of a myriad of creative learning experiences instead of being required to 'put in time' until graduation.

"The final point that I want to talk to you about is about our action agenda, which calls for building stronger links between the community and the school.

"Organized labor's record has been exemplary in support of this effort to make the school part of the community and the community part of the school.

"You have given generously of your time and expertise in supportive programs to prepare students for careers as skilled craftsmen.

"Your cooperation in the management of local apprenticeship training programs is vital to their success.

"The California Labor Federation has given its support and endorsement to the vocational-industrial clubs in our schools.

Scholarship Awards

"Your support of education has not stopped with supportive programs to train students for careers in the occupations associated with your unions. Your annual scholarship awards have made it possible for many young people interested in the trade-union movement to continue their education in colleges and universities.

"Many of your unions offer scholarships for union members to continue their education in institutions of higher education.

"I wonder: Why don't you publicize this more? I had to research this out. You are doing a great deal in this field—and you ought to be proud of it and you ought to let people know outside of your unions what you are doing.

"In every arena, AFL-CIO unions have energetically supported the cause of equal educational opportunities for all children.

"Having said all of this, it seems almost presumptuous to ask you to do something else, but I'm going to close by asking you to do it.

"I have often said that schools are too important to be left to educators alone. The reason I say that is because the public schools belong to the public and they are going to be what you make them to be or what we make them to be as members of the public. If we are to make our schools effective instruments for building the base for economic security and for preparing future parents, consumers and citizens, we must have the interest, input and support of the entire community. We need your help to encourage that total community input.

Learning Outside Classroom

"I want to emphasize that education is not limited to the classroom. Learning opportunities abound in the world beyond those brick and concrete walls of school buildings. Those learning opportunities have meaning for both the student and the community. Our businesses and industries must be encouraged to open their doors and to share their facilities with the schools. Internship programs should not be opposed by union members. As a matter of fact, you should invite them in, see that the program operates properly.

"I am not talking about using youngsters, exploiting youngsters and replacing workers. I am talking about bringing youngsters in so that they can learn and observe what reality is all about.

Community Service Work

"Unpaid community service by students is not a threat to the workingman or woman. Permitting students to learn the dignity of work enriches all of us. Labor, indeed, has the most to gain from that kind of education. Who suffers most when those who govern do not know the value of honest labor? Who suffers most when concern for corporate profits takes precedence over jobs and living wages?

"Above all else, local trade union councils should concern themselves with the development within the public school systems of opportunities for parents to be involved in the education of their children.

"Finally, the will to change and the ability to improve the quality of education are of no avail unless we improve the funding of education, particularly for inner-city schools. The recent Serrano decision in California made the point that the quality of education a child receives depends in large measure on the inputs to the education process. Teachers, facilities, instructional materials, enriched programs

—all of these are things that money can buy. And I know, as you do, that money does not in and of itself solve problems, but too few dollars can effectively stop even the most innovative and creative efforts to improve the quality of education.

"Last year, school administrators at the state, county and local levels celebrated the passage of two pieces of legislation: SB 90 of 1972 and AB 1267 of 1973. Those acts provided for major changes in the total amounts of money available for public school support and in procedures for providing the funding.

Inflation Affects Education

"I want to tell you something. We all thought that we were doing a great thing. For the first time we wrote into a school measure an inflation factor of 6 percent. Well, you know what has happened since that time. Inflation has gone up to the point where 6 percent means nothing. My wife just told me the other day she paid 65 cents for a loaf of bread. And that is not galloping inflation. That is runaway inflation. And it affects everything we buy for our families and the things school districts must have as well. And I am not going to tell you what the costs are in certain things such as fuel for heating, transportation costs, but they have skyrocketed. And I wish that we could bring to an end this matter of inflation.

"I am no economist and I am beginning to lose faith in those who call themselves economists because they don't seem to know what to do either.

"But I hope that you members of this Federation will give some thought to how to bring this business to a close, because we all suffer from it.

"Now, we must use the strength of organized labor to influence our senators and congressmen to increase the share of school support provided by the federal government. The present seven or eight percent share of total school costs provided by the federal government is grossly inadequate to overcome the problems of impoverished school districts.

Need More Federal Money

"I am not like Max Rafferty used to be. And pardon me. I didn't intend to mention anyone's name. But you will recall he was against all federal aid. He thought it was tainted. I don't think it is tainted for school purposes. All I say is that 'There ain't enough of it.'

"Do you realize that we send \$15 billion of income tax money out of this state to Washington? I would rather that we didn't send so much. If we could capture half a billion or so of this money, we would have enough money to run our schools. And I would prefer it not to go to Washington because hands seem to stick on it when it gets there and before it comes back to us. But until we capture some of that money, then I am going to be there fighting to get every bit that we can get. We have 10 percent of the population. And when I talk to the people back there (our congressmen and our Administration), I say: 'We

want 10 percent of whatever the action is for our schools. Don't give me any guidelines and all of that stuff. Ten percent. That's the approach I take. I think that if I don't do it for education, then you can't expect others to do it.

"They give us 7 percent of our budget. Seven percent to operate the schools! And there are all kinds of priorities. Then you have people making speeches back there (and I don't want to lean on Washington, but I am just telling you the truth) about what priority education should have.

"I don't believe that they believe it. I'll believe that it is a priority the moment that we have adequate funding from the federal level—at least a third. And the Pentagon will be conducting bake sales to buy them green uniforms.

"In conclusion, I urge the support of this three-part action agenda to improve our schools by the California Labor Federation. I hope that as we propose legislation, where legislation is needed to implement our reform efforts, we will have your support.

"If we are to make the Great American Dream of economic security and a better life a reality for all of our citizens, not just for the privileged few, we must start by providing each child an effective education responsive to his needs.

"For the children, we can do no more; for ourselves, we can do no less.

"Thank you."

Chairman Gruhn's Remarks

Chairman Gruhn thanked Superintendent Riles and then added:

"I would just like to call your attention to Page 7 of the Reports of the Executive Council, a copy of which has been issued to all of our delegates. It reads in part: '... the Executive Council's principled opposition to performance contracting and the voucher system in the role of public education in our society.'

"That is the action of our Executive Council.

"It has been my privilege to serve on an industry-education-labor steering committee looking into, as I call it, the so-called career education—vocational education.

"We have made trips to various cities and school systems in this state checking on the new efforts to acquaint the children in the schools with what life is all about in the various professions, trades, crafts, and the Vocational Education Council under the National Vocational Education Act, one of the purposes of which was to have vocational education councils in every community in this State.

"But with that goes a tremendous responsibility as far as the labor movement is concerned. With all the great progress that has been made in this general direction it is vital that our representatives fully participate in these councils. Not just become a member of the council, but to actively participate in the council.

"In some of the visits we made we found projects in which every safety condition that would normally be a regular job was being violated. That's a heck of a way to start educating children in having unsafe conditions!

"We have to develop a greater communication between our labor people and the educators and all involved in this education—industry, labor and the educational system. I have indicated to this Committee (and they represent people from the banking industry, the public utilities and other industries in the State) that we are opposed to any effort on the part of business to try to take over our education system.

"Also in my visits and talks to various groups, I spoke to a conference held at Lake Tahoe by the United States Department of Education. People from the vocational education areas from all over the western states were there. I found indications that some of them wanted to lower the regular going wage rates so they could put students in on some of this so-called work experience.

Maintain Vigilance

"I know that this is not the official policy. Superintendent Riles just mentioned that 'We are not going to allow the public education system to be used to exploit students.' But if we are not vigilant, there are always phony, fly-by-night operators who are going to exploit students under the guise of so-called education of students on the job. I am sure the labor movement stands on this: we are not going to allow any program of this nature to lower the going or prevailing wage rates in our contracts that we have established with such hard work.

"We have got to maintain communications in all these areas with the education system and we will all work together on this basis.

"Some of the objectives and programs that Dr. Riles has mentioned will go ahead and will work, but we have got to do our part and be in there to see that they work and work in the right way.

"Thank you again, Dr. Riles, for being with us. We appreciate your remarks. I am sure that you will find the labor movement, which championed the early public-education system, with you. In fact, in the history of public education you will find that the opposition to it said that it was the 'most radical thing that ever happened in this country'; and 'If you educate the people, they will become a bunch of revolutionaries and they won't even be able to work.'

"Well, that hasn't been true. We will be moving ahead and working with you in the years ahead.

"Thank you, Dr. Riles.

"I now call upon Executive Secretary-Treasurer Henning for a report to the Convention."

REPORT TO THE CONVENTION

John F. Henning

Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

"Mr. Chairman and delegates. The report

of the Secretary-Treasurer has been given you in printed form, but it is proper at this time to review some of the more important developments during the period of stewardship of this administration over the past two years. And so it would be proper to review general activities, legislation, state ballot propositions, political action, the national crisis and the direction in which we are moving in 1974.

Legislative Gains

"With regard to legislation, we have been able in the last two general sessions of the legislature to increase by one-quarter of a billion dollars the annual benefits paid to workers in this State under workmen's compensation, unemployment insurance and unemployment disability insurance. It marks the first time in the history of this State that we have been able to make significant gains in two general sessions of the State Legislature.

"The gains we realized in these three programs in 1971 were the greatest ever attained in any general session. We were able, thanks to our political action in the prior elections, to realize comparable gains in 1973. I would offer just a few examples.

"In workmen's compensation temporary disability benefits, comparing 1971 with what we now have, the maximum weekly benefit increased from \$87.50 to \$119.00. That is an increase of 36 percent.

"We increased the maximum weekly permanent total disability benefit from \$52.50 to \$119. That's an increase of a hundred and twenty-six percent.

"We increased the death benefit to the widow of the man who died by industrial accident or industrial disease from \$20,000 to \$40,000, an increase of a hundred percent.

"There were other increases of benefits. In workmen's compensation we cut down the first waiting period to three days and cut down the retroactive waiting period to 14 days.

"In unemployment insurance we increased the maximum weekly benefit from \$65 to \$90. Not enough, but still an increase of thirty percent.

"In unemployment disability we increased the maximum weekly benefit from \$87 to \$119. That's an increase of thirty-six percent. But also in that program for the first time since the enactment of the Disability Insurance Law in 1946 we extended coverage to pregnancy. It's true that it's limited to pregnancy cases with complications, but we are on the road. It means this: That next year, with a liberal Governor in Sacramento and with a liberal majority in both houses of the legislature we will have total pregnancy coverage for the women workers of this State under the Unemployment Disability Insurance Law.

"Now, there are two other areas of great advance in the legislative area that I would mention. The first is that in 1972 we extended the minimum wage law that had been introduced and enacted into law by Hiram Johnson in 1913, to men, thereby preserving the constitutionality of the women's law as well

as protecting men. For, as you know, the courts have ruled that a protective law for women is unconstitutional in its very nature because it encourages the employer to hire a male worker and thereby escape the requirements of law.

"In 1973, on the closing day of the session, despite bitter opposition, particularly from the television industry and the motion picture industry of this State, we had passed through the legislature—and the measure was signed by the Governor—the extension of the hours and conditions protection for women to men, thereby preserving the constitutionality of the women's laws that were also adopted under Hiram Johnson in 1913.

IWC Challenged

"Now, as a result of that legislation the Industrial Welfare Commission met, held hearings and then issued the new regulations on hours and conditions. You know the story of them. They had assemblies meet illegally, in our mind. They violated the eight-hour law tradition. And we challenged the Industrial Welfare Commission in the court.

"Our General Counsel, Charles Scully, won from the Superior Court of San Francisco a stay which prevented the Industrial Welfare Commission, through the Division of Industrial Welfare, putting those new orders into effect on the 1st of June.

"Now, the court order says that there will be a trial on the merits of our charges that the orders as currently proposed are invalid.

"We have asked the Attorney General of the State of California, Evelle Younger, to go to the Industrial Welfare Commission and the Department of Industrial Relations and use the great influence that attends his office and persuade the State of California to give up this court struggle with us. We are prepared to go ahead. We think that we can win. But it's going to be a long, costly struggle to stop the Industrial Welfare Commission and the Department of Industrial Relations.

New, Proper Hearings Needed

"Now, the Attorney General is the lawyer for the State and it is true that the State agency involved has the power on whether to make the court challenge. But it is also true that the Attorney General has a particularly influential role in advising State agencies on legal matters, and we hope that we will be successful in our efforts in persuading the State of California to go back and hold new hearings, hold them legally and properly, forgetting the idea about a consolidated wage board where representatives of commercial unions, for example, are voting on conditions that should prevail in agricultural labor, or vice versa. Those assemblies were illegal. We trust that the State of California will abandon its effort to impose invalid regulations.

First Federation Ballot Prop.

"The second major note I would call your attention to in reference to legislation beyond the compensation gains is a matter mentioned yesterday. For the first time in the history of

the state labor movement we got a two-thirds vote out of both houses of the legislature to put on the November ballot a ballot proposition. It was Assembly Constitutional Amendment 40. It means thousands of jobs to the building trades workers of this State because it will allow, as Proposition 15, if passed, any local housing authority, or the supervisors, or city council, to put a low-cost housing project into being by requesting funds from Washington without being obliged to go to the people of the local community in a referendum vote.

"Jimmy Lee and I will head the labor committee that will work for the passage of Proposition 15. We have broad community support. We have the League of Women Voters with us, we have Mayor Bradley of Los Angeles with us. We have any number of liberal community organizations with us in this struggle. We will be in contact with you in the months ahead to secure your support in the matter of Proposition 15.

Potent Force For Impeachment

"With respect to political action, our Federation was more vigorous than any state AFL-CIO body in the nation in calling for the impeachment or the resignation of Richard Nixon, and we take great pride in our record in that respect.

"Last December the Executive Council voted to give vigorous support to the position of the National Convention position of the National AFL-CIO, which in November called for the resignation or impeachment of Nixon. We are the only Federation in the country that reproduced for distribution to the membership all of the pamphlets issued by the National body on the question of impeachment, the facts that justified the imposition of impeachment, the voting for impeachment.

"We are the only state AFL-CIO body in America that had posters printed and distributed to every affiliate in the State saying, in effect, 'Serve American Freedom. Call for Impeachment.' Those posters were all over the State of California.

"Former Senator George Murphy, I understand, in a recent talk show with Sam Yorty, in trying to explain the fall of Richard Nixon, said that the number one force bringing down Nixon was the trade union movement. And then, to our great credit, he said: 'The number one force that brought about my defeat in 1970 was the labor movement of the State of California.' And we are proud of that!

"We have a new President now. I think we are familiar with the basic concept that he deserves the opportunity to change his ways.

"In 25 years in the House of Representatives, Gerald Ford, by AFL-CIO standards and published voting record, had nine good votes and 109 bad votes. And how can we expect a man of that commitment, of that conservative mind, to lead America out of the economic ruins in which we now find ourselves?

"Yet we agree with George Meany. He deserves the opportunity to change. But we can't wait for his conversion, not with almost 5,000,000 unemployed, not with inflation running away with workers' dollars, not with the balance of payments the worst in the trade history of the United States, not with the whole economy in crisis. We can't depend upon the expected conversion of Gerald Ford. We have to have a liberal Congress, a Congress that will give us the liberal fiscal and monetary policies of growth whatever Gerald Ford thinks and despite whatever Gerald Ford thinks if he continues in the old conservative ways of Grand Rapids, Michigan.

"He is now President. We expect him to be a liberal President. If he is not a liberal President, we have the duty and the obligation to reject his Administration as we did that of Richard Nixon.

Rockefeller's Banking Ties

"We today have a new Vice President, at least by nomination. Rockefeller of New York. He has a record of social liberalism. No question about that. His great problem is not what he has stood for in the past as Governor of New York. He has a record of reasonable liberalism. His great question, the great question that attends his post as Vice President of the United States, is the family control, the family interest, the family direction of the Chase Manhattan Bank, one of the great international banking influences in the world.

"I understand he said today that he is going to divest himself of his holdings in the Rockefeller family bank. But that isn't enough. He has to be prepared to come out and defy the family economic interests, he has to be ready to deny any association with Chase Manhattan. He has to be ready to condemn the high-interest-rates concept that the Chase Manhattan Bank has espoused. Chase Manhattan has been one of the great contributing forces to the inflationary spiral in this nation. When it sets that high interest rate, the other banks in the nation follow.

"Now, Al Barkan said yesterday that the bankers had made millions out of the economic policies of the Administration. No bank has made more money out of the disastrous policies of Nixon than the Chase Manhattan Bank, than the Rockefeller bank that reaches across the nation and all through Latin America.

"So he has a problem. He not only, again, has to put his money in trust, he has to be independent of the family direction.

Influence Abroad

"There is another great crisis connected with Chase Manhattan. All through Latin America it is a symbol of economic imperialism. It has been charged with influencing the fall of governments in Chile and it has been charged with influencing the direction of other governments in Latin America. We cannot afford that kind of tragedy at a time when we have the agony of Cyprus before us, with our Ambassador slain, when we have our

motives and our integrity in the Middle East questioned throughout the world. This country can't afford to have a Vice President who in any manner is associated with an international banking power that would dare to influence the course of other nations.

"Rockefeller has to get out of the Chase Manhattan Bank!

"A word on our California Labor COPE. Senator James Mills said in May of this year—he is the Speaker Pro Tem of the State Senate—that the State AFL-CIO had the most powerful political organization in the State.

COPE Gains

"We don't make that claim, but we take pride in this: That since 1970 we took the Assembly and the Senate from conservative Republican hands and put them both in liberal Democratic hands. We took the Congressional delegation and increased the liberal majority. We have 24 liberal Democrats and we have two liberal Republicans in that delegation. And today, by reason of the election of 1970 in which we were deeply involved, we have two liberal Democratic Senators for the first time in the history of the State of California. So we are on the move, and we are going to continue to be on the move through our COPE activity.

"I won't review all of the aspects of that program, but we will continue to be as positive as we can. We will continue our Black effort, headed by Harry Jordan of the Laborers Union, the Mexican-American or Brown effort headed by Bill Gallardo of the Plasterers and Cement Masons and the youth effort headed by Dave Jessup of the Frontlash program.

"We have tried to separate the women's effort. It wasn't successful because it was limited pretty much to the idea of stuffing envelopes. We want to have the women as an integral part of the overall political program we are working toward, a better approach towards women's participation and the participation of retirees in the State AFL-CIO program.

Ballot Prop. Results

"On the ballot propositions, we had four significant ones before us in the last two years. We won two and we lost two.

"On Proposition 1, we led the fight to defeat Governor Reagan's measure which would have put in strangulation the revenue-raising and the revenue-expenditure procedures of the State of California. I think this organization deserves great credit in bringing about the defeat of that ballot proposition.

"We also led the successful fight to defeat Proposition 22, the anti-Farm Worker issue that was on the ballot in 1972, the measure that was intended to break the Farm Workers Union.

"But we lost two. We lost Proposition 20 in 1972, the coastline measure, and we lost Proposition 9 earlier this year.

"There is something to remember here. The tragedy is that any measure proposed in the

name of environmental reform today is in danger of passing no matter what the disastrous impact is upon the economic and social life of the workers of California. And great crimes can be committed in that name.

"The no-growth philosophy means an end to our full employment ambitions. It means a worsening of the unemployment crisis in California. We have a 7.4 percent rate of unemployment today, forty percent higher than the national average. And Proposition 9 proves also that the people are tempted to accept any concept of campaign reform, whatever the inherent nature of the measure. Nixon made that possible.

"It was understandable that the people, scandalized by the unprecedented corruption of a felonious Vice President, who confessed to felony, and of a President who indeed could be condemned for felony if tried, because he has confessed to the obstruction of justice, it is understandable that the people of the United States in revulsion throughout could be condemned for felony if tried, be prepared for any kind of reform. But it's our duty to draw the line, to work for a disciplined democracy, to make people look at the issue that is before them and not at the overall question which demands reform. We want positive, constructive campaign reforms. Indeed, we stand for public financing of all political campaigns.

Legality of Prop. 9

"Now, on the legality of Proposition 9, we are not forgetting it. We are not forgetting 9. We have met with the National AFL-CIO on two occasions in Washington. Charles Scully, our attorney, has submitted a brief to the Attorney General of California presenting our critique, our analysis of the unconstitutionality of that measure.

"The Legislative Counsel of the State of California pointed out 15 constitutional defects in Proposition 9, and we have asked Attorney General Younger to speak to the unconstitutionality of that proposition. He must make the judgment in his own mind by the traditions of law, and not by political persuasion. True. But we have submitted to him the legal argument which we believe cannot be refuted, particularly in the area of the violation of free speech by trade unionists engaged in legislative representation.

"There is one last thought I would leave with you, and that concerns the direction of the trade union movement in this State and in the country. George Meany recently said, and others have said it with him, that the American working people in our generation have become a middle-class people. And whatever the origins of our parents, our grandparents, whatever our own family origins economically, there is much truth to that. The majority millions of the trade union movement are well-clothed, well-housed, well-fed despite the uncertainties of the economy, despite the fact they have no assurance that this will continue. We can accept that reality. But Meany's fear is this: That some day, by reason of the rising realizations of the economic position of the

American working people, the trade union movement itself can become middle-class in its direction and in its philosophy. And that means the American trade union movement then would look with contempt on the poor, that it would look with suspicion on the minorities, that it would look with fear on the young, that it would look with terror on all change that would disturb the established order.

"Well, that can never be, because the American labor movement must always be a movement that is worker-centered, it must be a worker movement, which means that the economic conditions of the worker get first priority in our society because what serves the economic needs of the worker serves the nation, not General Motors or corporate America. What serves our people serves America!

Protest Movement

Secondly, the labor movement of our nation must always be a protest movement. We lose the soul of the movement, we lose the character of the movement when we become conformists, when we fear the challenge to tradition, when we kneel before the false gods of the private enterprise system. The greatest economic crimes in the history of America have been committed in the name of private enterprise, the idea being that the economic prosperity of a given enterprise may require the exploitation of human labor. We reject that as moral insanity.

"We reject any tradition that teaches to the children of America that they are to give a certain deference and social respect to the employer class in this country but look down upon trade unions as enemies and disturbers of the national peace.

"Finally, the American labor movement must always be a social movement. We are directed towards wages, hours and conditions of work and it is for those goals that men and women join unions. They don't join trade unions to reform society or change the course of the world. But it is the obligation of the trade union movement to work not only for those goals of wages, hours and conditions of work but to answer the social challenges of America in the areas of housing, education, health, civil rights and all the other elements that honor the inherent, superior nature of the human being.

"So in summation, in terms of our direction, in terms of our philosophy, American labor believes that a liberal America will be a great and enriching America and that a conservative America will be an America in ruins, in ruins while mankind continues the endless process, the eternal process of change.

"We do not fear change. We embrace change, but we embrace it on our own conditions and our own terms. And those terms are these: We want liberty, we want abundance, we want peace. We want liberty, abundance and peace for America and we want liberty, abundance and peace for all the world.

"Thank you very much."

Comments by Chairman Gruhn

"Thank you, Jack, for that very splendid report.

"I might make just one comment. I know Jack will fully agree with me on this, and that is that all of you who are in this convention hall today have great influence in your respective communities and in your international unions, and I would urge that you back the goals, objectives and programs of this Federation and help to give it traditional strength, and that is by affiliating every AFL-CIO union in the State of California with this Federation of Labor.

"We ask every union worker on the job to be a member of the trade union movement. This will be the greatest reward that this Federation could ever have in its progressive programs to improve the welfare of our membership and of all the people of this State. So keep this in mind as we go ahead. As you know, we are going into the matter of integration, matters of the Federation and COPE. But we need the full support of every organization. Not only affiliations but, as I tell students in my schools around this State when I talk with them, that when they join a union they don't only join that union, but they become a part of the California Labor Federation, a part of a Central Labor Council, a part of the National AFL-CIO and a part of the total trade union movement."

THE RUCKER COMPANY STRIKE

Chairman Gruhn next presented two strikers, Irene Stott and Rita Schmitz, to discuss the strike at the Rucker Electronics Company.

"A tough fight is going on in the northern part of our State by a local union, IBEW Local No. 2131. This strike has been sanctioned by the Labor Council in Contra Costa County. There are some 400 workers, a great portion of them are women, who are involved in this strike. They have been on strike now since April 29th of this year at the Rucker Company in Concord. And according to the information I have, this Rucker is also a member of the National Foundation for Right to Work. They are still operating in this country. So this is a tough fight.

"We have two of the strikers with us, who would like to just say a few words to this Convention about this problem they have up in Concord with the Rucker Company.

"First I'd like to call upon Irene Stott, and then Rita Schmitz."

REMARKS

Irene Stott

Member, IBEW Local 2131, San Leandro

"Thank you, Mr. Chairman.

"First, I'd like to tell a little about why we thought the employees at Rucker Electronics needed a union. At the time the starting pay was \$1.85 an hour, which meant that most people there took home about \$60 a week. Over seventy percent of the girls that work

there support themselves and their families. They don't have husbands to support them. So they couldn't do very well on \$60 a week. And a lot of them went to work there because they wanted to get off the welfare rolls.

"Well, that didn't work because if you had children to take care of, you received a full welfare grant because Rucker didn't pay enough to pay for child care. So you worked 40 hours a week, and you still were on the welfare rolls.

"There were a lot of bad conditions in Rucker. They had a machine that used a chemical cleaner which used to send off fumes periodically. Maybe about once a week it would break down. And we had people going to the hospital to have oxygen in order to revive them. And the company used to tell us: 'Well, just hang in there because we are going to get a new machine.'

"Well, they have gotten it since we have been on strike. But it doesn't do us any good.

"I worked there for four years, and I became a lead lady after about three years. There were some people who would work there for about six months, and if they were especially nice to some supervisors they would have promotions within six months or a year.

"The highest that a woman can go in Rucker Electronics is \$3.95 an hour. And that's it. And that's only about a dozen women. Not even that. The other people can go up to \$2.50, and that's all they could make.

'We'd Had Enough'

"So we decided that we had had enough of this garbage and being pushed around and everything and working hard. Those girls work hard on those lines. They are assembly lines. And one day your quota might be, let's just say, 100 boards that you have to do. The next day it would be 105, and the next day 110. I have seen girls sit on that assembly line at breaktime and lunchtime just to make their quota so they wouldn't be written up and possibly fired.

"We are supposed to have six sick days. But if you took more than one a month you were written up and placed on probation again, and then at the next offense you would very probably be fired unless you were a special favorite.

"The people had had enough, and so we contacted the IBEW and we started an organizing drive in January of 1973. We had our election in May of '73, which we won.

NLRB Appealed

"The company immediately appealed to the NLRB. They filed 28 charges against us and a couple against the NLRB also.

"The NLRB threw out 24 of the 28 charges and ruled on the other four in our favor, which we were happy about. We thought this meant: OK. Fine. Now we go to it.

"But they appealed it again to Washington which after almost a year, eventually ruled in our favor and gave us our certificate of representation.

"The union immediately contacted the company and said: 'OK. Now is the time we want to get together and negotiate.'

"The company flatly refused. They said: 'There will be no union in Rucker Electronics, ever.'

"Well, the people were a little annoyed by this time. We had been working at this over a year. So on April 2, 1974 we took a strike vote, and an overwhelming majority wanted to strike.

"So we went out on April 29th. We have been out since then, which is 17 weeks. The company refuses to give an inch. In fact, they have hired scabs, naturally. And there's no way we can keep them out any more because the police are down there day after day.

"Rita is going to tell you a little more about the strike."

REMARKS

Rita Schmitz

Member, IBEW Local 2131, San Leandro

"We have been on strike 17 weeks and we have a lot of problems. We have police brutality, we have harassment from the Welfare Department.

"We make ground fault interruptors. Very soon it's going to be mandatory that they are in all apartments, bathrooms and everywhere. We do have a few things going that we are going to try with that, to maybe stop them from being put in.

"The police brutality is really bad. We have 25 to 30 police in the mornings and in the afternoons, when the scabs arrive and leave. But we only have one picket per driveway, and the rest of us have to stand 500 feet away, completely away from the building. So it's been pretty rough with the police."

Contribution to the Rucker Strikers

Chairman Gruhn presented Secretary Art Carter of the Contra Costa County Central Labor Council, Martinez to speak in regard to a contribution for the workers on strike.

Secretary Carter then spoke:

"Thank you, Al.

"Sisters Schmitz and Stott are here to draw upon your strength, as you have in the past responded to trade unionists who have a very serious problem. In 1972 you responded generously to the Farm Workers in their attempt to defeat Proposition 22. And one of the reasons why we have such a serious strike and why it has been so long is because of the Reagan-appointed judges. In fact, the judge who has given the restraining orders against this union has now prohibited us from picketing from within 500 feet of the main entrances, which effectively means that we are out of what we call the 'demilitarized zone', which is out of the main street.

"There are four good women, most of whom are the heads of their households. This is not the glib stereotype of some employers who tell you that the women who are employed by their companies are simply working for

pin money. These are very serious people who have been out on strike some 18 weeks, who have no money for car repairs, or baby-sitting and many of whom face very serious problems in respect to meeting their rent obligations and house payments.

"So I am here today to ask that all of you join with us in making a contribution. We have six volunteers—would they please stand up—with buckets. Will you please stand up and show the buckets?"

"Now, as you can see, those are rather small buckets. So I would hope that when you make a contribution it doesn't make too much noise, because solid money takes too much room in those small buckets!"

"I am a person of rather modest means, but I've got a \$20 bill that I'm going to add."

"We have had substantial support from many unions in our county. Most of the IBEW locals have already pledged themselves to \$1,000 a month for the next three months. Many central labor councils in the area have contributed money. Gene De Christofaro and Sal Lopez from the National AFL-CIO organizing staff have been on that line consistently. Retail Clerk unions, culinary unions, construction unions have all contributed money. But we now need to raise, in addition to the other pledges, an additional \$2,000 a week so that we can carry this strike to a successful conclusion."

"If you haven't got money, we'll take a check. Master Charge, American Express—we will fill them out for you! But please hold it up so that they can come by and you can make a contribution. Thank you."

Delegate Oscar Baker (Marine and Shipbuilding Wkrs. No. 9, Wilmington) stated that the delegates should consider appealing to their locals to assist the Rucker strikers.

Carpenters' Contribution

Chairman Gruhn then called on Secretary-Treasurer Henning for an announcement.

Secretary-Treasurer Henning stated:

"Mr. Chairman and delegates, I have been asked to announce that the Bay Area District Council of Carpenters has contributed \$500 to this strike fund appeal."

"There will be a caucus meeting tomorrow morning of the California State Council of Culinary Workers, Hotel and Restaurant Employees and Bartenders at 9:00 a.m. at the Copper Room, here in the convention center. That is 9:00 a.m., the Copper Room. There is a very important legislative matter in Sacramento to be reviewed."

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman STATEMENT OF POLICY XV

Housing

Housing starts under the Nixon Administration were at their lowest level since 1967. With mortgage interest rates totally out of low- and middle-income reach, we need a

comprehensive national housing strategy to deal with speculation and an antiquated housing delivery system. Proposition 15 must be approved by the voters to expand low cost public housing.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XVI

Education

America's tradition of free quality education is in danger of serious deterioration due to continued reliance upon regressive local tax policies and insufficient federal funding.

We can prevent further rigid class stratification through our schools by greater federal and state aid to education, tax equalization and a return to California's tuition-free university tradition. Our urgent need for better vocational education must not trap us into accepting Administration proposals that would convert our schools into job-training institutions at the expense of forfeiting higher education options for workers' children.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small presented Resolutions Nos. 52 and 53 as a combination.

Resolution No. 52

Support Public Education

Resolution No. 53

Career Education

The committee's report:

"The subject matter of these resolutions is similar: namely, the support of financing and implementation of an extended and strengthened public education system."

"Your committee recommends concurrence in Resolution No. 52 and further recommends that Resolution No. 53 be filed."

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

The committee's recommendation was adopted.

Resolution No. 54

Against the Voucher Plan

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 92

Bilingual-Bicultural Education

The committee's report:

"Your committee recommends that in the third line of the Resolved the words 'sponsor and/or' be deleted and as so amended your committee recommends concurrence."

"I move the adoption."

The committee's recommendation was adopted.

Chairman Gruhn then called upon the Sec-

cretary for the purpose of making an announcement and also to introduce a speaker to the Convention.

Introduction of

JERRY COHEN, Counsel

United Farm Workers Union, AFL-CIO

Secretary-Treasurer Henning then introduced Jerry Cohen to the Convention.

"Mr. Chairman and delegates, Cesar Chavez was scheduled to address us this afternoon, but he is ill; he cannot be with us. And in his place we shall hear first from Jerry Cohen. I would like to say just a word about him.

"He is completely dedicated to the Farm Workers' cause. He lives in the Farm Workers' Center. He gives every working hour of the day to the Farm Workers' cause.

"On the bill that we have up in Sacramento, AB 3370, on the legal aspects he worked with Charlie Scully, our General Counsel. He was there yesterday because we would have been there, but we were obliged to be here at the Convention.

"It is a particular honor to introduce a man who is so totally dedicated to the labor cause. "Jerry Cohen!"

ADDRESS

Jerry Cohen addressed the delegates as follows:

"I would like to extend Cesar's apologies to the Convention. He was ordered to the hospital earlier today by Dr. Lattner for tests. His back is bad and he is in a state of exhaustion; and we hope that he will be out soon to continue fighting on the boycott.

"I want to give you a report on AB 3370; the farm labor election bill. And I want to ask again for your help. Mr. Scully and Mr. Henning have spent a lot of time helping us, and without their help we don't think we could have gotten this far.

"On August 7 we got it out of the Assembly Labor Relations Committee on a 5-4 vote with your help. On August 13 we got it out of the Ways and Means Committee on a 5-4 vote with your help. Yesterday we got 41 votes. Which is exactly the number of votes that we needed. And we are going to need your help on Thursday morning, because Thursday morning it goes before the Senate Industrial Relations Committee and there are some senators that need to be contacted.

"I would like to say again that telegrams should go to Senator Short of Stockton. I talked with Senator Moscone, and he agreed to carry the bill along with Senator Roberti.

"The bill has been amended two times. It goes to the Senate in the spirit of compromise.

"It doesn't need to be amended any further. Any further amendments would probably cripple it. We would like to get the bill out of the Senate Industrial Relations Committee on Thursday without further amendments, intact, and go to the Finance Committee on Monday. From there it will go to the floor

as soon as we can get it there and then on to Governor Reagan's desk.

"The Governor has said that he is in favor of a secret-ballot election. So this will be a fair test as to whether he signs the bill.

"The support of the California Labor Federation was particularly important because we faced tough lobbying by the Teamsters legislative representatives and the growers—and the Farm Workers and the AFL-CIO were able to overcome that opposition.

Purpose of Bill

"Just briefly in terms of the purpose of the bill. It is a simple, fair, secret-ballot election bill, the goal of which is to provide that as many workers as possible get to vote as quickly as possible. It accomplishes this by providing for voting to be conducted in what we call the 'peak season'.

"It further provides that once a petition for election is filed, within seven days the commission sets the time for voting. That would prevent the workers from being finessed out of their right to vote. Workers in short-harvest crops tend to move on.

"We provide that any challenges to ballots or any objection to the process could be taken care of in a post-election hearing. So that the workers, the growers and the unions are all protected. But we have provided that that vote must be taken within seven days and then the ballots are impounded. Then pending the outcome of the hearing, you can certify the results of the election.

"All the other bills which the AFL helped us kill provided for lengthy pre-election hearings, which would have involved us in a legalistic battle which would have taken the full length of the harvest season and which would have in effect finessed us out of our right to vote.

"The bill provides for decertification whenever the majority of workers feel that they don't want to be represented by the union which claims to represent them.

"The current battle which has given rise to boycott of grapes and the boycott of lettuce which the AFL-CIO endorses has to do with collective bargaining agreements; and all we are saying is that if the majority of workers don't want those contracts, they can vote them out. And that is the bill.

The Industrial Unit

"Finally, one of the most important aspects of the bill has to do with the industrial unit. We have stated that in this situation one unit of all agricultural laborers is essential. The growers took the position along with the Teamsters that there should be craft laborers. So that people on the tractors and people on the gondolas would be in different units. Our position is that those people doing the hardest labor should be able to aspire to those higher-paying jobs. So far our position has prevailed.

"It is a fair, workable bill, and if the Governor feels free to sign it when we get it out of the Senate, and when the procedural as-

pects are implemented, we think that we can win those elections.

"Now I would like Jim Drake to tell you a little bit about the boycott."

REMARKS

**James Drake,
United Farm Workers Union
AFL-CIO**

Jim Drake spoke as follows:

"President Gruhn, Secretary-Treasurer Henning, delegates to this great Convention. It is a particular feeling of humility with which I represent the delegation of the United Farm Workers at this Convention. This is the first convention following our founding convention at which we have been able to have official delegations. And on behalf of the delegates who are here I want to give a very sincere word of thanks for the cordial handshake of brotherhood and sisterhood which has been extended to us. It makes us feel very proud and very worthwhile to be here, to be a part of this tremendous Convention, of this tremendous labor movement.

"I don't have to summarize the situation that the farm workers are in, because I know you all know, but I would like to summarize the successes that we are having in the table grape, the non-union lettuce and Gallo Wine boycotts for all of you to know.

Effect of Boycott

"In certain areas of the State we are seeing the build-up of what happened in the last table-grape boycott. And that is that as the market is closed on the East Coast, in Boston and New York and Philadelphia and other industrialized cities, the boycott begins to grasp the market and close down the market.

The effort is made to push the overflow of table grapes particularly and also of head lettuce into Los Angeles and into San Francisco in order to save the shipping costs. And knowing that this was going to happen, we went to the federations of labor both in the Bay Area and in the Southern California area, including here in San Diego, and we laid our case before the union brothers and sisters and said: 'This is the time when we need the most public boycott ever in history.' And in every instance in which we have asked for help, not only have we gotten what we asked for but we in many cases got double and triple help.

"I am proud to say, as I work in the Los Angeles area boycott, that Brother Arywitz and his able assistant and a person whom we all really come to love and revere, that is, Sister Barbara Nardella, and Brother Rodriguez have gone far beyond the call of duty in order to bring the word of the grape and lettuce boycotts to the union brothers and sisters in Los Angeles. And I am proud to say that because of their kind of support Los Angeles was the first city to have signs on the backs of a hundred buses calling for the boycott sponsored by the Federation of Labor.

"The effect can already be seen—and I have the statistics here. As an example of what happens when this kind of boycott is put together, in 1969 104 boxcars or carlots of grapes were sold in Los Angeles. In 1971, when the boycott took tremendous effect, that number of carlots went down to 57. And then after we signed the contracts in 1972, it went up to 95 carlots. In 1973, 82 carlots. And this week (remember that last year at this time it was above 80), only 60 carlots of grapes came into Los Angeles. That is a drop of almost 25 percent.

"We are thankful for the kind of support that we are getting from labor and we are glad to see that in the City and County of San Francisco, starting tomorrow on the backs of a hundred buses there will also be signs encouraging the boycotts. We are sure that this kind of participation is going to spread competely across the country.

"Organized labor in California is showing the way in establishing a true consumer boycott.

"Finally, I want to say that we know that we are going to win. We know this because we have won in this type of a struggle seven times before, taking on these particular opponents. We know we are going to win. Not because we have to get 100 percent participation, although we would like to have it. Not because we have to get 51 percent as though we had to win an election. But we are going to win because with the leverage of the boycott we know that we can get that percentage that we need in order to bring the growers to the bargaining table. And what is that percentage? It is whatever the profit is. Is it five percent, six percent, eight percent, ten percent? We know that we can get that percentage of people in the United States to stop buying grapes, non-union lettuce and Gallo wines, including even the new labels that Gallo is putting out.

Watch For New Labels

"For instance, Madria Madria Sangria is a new Gallo label. It is part of a \$13 million effort to break the boycott and get around it. But we are combatting it. Gallo doesn't know that we know about the one that is coming out next week. But watch out for Joseph Steuben. That is a new label that they are going to produce. They are going to try to get around the boycott. But that is all right. We will be there.

"Commencing at 5:30 this afternoon and running continuously throughout the evening we will be showing a movie depicting the strike, the jailings and the participation of organized labor. We will be showing it at the Royal Inn. It will be shown in the West Coast Room. And if you don't get to see it the first time it is shown, come back later—6:30, 7:00—at any time you can. We are going to be showing it all evening. We would like you to see this film.

"We appreciate your tremendous support.

"Thank you."

**CONTRIBUTION TO THE UNITED
FARM WORKERS OF AMERICA
ORGANIZING FUND**

Chairman Gruhn then called on Secretary-Treasurer Henning who made the following motion:

"Mr. Chairman and delegates, I move that the Executive Council be empowered to grant \$5,000 to the United Farm Workers of America Organizing Fund.

The motion was seconded and carried.

Chairman Gruhn then recognized Delegate Emerson Street (Santa Clara County Central Labor Council) who spoke in favor of additional support of the Farm Workers.

Announcement

Secretary-Treasurer Henning then announced that the contributions to the Rucker Electronics workers on strike amounted to \$1,051.

Here followed miscellaneous announcements. Chairman Gruhn next called on Max J. Osslo, chairman of the Committee on Legislation, for a report.

**FURTHER REPORT OF
COMMITTEE ON LEGISLATION**

Max J. Osslo, Chairman

Resolution No. 44

Create California Free Ports

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 1

Strengthen Labor Code Section 227

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 29

Assembly Bill 4464

The committee's report:

"The committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded.

Delegate Max B. Wolf (Designers Guild of Ladies Apparel No. 452, Los Angeles) spoke in regard to passage of AB 4464.

The motion to adopt the committee's recommendation was carried.

Resolution No. 85

Collective Bargaining for Public Employees

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 102

Analyze Effect of AB 4200

The committee's report:

"Your committee had the sponsors of Resolution No. 102 appear before it to clarify the intent of the resolution for your committee. As a result of this clarification your committee recommends that the resolved be stricken and the following resolved inserted:

"Resolved, By this 10th Convention of the California Labor Federation, AFL-CIO, to oppose the adoption of AB 4200 and to immediately contact all of the California State Senators before whom it is pending for action."

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

The committee's recommendation was adopted.

Resolution No. 103

Oppose Ban on No-Return Containers

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 128

Institute Stricter Franchise Regulations

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the committee's report.

Recess

The Chair then recognized the Secretary.

Secretary-Treasurer Henning stated: "Mr. Chairman, delegates, I move that the rules be suspended to allow recessing of today's session at 4:45 p.m."

The motion was seconded and carried.

Whereupon, at the hour of 4:45 p.m. the Convention was recessed, to resume at 9:30 a.m. on Wednesday, August 21, 1974 at the same place.

THIRD DAY

Wednesday, August 21, 1974

MORNING SESSION

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

Chairman Gruhn presented The Reverend Robert H. Mayo, Pastor of the First Presbyterian Church of San Diego to give the Invocation.

INVOCATION

Robert H. Mayo, Pastor
First Presbyterian Church, San Diego

"Let us pray.

"O God, our Creator, when You created us with minds with which to think, wills with which to act and strength with which to serve; as You gave to us dominion over all of the works of Your field, we thank You for those with whom You have endowed very special capacities of leadership, with minds which have given to us direction in our great labor movement.

"We thank You especially for 'Rich' Richardson and for the very particular talents which You have given to him for service in this community; and for Jack Henning and his leadership on a state level. And we seek Your blessing upon George Meany and all that he seeks to do for the great labor movement of this country. Continue to bless Al Gruhn, as with his keen mind he gives oversight and direction to this Convention. But we seek not only for Your blessing upon these, but upon all of us who are the workers of the world.

"You have placed some of us in rather dangerous vocations. Shield us from danger. To others You have given highly skilled professions. In an age when we have been reduced to mere slots in an IBM card and Social Security numbers, continue to give to us the incentives which we need as we serve You with our talents and abilities as You save us from becoming clock-watchers and whistle-listeners.

"Bless all of our common efforts together as we bear our common burdens in this great land of ours under its new leadership, as we cooperate to serve together with them.

"Truly we drink from wells which we did not dig. So not only do we thank You for those who have planned this Convention and who have sacrificed so much to make it a reality, but we pray that You will raise up new leadership for the future with their wise counsel and large hearts as they serve You through Christ.

"Amen."

Chairman Gruhn then called upon T. A. Small, chairman of the Committee on Resolutions, for a report.

FURTHER REPORT OF
COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

Chairman Small commenced his report:

STATEMENT OF POLICY XVII

Ecology

A realistic middle ground must be found between "no growth" environmental elitism and the profit drive of industry. Workers are most affected by congestion and pollution on and off the job. They are even more the victims of unemployment, shabby and expensive housing, and policies that would lock them into dilapidated neighborhoods if environmental extremists have their way.

Environmental reform can succeed only if it is integrated into economic and social reform. We pledge full cooperation to all efforts at greater understanding of the problems by all segments of the community.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XVIII

Energy

Outrageous oil profits have derived from sky-high fuel prices and monopoly practices. To curtail such profiteering, we support an excess profits tax, more effective public utility regulation, the pooling of utilities for maximum power generation, public rate hearings and the expansion and conservation of present energy sources.

We firmly oppose natural gas deregulation, monopoly practices, endangering the environment, foreign oil subsidies and depletion allowances.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small presented Resolutions Nos. 112 and 113 as a combination.

Resolution No. 112

Insure Maximum Efficiency of
Power Utilities

Resolution No. 113

Support HR 14221

The committee's report:

"At the request of your Committee, representatives of the sponsors of these resolutions appeared before it at its meeting on Monday, August 19, 1974. They were Delegates Emerson Street and Claude Fernandez.

"After much discussion it was agreed at the conclusion that the basic points were already covered in Statement of Policy XVIII, 'Energy', commencing at page 19.

"Your Committee accordingly recommends that Resolution No. 112 and Resolution No. 113 be filed.

"I move the adoption of the Committee's report.

The motion was seconded.

Delegate Claude L. Fernandez (Retail Store Empls. No. 428, San Jose) spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 114

Extend Geothermal Power Preference
to Publicly Controlled Utilities

The committee's report.

"At the request of your Committee, representatives of the sponsors of these resolutions appeared before it at its meeting on Monday, August 19th. They were Delegates Emerson Street and Claude Fernandez.

"While there was extensive discussion by members of your Committee with the representatives, your Committee did not believe there was adequate understanding of the resolution and felt that more time should be devoted to an exploration of its purposes.

"Your Committee accordingly recommends that Resolution No. 114 be filed and that the subject matter of the resolution be referred to the incoming Executive Council of the Federation for consideration and action.

"I move adoption of the Committee's recommendation."

The motion was seconded.

Speaking in opposition to the committee's recommendation were Delegates Emerson Street (Santa Clara County Central Labor Council, San Jose) and Claude Fernandez (Retail Store Empls. No. 428, San Jose).

Delegate James L. Quillen (Aeronautic Industrial District Lodge No. 727, Burbank) spoke in support of the committee's recommendation.

Delegate Manuel A. Mederos (Electrical Wkrs. No. 1245, Walnut Creek) moved the previous question. The motion was seconded and carried.

In his closing remarks, Chairman Small made the following points:

"The reason these sponsors were called before the committee was that the committee felt that it did not have enough information to act properly on the resolves of the resolutions. So when the two brothers came in, neither one of them was familiar with the Geothermal Power Act of 1970. And your committee, through me, asked if we could be given a copy of it so that we could study it. That wasn't available.

"Now, there was no 'dilemma' and we weren't 'confused'. We were confused by the resolution in its original form.

"I want to thank brother Quillen for giving us his version. And this resolution is not be filed, as has been mentioned by one of the previous speakers. The recommendation of your committee is that it be filed, but that the subject matter be given to the incoming Executive Council for proper consideration and action. So we are not filing the resolution, we are not trying to kick it under the rug, and we are still not 'confused'.

"And I beg you to go along with the committee's recommendation.

"Thank you."

The motion to adopt the committee's recommendation was then carried.

STATEMENT OF POLICY XIX

Reclamation Law

Exploitation of California's land and water resources by special interests groups must be halted by full enforcement of federal reclamation law and application of the 160-acre limitation to the state water project. Federal repurchase of excess lands at pre-water prices and resale at current market levels can provide for grants to education, open spaces and other public purposes.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 100

Continue 160-Acre Limitation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 111

Public Protective Requirements
For Rate Increase Petitions

The committee recommended concurrence.

The committee's recommendation was adopted.

MESSAGE FROM U.S. SENATOR ALAN CRANSTON

Chairman Gruhn next called on Secretary-Treasurer Henning for an announcement.

"Mr. Chairman and delegates. As you know, Senator Alan Cranston was to have addressed the opening session of our Convention. I have a communication from him that I have been asked to read and a word of explanation in addition should be given."

Senator Cranston's message was read by Secretary-Treasurer Henning:

"I have looked forward with pleasure and anticipation in meeting with you this morning at the end of a dark era in American politics and the beginning of a new, I think, hopeful era. I deeply regret that circumstances require

me to be in Washington. I am sorry I cannot meet with you today. But I know that I will have opportunities to meet with many, hopefully all of you, throughout California in the months ahead.

"The dismal days of Watergate have ended. While all the pieces have not yet been cleaned up, the government is no longer paralyzed. It is time to get on to the fundamental problems. President Ford has identified inflation as Domestic Enemy No. 1. He has said restoration of the economy is the first order of business. I agree with that.

"There are no miracle answers to the problems of inflation and unemployment, but you and I know the direction in which we should be moving toward economic and social justice for all."

Secretary-Treasurer Henning then added:

"Senator Cranston had in addition to the work in Washington that kept him there, a security problem. The Federal Bureau of Investigation requested him not to leave Washington because reportedly the person or persons responsible for the bombing of the air terminal in Los Angeles had in certain messages made reference to Senator Cranston. Not in a threatening way, but the very fact that his name was mentioned more than once alarmed the security officials. And so he was advised not to travel about the country until this matter had been clarified because he could be victim of some mad, insane action.

"As you know, those of you who are COPE delegates will consider his endorsement as candidate to United States Senator at the COPE session of Thursday evening. As you further know, we endorsed him in the primary."

Here followed several miscellaneous announcements.

Introduction of

EVELYN DUBROW

Legislative Representative

International Ladies' Garment Workers Union

Chairman Gruhn presented Sister Dubrow to the Convention:

"At this time it is a real pleasure for me to have the opportunity to present to you one of the women in our trade-union movement who does an outstanding job in Washington in the legislative area in behalf of her International Union—and not only in behalf of her International Union but in behalf of the whole trade-union movement. She is one of the hardest workers on the Washington scene on Capitol Hill and is working constantly to bring about legislation that will be to the benefit and welfare of all of us.

"Our speaker also is very active around the country urging effective political action by trade unionists and is also a leader in bringing about the full participation of women in the trade union movement, political action and all the other areas that are so essential

to make the labor movement operate effectively at its maximum strength.

"She recently made a splendid address to the Women's Conference in San Francisco.

"Again it is a real pleasure for me to present to you Evelyn Dubrow, Legislative Representative, International Ladies Garment Workers Union."

ADDRESS

"Thank you very much, President Gruhn, Executive Secretary Jack Henning, officers, delegates, guests, fellow members of the AFL-CIO.

"I am delighted to be here and to have been invited to come to California. I wish that I could stay longer—not just to be part of the sessions but to enjoy some of the parties that all of you have been having. And that is always part of the Convention.

"But we do have very serious business before us and I would like this morning to talk with you about several things. And I would like to start off by discussing what I think is the responsibility of the trade union movement to full participation by our women who are active workers, who should be active workers.

"I want also to say to the women who are here and through them to the members of the trade union movement in California as well as elsewhere that it is a two-way street. We cannot make demands if we are not willing to give.

"I want to make it clear that I am an American, I am a Democrat and I am a trade unionist. I am an American first and a trade unionist second. And I am a Democrat when the Democrats are good for trade unionists. I am bi-partisan when it is good for the trade union movement. And I believe very strongly that our first responsibility in trade union movement is the fact that you cannot be a first-class citizen in the American scene if you are not a first-class trade unionist, taking your responsibilities seriously not only to your own locals or your internationals or to the AFL-CIO, but your responsibilities to speak for the people in this country who have no real spokesman for them.

Labor In Forefront

"I would like to say that the trade union movement has a long history of being first. I bow to no man or woman to the fact that we would not have public school education in this country if it had not been for the workers of this country who were organized in the 1800's and who demanded that their children and the children of all Americans should have the right to go to school and be educated. I give my place to no man or woman outside the trade union movement to remind them when the fight for minorities was being made on civil rights, equal opportunities for work, the right to equal education, that it was the trade union movement that went out to make that fight. And I am convinced that

it will be the trade union movement, which has done it already, that will recognize that women are not second-class citizens and demand their full participation.

"We have got to show the way to the rest of the country because the corporations and the other organizations that give lip service to women have to have an example before them. So that I know the trade union movement in this day and age, when women really have something to give and want to give, will recognize their right to equality and their right to full participation.

Responsibility Great

"But let me say to the women in the trade union movement that our responsibility is very great in organizing, in legislation and in political action. We are almost now a majority of the voters in this country. And if we speak out for the things in which the trade union movement dearly believes, I think we will make our mark in the trade union movement.

"I am proud to be a founding member of CLUW. I hope not only the women but the men will go out and do something about the Coalition of Labor Union Women.

"And let me make one thing, if I may use that 'unusual' phrase, perfectly clear: that I would like the women in the trade union movement to be bigger than some of the women in the Lib movement. I would like them not to be concerned about whether they burn bras or not. And as an ILG'er I resent anybody burning bras if they are made in this country! And I couldn't care less if I could drink in a saloon like McSorley's in New York, because it is dirty and filthy, and that isn't the way I want it to be. But I do care for the respect and the understanding that I have an equal opportunity to do a job that I want to try to do and that I shall not be discriminated against. But I am not asking for more equal treatment.

Men and Women Together

"We can do a job in the trade union movement, men and women together, and I am hoping in this very critical year of 1974 (and in a few minutes I am going to discuss why it is so critical) that the men in the trade union movement and the women will participate together, first of all to organize the millions of unorganized workers in California and across the country; secondly, that the men and women in California in the trade union movement between now and the deadline will go out and register people who are not registered and get them to vote. Because I am convinced that when workers register and when they are convinced they have something at stake, they will vote for the candidate who believes not only in social justice for people in the union movement, but for social justice for workers all over this country and all over this world, for men, women and children who need to have champions.

"The third thing: I hope the men and women in California in the trade union movement and in this great Federation will make

it their business on election day to go out and vote for the candidates not who are appealing to our selfish motives, who think that they can throw a bone to an international union and forget about other things, but men and women who believe in the same goals that we do as expressed in the AFL-CIO convention resolutions and in your resolutions that are passed today.

"It is awfully easy to make speeches. It is very easy to pass high sounding resolutions. But the results show at the polls when we get our people to go out and vote and to vote for their own real needs.

"Unfortunately, sometimes communications break down. We don't get to the grass roots level enough. They get told by politicians who will promise them anything and give them not even a bottle of pulque, if I may use that.

Government By Illusion

"So it seems to me that we women in the trade union movement have our job to do, too; and unless we do that, we will have a continuance of government that I call 'government by illusion'.

"Now, as a child, and even now, I love magicians. I think it's great when they can get a rabbit out of a hat. I think it is lovely when a magician can go through the audience and take your watch off without your knowing it. I think magic shows are great. But I don't think they belong in Washington, D.C. or in Sacramento, California. And what we see in Washington now is government by illusion.

"I have great respect for President Ford as an honest man. I have watched him in the halls of Congress; and I think his character is without question, honest and sincere. But I also think his record of conservative voting means that I do not have to accept the fact that overnight he has suddenly become the champion of all the things in which we believe.

"We had a magician in the White House who disappeared. And that disappearance act was great for the country. But let's not kid ourselves into thinking that we don't have government by illusion.

Pres. Ford Admits Things Are Bad

"I listened to both the speeches that President Ford made: one when he was inaugurated; and another at the joint session of Congress. And I must say it was great to hear someone who admitted that we didn't have peace and prosperity and that injustice was going to go away and everybody was going to get a job and every child was going to get an education and every worker was going to be taken care of—and it was all going to be milk and honey from then on. It was nice to hear a President admit that we are in the grips of the worst inflationary period we have had since the Great Depression.

"I think you all know the definition of a depression. They say that when you are working and things are bad, it's a recession; but

when you are out of work and somebody else is working, then it is a depression.

"The only reason that we don't have a full scale depression is because we have certain laws that have protected us up to a point. But we have for the first time in the history of this country what is known as double digit inflation. It means that instead of having a 4 percent or a 5 percent or 6 percent or 9 percent inflation, we are now up to 12 and 14 percent inflation. And all over the country the economic effects that have occurred here are occurring in the world. And nobody says that there are easy answers, but between you and me, frankly, I am sick of having people at the head of our government who, when they want to do something to cure an ill, will say: 'Let the workers of the country make the sacrifices'—and big business sits there and makes more profits, and we accept it.

"Let me talk a little about some of the legislation where we have had government by illusion.

Tax Situation

"Taxes. Right now the Ways and Means Committee of the House of Representatives is writing a tax bill. Are they planning to do anything about really giving us some relief from the huge taxes we pay? I doubt it. Not because Congress itself as a whole is bad. We have many members of Congress who are fine and great people. Many of them come from the State of California. But you have got a bunch of lousy guys who come out of California too, who get elected not by the business interests whom they serve, but by our people who carry union cards and work in the plants. And every day they are subject to the kind of taxation that is incredible.

"Are they talking about rolling back the oil prices? Are they talking about an excess profits tax? Are they talking about doing something about the industries that escape abroad in order to pay sweat shop wages in other countries while our people go without jobs? No. The tax bill that is likely to come out may throw us a small bone, but it won't be tax justice. And we have no one to blame but ourselves because we permitted this government by illusion to tell us that they were doing something for us as taxpayers.

Import Problem

"Let's take the whole problem of trade in this country. We are about to get a trade bill out of the Senate Finance Committee. Is it going to recognize what the import situation has done to us in this country? And I am not now just talking about the apparel and textile trades. I am talking about steel and auto. I am talking about shoes; I'm talking about leather goods. And when workers are out of work they do not spend money for these things. They can't afford to do it. They have to have food. And under the inflationary spiral from which we now suffer it is hard to figure out where our next meal is coming from.

"When you realize that people in the ghettos

are eating canned dog food or cat food because they can't afford to buy the groceries; when you realize that nutritionally they are living on carbohydrates; when you realize that it is hard for their kids to get milk; when you realize that we have a school-lunch program that we had to fight tooth and nail to continue, then you begin to understand when I talk about government by illusion. Because they use the magic words, but the results are not there.

OSHA Under Attack

"Let me talk about OSHA—the Occupational Safety and Health Act. It is under terrible attack now. Why? Because the men and women who work in the mines and the mills and the factories and the stores and the offices think that they ought to be protected by their government from unhealthy working conditions. And do you know what happened when we had the labor HEW appropriations up on the House side and we asked for money for occupational safety and health inspections and laws? Congress turned around and by four votes not only didn't give us an increase in those appropriations, but took out every plant that employed 25 or less workers.

"Ninety percent of the plants in this country are '25 or less'. Forty percent of the workers will go uncovered if we permit this kind of exemption under OSHA. And I haven't seen the trade union movement get excited about it. I don't know of any letters that have gone to the senators and the members of the House and to President Ford saying: 'If you want workers to produce for their country; if you want workers to be healthy; if you want them to be able to support their families, then you have got to make sure that they are protected on the job on health and safety measures.'

"So the magic word is: 'We're for occupational safety and health, but only for some and not for others.'

Comprehensive Health Care

"Let's take this problem of health insurance. Everybody now is on the bandwagon for a comprehensive health bill, including the AMA. But there's a big difference in the kind of health you are going to get and the kind of money you are going to have to spend to get it.

"Now, I know we in the trade union movement are for the most part covered, many of us by major medical. But do you realize that if we had a comprehensive health program that said that every man, woman and child in this country would get the proper kind of preventive health care and hospital care, what we could do with the money we are spending now to take care of our members? But more than that. Taking care of people who are not lucky enough to be covered in the trade union movement like the Farm Workers, like the migrants, like the minorities, like the poor in this country who cannot really speak for themselves and we must speak for them.

"No. I will tell you what they would like to give you in the way of a comprehensive health

program. They want to give you one that will line the pockets of the insurance companies and the doctors while you are paying co-insurance and deductibles.

"There is only one bill of which I know that will do the job that is being done in other countries less affluent than America — countries like England, countries like those in Scandinavia, Italy, Germany, France — yes, even some of the underdeveloped countries, where when they say, 'Our men, women and children are the greatest resource we have', they back it up with the kind of laws that really do something for the people.

Griffiths-Corman Bill

"The comprehensive health bill we in the labor movement are for and will stick for is the Griffiths-Corman Bill.

"James Corman is your champion from California. That will be the bill that will say the federal government, the employers and, yes, the workers, will contribute just as they did when we had unemployment compensation when it first started. And that's the bill we need. And I don't think that we should take government by illusion when they say the Kennedy-Mills Bill is a good bill. It is good up to a point, but I don't think we ought to settle for 'up to a point'.

"We may not get a comprehensive health bill this year, but I would be willing to wait in order to get a bill that I know would truly be the kind of a bill that would keep America healthy. And that's what we need.

"Let me take this problem of day care. President Nixon made a great, big speech when he vetoed a good day-care bill. He practically suggested that it was going to cost too much for men and women who work for the government to pay and develop day care centers where their kids would get nutrition, good education and good recreation.

Child Care Bill Needed

"No one said, while he was building things in San Clemente and Key Biscayne, while he was giving the milk producers an increase in price, while he didn't give a damn whether the bakers increased the price of bread, while he didn't care whether we had lots of other things, he was saying it was going to cost too much for the kids of working parents to have the kind of day care, a comprehensive child care program, that would make the mothers and fathers know that their kids were being taken care of while they were at work. To me this is a disgrace!

"To me it is a disgrace when there are people in this country who are making millions of dollars on private day care centers, millions of dollars are going out of the workers' pockets to pay for inadequate baby-sitting, and yet the trade union movement has not been able to convince the President of the United States that we need to have a comprehensive child care bill.

"Well, we haven't given up the fight yet and we will be back next year fighting for

that bill just as we will be fighting for good consumer protection.

"One of the reasons Alan Cranston wasn't here, besides that security thing, is because he was in Washington in the Senate yesterday leading the fight to get a consumer protection agency bill passed on the floor of the Senate. We lost the vote by five votes, but we are coming back on September 18th. Because that is the bill that says to every consumer in this country: 'You will have a spokesman in government that will make sure those regulatory agencies are working for the people of this country and not for the businesses of this country.'

Mass Transportation

"And what did the House do yesterday on mass transit at the request of President Ford?

"Anybody who comes from a big city or a rural area that has to get to work, and particularly if we have an energy crisis again — and whether it was phony or not phony, gas was hard to get and people couldn't get to work as easily — knows that mass transit is the answer to a lot of things we need. They cut the amount of money to give the cities and the states a chance to develop mass transit systems by half at the request of the President of the United States, who said to give them the full amount would be inflationary.

"How come it's not inflationary when prices go up every day for the same materials that are on the shelves in the grocery stores? All they do is paste another thing over it. I bought some preserves the other day for eight-nine cents. When I went back three days later, it was a dollar and thirty-nine cents. I said: 'How come? It's on the shelf.'

"Well, we're sorry. That's what the price is.

"The consumers, every one of us, are let down the drain. And you've got a particular campaign I am interested in. There is a woman who is running against Barry Goldwater, Jr. I don't know whether you are going to endorse her or not, and I am not here to tell you to do it. But she has been a consumer advocate. She is a good person in that field. And whether you endorse her or not, whether she gets elected or not, I hope you will support her movement to keep meat prices down and groceries down and other things down.

Housing and Education

"Let me talk for a minute — and I'm going to finish soon because I know you have lots of business, but I don't often get an opportunity to talk to people on a level where you can reach the grass roots. And believe me, that's your big job — about housing. The building trades ought to be concerned, because this hits them right in the guts. We don't have enough housing in this country, even though everybody has been talking about it for years, housing that will be possible for people to use at decent prices.

"Education — not only elementary and secondary education, but higher education. And here again I want to give you a caveat about what President Ford said in his State of the Union Address and what he may do. He said he would sign the Elementary and Secondary Education Bill, and he did. But he also said: 'But I want to see how much money you are going to appropriate for this.'"

"Well, that to me is a warning that in the back of his head he may decide that the money Congress wants for education is going to be too much. And we better watch that."

"Then let's come to things like OEO, the poverty programs. Everybody talks about wanting people to get off welfare, including some of our trade unionists who with a wave of the hand, say: 'Everybody who is on welfare is no good. He's lazy, she's lazy. They don't want to work.'"

The Welfare Myth

"Well, I'm here to tell you that this is not true; that statistics prove that, sure, there are some people who will take that kind of a risk not to have to do things. We know them in our trade union movement, we know them in our plants and in our offices. We know that there are some people who soldier on the job. But that doesn't mean you want, with one sweep of the hand, to say that everybody on welfare is no good. They don't want to work."

"The reason they are not working is that there are not jobs for them."

"When we had an emergency public works bill passed by the Congress of the United States, it was vetoed by the President and we had to come back and pass one that wasn't half as good. And I want to remind you that I want to give President Ford every chance to prove that he has changed his opinion; but let me tell you that in that 109 to 9 record, where he voted against us 109 times and nine times for us, he was the leader during the Nixon Administration on the Republican side who got up and said, when we had bills to be passed, 'If you pass it in this form the President will veto it.' That's why we are talking about a veto-proof Congress."

Campaign Financing

"Now, I want to finish off with a last issue. There are lots of issues I could talk about, but I want this to lead into my conclusion. We have been fighting for a campaign finance act because we are sick of having jobs in the Congress and in the Governor's office and in the President's office and in the local offices open for the highest bidder. If Watergate didn't teach us anything else, it ought to teach us that the American people ought to be able to have men and women serve them on the local, state and national levels not because of the amount of money they can raise or be given or spend on their own, but because they have a program and a platform and a belief in the things that are good for all Americans."

"Let me tell you what happened the other day on the Hill when a campaign finance bill came up in the House of Representatives. We passed a pretty good one in the Senate. But in the House the same conservative Republicans and southerners — the conservative southerners, because we've got some darn good southern Democrats who are not conservatives and we've got some good Republicans who are not conservatives—there was a move to not permit COPE or political organizations in the labor movement to raise money. Voluntarily, mind you! We already suffer because under Taft-Hartley we cannot use union funds to support candidates who believe in the things we believe in. But to prevent us from using our voluntary dollars, very much like Proposition 9 that has been saddled on the state of California, and which I think is unconstitutional and which I think should be thrown out. I'm saying: The voice of the people should be heard!"

"Well, we fought that campaign financing. But let me tell you another thing that happened. You know about all the scandal around the Nixon Administration about the ITT case, trying to buy the President by offering money to have a convention right here in San Diego. We decided that one of the best things we could have in the campaign finance bill was to say that \$2 million should be given to both the Republican and Democratic parties from the dollar you may deduct from your taxes for political purposes, to have them run their conventions without having to depend on the ITT's that were involved or other corporations or businesses. And do you know that that passed only by a 205-to-206 vote? And I want to tell you why. Because it was 205-to-205 and Carl Albert, the very fine Speaker of the House of Representatives, broke the tie. And I kept saying to people on the Hill: 'With all the things you have read and heard—the transcripts, the dirt, the filth that has come out—you still don't understand that the people of this country are sick and tired of rotten, gutter politics.' And what we are suffering from—and this is what I want to finish up with—is my fright that not only the union members are turned off on political action, but also the youth of this country."

Youth's Voting Rights

"I was the first—and I say it in parlance that is common—middle-aged broad—to join the 18-year-olds in their fight for the right to vote!"

"I said, very honestly, 'If they are 18, 19 and 20 and they can serve in the armies of this country, they are old enough to vote for the men and women who may be sending them to fight for their country.'"

"But I was terribly disappointed in the last election that only 18 percent of those who were allowed to vote, voted. I think they were turned off. I want to turn them on again."

"I think we should be proud of this American system under which we work. I know there are people in the trade union movement who said: 'We can't have the impeach-

ment going on. The country will fall. There will be anarchy.'

"And I said: 'I have great faith in the governmental system of this country and the system of checks and balances.'

"I don't think one man is indispensable, even if he happens to be the man I'm for. I think the American system is stronger having gone through the travail we did, even though I didn't like our having to do it. But now we are on the eve of an election in 1974 that will tell us whether America has been turned off on politics. It will tell us whether the people who hold union cards are turned off on the politics of America. And it's a very simple thing. The trade union movement must get out and register those unregistered voters.

"I know you think in California that this is a Democratic state and that Jerry Brown, if you endorse him for Governor, if you haven't already, will win hands down.

"I am here to tell you that that is not true, that he has a very serious fight in front of him. A state like California, heavily Democratic, that can elect and re-elect Ronald Reagan should not be taken for granted!

Election Task Ahead

"It is the job of this state and the trade union movement to register those people and it is the job of the trade union movement to make sure that the candidates you endorse are the kind of candidates you can go out and work for and bring your people in to vote for. And you can help those working with the youth and those working with the minorities to make them understand that the guts of American democracy is the right of every man and woman who is a citizen of this country from age 18 on has the right to cast his vote for the candidates of his choice.

"And let me say that I know—and I say this to my own members in the ILGWU—when a woman on a sewing machine thinks she is being kicked around by the boss and she gets the people in her plant mad enough, they are ready to hit the bricks on a strike. But when they cannot see how government, Congress and state legislators control our lives every day and that the ballot box is our way of striking against those who are opposed to us, who do not believe in an equal America, who do not believe that workers have a right to a decent living, who do not believe that people in this country have a right to be well-fed and decently housed and their children decently educated and the right to pay a fair share of your taxes but not carry the burden for big business, the right to protect our jobs, then I can only say to you that we will have failed in the biggest job we have to do.

Labor's Role is Vital

"So as I close I want to say to you: You have a chance in California to pick up some new Congressional votes—more than the four or five that we win or lose by. You've got some tremendous people serving you now both in the Senate and the House. You've got a

chance to replace those who are not interested or concerned, who assume that you will go on saying: 'Well, what's the use? There's no point. All politicians are crooks.' I am here to tell you that you have an opportunity in California to throw the lie back into the teeth of those people who try to malign the political system of this country by giving you government by illusion. And on election day, if every one of you does the job you should be doing in supporting your Council, in supporting your international unions, in supporting yourselves and your families and your neighbors, then we will have in Congress men and women who will care about the issues we have discussed and many more.

"So in conclusion, let me say again: Thank you for giving me the opportunity to talk with you. Good luck. And I look forward to great results in November from California.

"Thank you."

Chairman Gruhn thanked Sister Dubrow for her remarks.

Here followed several miscellaneous announcements.

Chairman Gruhn then introduced the next speaker:

"Delegates, we have an unexpected pleasure this morning. I know many of you know this man. He is on the platform with us. I'd like to introduce him and have him say 'Hello' to you. He is a very good friend of ours, a very effective officer in his own state federation. At this time I will introduce Lou Paley, Executive Secretary-Treasurer of the Nevada State AFL-CIO."

REMARKS

**Lou Paley, Executive Secretary-Treasurer
Nevada State AFL-CIO**

"Chairman Al and Jack, I didn't come by this morning to make a speech because I have been doing that for three days! I came by to say 'Hello' to the many, many friends I have here in the California delegation.

"I also came to California because I'm a native Californian, being born in Bakersfield, California. And of course, I live in Nevada. Isn't that something! I have spent my entire life in Nevada, and I think we have a very good trade union movement.

"We just came up with our COPE endorsements, and I will say to you very honestly that I think we've got a good team.

"With that, I am going to say thank you for the invitation to come up here and letting me say a few words. I am going to stick around for an hour or so and talk to some of you.

"I've got my walking clothes on, my street clothes. I've been in that harness for about three days. And I know how Jack and Al feel here. They've still got two more days to go!

"God bless you!"

Chairman Gruhn also introduced Mrs. Paley to the Convention.

Introduction of

GABRIEL J. GILLOTTI

Asst. Regional Director
Occupational Safety and Health
Administration, U.S. Dept. of Labor

Chairman Gruhn then introduced the next guest speaker:

"Delegates, it is now a pleasure for me to present to you for an address to this Convention a man who has a very important job in this region, whose efforts in the conduct of his position will have a vital effect upon the safety of workers in the area that he represents for the federal government. It's a pleasure for me to present to you Gabriel J. Gillotti, Assistant Regional Director of the Occupational Safety and Health Administration of the United States Department of Labor."

ADDRESS

Assistant Regional Director Gillotti commenced his address:

"Thank you, Executive Secretary-Treasurer Jack Henning and Federation President Al Gruhn, officers and members for the opportunity to speak here today.

"In this job, we in OSHA sometimes feel hunted by those who are anxious for our scalps, or at least trying to have us declared unconstitutional, un-American, unreasonable or just totally unnecessary. But here at this Convention I feel I am among friends who are deeply involved in the subject of safety and health in the workplace.

"Whether you are Republican or Democrat, black or white, young or old, we are all determined to reduce the rate of fatalities and injuries to a minimum—to the point where we will see fewer of our friends and co-workers failing to return home to their families because of injury and death. If we think in those terms—that they are our friends and co-workers—we will all involve ourselves more deeply in this cause.

"It is to the credit of everyone—the Congress, the Administration, labor and industry—that there was signed into law in December of 1970 the Federal Safety and Health Act. It has been in existence for over three years. OSHA has learned a lot and matured a lot in that time. We have learned from you, members of organized labor, and from the industries you work for. Between the two of you, because of your cooperative efforts, there is being formed a very viable partnership between labor, industry and OSHA.

Construction High Hazard Industry

"For many of you involved in the high-hazard industry, construction, it is more essential to work together, for it is a dangerous business. Men work high above ground and far below ground using powerful equipment, heavy loads, flammable materials and gener-

ating hazards as work progresses. Construction is, in fact, more dangerous than it need be, for all our efforts. About one in five construction workers is going to be killed or injured this year if the trend holds. These are heavy odds—almost double the national rate—and many of you are on the firing line.

"What about trends? We don't yet have any data against which we can compare the figures we are getting now because the reporting system under OSHA is different than it was before, but we can make some pretty good determinations about how we are doing in terms of reducing the injury and fatality rates.

"For example, in looking at all job fatalities, we find they have dropped from about 14,200 at the time the Act was passed in 1970 to about 11,000 in 1972. Job injuries have dropped. For instance, according to the National Safety Council, some 240,000 construction workers were disabled on the job each year. From OSHA figures for 1972, we estimate the number dropped to about 211,000. At least, that indicates some progress in that high-risk industry.

"But there is still a problem, and that is the remaining number of people removed every year from the national workforce.

"What to do about it? To know what to do leads us to the question: What causes the accidents?

"The answer, obviously, is: Hazards.

Strive to Reduce Dangers

"Experts have often stated that it is impossible to have an accident and the resulting injury without the presence of a hazard. Well, then can we train people to avoid hazards and avoid having accidents? Sure we can. But people make mistakes, people forget, people take shortcuts, people don't always do what they are told to do, some people feel an immunity to accidents—'It can't happen to me'—obvious hazards are not obvious to all people, and people are subject to preoccupation. Their bodies are there, but their minds are miles away.

"This, then, means that in order to detect hazards we must study the movement of machines and equipment and pick out the hazards as they are created on the job.

"How do we avoid the hazards?

"First, no supervisor can be considered completely competent unless he knows the workplace standards where he directs his crew. It seems that a foreman should not be expected to ask a workman to go into an unshored ditch to work when he knows the standards require shoring or sloping. And it's a pitiful thing to me that a workman would even go into that ditch not knowing that a hazard existed or, if he did, he didn't know his rights well enough to refuse the foreman's order.

"Throughout the history of the labor move-

ment in America, one of the most notable achievements has been the emphasis upon educating the worker. Our unions have always desired to see their members learn more about not only their jobs, but the political events affecting their lives and the economic and social system under which they live.

"In the tradition of the union as educator we are asking them—you—to undertake this task. Help insure that the working men and women in this country know that the job safety and health law exists. Let them know they have carefully-defined rights and responsibilities under the law and what these rights and responsibilities entail.

"To help you in this regard we have recently published a pocket-sized book, 'The Employee and OSHA', which is available in our offices or by mail. The Center for Labor Research and Education at U.C. Berkeley has recently published and has available a handbook entitled 'Rights and Responsibilities of Employees under Cal/OSHA'. It provides extensive coverage of the employee's role under AB 150, the legislation in California which authorized the California State Plan. If these documents stop just one guy getting into a ditch cave-in, a tunnel explosion, an electrocution, a building collapse, then it will have served its purpose.

"I want to see employees get the personal training they need to recognize hazards and work safely—not only to protect themselves, but to protect their fellow workers.

Union-Employer Cooperation

"Many employers and unions sponsor joint safety committees that are actively working on the problems of workplace hazards. This is most commendable.

"We note that the Oil, Chemical and Atomic Workers International Union about a year ago signed an agreement with the oil companies and the United Auto Workers signed an agreement with the auto makers that included significant safety and health protection for employees. These agreements also pledged labor-management cooperation. In the auto industry, Chrysler and the union have agreed, among other safety provisions, on a joint walk-around in the plant once a week. There have been other such instances of cooperation between industry and labor for safety and health in the workplace.

"Some time ago we asked 20 different unions this question: 'What effect has the Act had on the collective bargaining process?'

"There was complete agreement that the requirements of OSHA have had a very significant effect in resolving safety and health issues.

"As we move ahead in the months to come we hope to see many more examples of OSHA-union cooperation. In our region we are very fortunate to have as our labor liaison staff member a former Vice President of the Federation, Ken Larson. He is actively engaged in contacting unions, discussing their needs in education in safety and health, advis-

ing them of their rights under both the federal and state laws and encouraging labor and management to enter into agreements of the type I have described.

"Union and management involvement and input into the standards-making process are both expected and encouraged. You may be aware that we do have unions represented on our standards advisory committees. I hope to see much more union-management cooperation in workplace safety and health.

Health Standards

"In looking ahead in our program we are focusing an increasing amount of attention on health standards. This is a problem that has not been fully explored as yet, but one which is critical for millions of American workers. Health hazards do not have the impact of an accident, but their effects can be even more deadly.

"I'd like to spend a few minutes discussing the Cal/OSHA program enforcement and training in safety and health.

"As you know, for OSHA, state performance in job safety and health matter was greatly lacking. Some states had a program, but only a very few had a reasonably effective one.

"It was that history of poor performance that led Congress to passage of our Act. Congress wanted to be certain that minimum levels of performance would be followed in all states, whether through federal or state enforcement.

"But you might well ask: 'How does OSHA plan to lend credibility to our stand in favor of state plans?'

"The answer lies in one word: Management of the state plans. And that's where our programs of monitoring and evaluation come in.

"So far we have four programs for monitoring operational space. They are called: 'Spot-check visits'; 'Joint state and OSHA inspections'; 'Evaluation of state reports and case files' and 'Evaluation of complaints about state program administration'.

"Spot-check visits are an unannounced OSHA inspection of an establishment already visited by a state inspector. When an OSHA inspector returns to his office, he and an evaluator compare the notes of his inspection with the actual inspection results reported by the state inspector. This gives us a good feel for how thorough, accurate and fair a job is being done by state inspectors.

"Another equally important way of measuring the competence of state inspectors is to send a fed/OSHA inspector along with a state inspector. This is important because it reveals things like attitude, professionalism and other personal traits that often don't show up in a case file. The merit system of staffing required in all state plans makes it possible to develop a highly professional stature of enforcement program. We hope that the incompetent will be identified early in state operations.

"Of course, we also require a series of

periodic reports from each operational state. You might think that reports won't show much because no one will report something detrimental to themselves. But when you deal with a number of reports and supplement their information with facts you gather from reviewing cases and other means, a surprisingly clear picture emerges of how well a state is doing.

"Finally, we look to CASPA as a good means of learning directly from the people affected just how they feel about the effectiveness of their state program. It provides any party with the opportunity to complain about the state's performance and to call for federal investigation into the allegations.

"We in this region will do our utmost to insure you that the level of compliance in this region meets with your satisfaction and that the death and injury rates are reduced.

"Implanting the concept of job safety and health into the public consciousness is perhaps OSHA's greatest accomplishment thus far. Laws in a free society to be effective must have the support of the general public. We have witnessed a general turn-around in the expressions concerning OSHA over the last 16 months. Much more favorable mail reaches the desk of the assistant secretary for OSHA, John Stender. Trade papers and the media have given us, for the most part, favorable marks. It will get better as more understanding is found of the concepts and the procedures needed to reach our goals of a safe and healthful workplace.

"Perhaps you saw a recent episode of a favorite TV show, 'Kojak.' Did you happen to notice when a construction site foreman handed Telly Savalas, the policeman hero, a hardhat? He was required to cover that bald head as he investigated his case. That wouldn't have happened on TV a few years ago. Even the script writers have gotten the message! The concept of job safety and health is implanted in their consciousness, and so they in turn are implanting it in the public consciousness. I thought that was an excellent prime time 'commercial message' for job safety!

"Victor Hugo once wrote: 'No army can withstand the strength of an idea whose time has come.'

"Occupational safety and health is not only an idea that has come, it is an idea that we all subscribe to.

"Thank you."

Former Vice President

Ken Larson Introduced

Chairman Gruhn thanked Asst. Regional Director Gillotti for his address, and introduced Ken Larson, a former Federation Vice President, to the delegates:

"I'd just like to have Ken stand up for a minute here. Ken Larson, a former Vice President of our organization, an executive officer of the Federated Fire Fighters of California, and now a labor-management liaison representative with the Occupational Safety and

Health Administration, working out of the San Francisco office and covering this entire western region. Ken Larson.

"If you have any complaints about the way things are going, get a hold of Ken and he will get to the proper parties to see if we can put things in proper order."

Ernest Webb Introduced

Chairman Gruhn next introduced Ernest Webb to the delegates:

"Before I call on the Chairman of the Committee on Legislation, I would like to introduce a guy who has been around this labor movement in the State of California for a long, long time, who has served on the Workmen's Compensation Appeals Board, as Director of the Department of Industrial Relations under Governor Brown and previously under Governor Warren and who served as administrative assistant to the Secretary of our Federation, both Tommy Pitts and Jack Henning, a good friend of ours and a good trade unionist, a good all-around citizen, Ernie Webb."

Chairman Gruhn next called on Max Osslo, chairman of the Committee on Legislation, for a report.

FURTHER REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Resolution No. 33

Union Wages for Public Printing

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34

Appoint State Printer Pursuant to State Civil Service Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 2

Mail Workmen's Compensation Checks

The committee's report:

"Your committee recommends that the last line of the 'Resolved' be amended by inserting prior to the period the following: 'and to provide that each violation shall be a misdemeanor punishable in the same manner as herein otherwise specified for other designated misdemeanors in this code'.

"As so amended, your committee recommends concurrence.

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

The committee's recommendation was adopted.

Resolution No. 31

Jury Duty

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 32

Include Tips and Gratuities as Wages in Computing Contributions to U.I. Fund

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 46

Overpayments

The committee's recommendation:

"Your committee recommends that the 'Resolved' be amended by inserting prior to the period at the end of the paragraph the following: 'unless the claimant is otherwise eligible for benefits'.

"As so amended, your committee recommends concurrence.

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

The committee's recommendation was adopted.

Resolution No. 47

Transportation Time to Place of Employment

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 48

Termination of Employment Through Resignation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 49

Add Dependency Benefits to Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50

Amend Sections 1253 C - 1257 B of Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 51

Respect Collective Bargaining Agreements

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 58

Quit Through Cause of Employer Operating in Violation of State of Federal Law

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 59

Showing of Present Injury to Employer's Interest as Cause for Discharge

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 60

Add Section 1253.3 of the Unemployment Insurance Code

The committee's report:

"Your committee recommends that the last Resolved be deleted and as so amended your committee recommends concurrence.

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

The committee's recommendation was adopted.

Resolution No. 62

Amend Section 1279 of the Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 63

Stenographic Reporting of Proceedings

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 64

Illegal Detention

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 65

Repeal Section 1264 of the California Unemployment Insurance Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 66

Authorization in Writing for Unemployment Insurance Claim

The committee's report:

"Your committee recommends that in the last line of the first Resolved the first word 'said' be deleted and the following words inserted: 'the claimant and his'.

"As so amended your committee recommends concurrence and I move adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 67

Unavailability Due to Personal Restrictions

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 73

Change Appellate Process and Appeals

The committee's report:

"Your committee called the sponsors of this resolution before it at its meeting on Tuesday, August 20, 1974. The committee discussed with the representative of the sponsors (Max Wolf) and pointed out that in the opinion of the committee, since there was no automatic right to a hearing under the petition for review system suggested that the workers would be receiving less due processes than under the present system.

"Because of this problem your committee recommends that the resolution be filed.

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

The committee's recommendation was adopted.

Resolution No. 80

Tip Credit Toward U.I.-D.I.
(In Support of AB 736)

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 81

Raise Taxable Wage Structure

The committee's report:

"The subject matter of this resolution is concerned with increasing the maximum employer tax base to the figure of \$10,000 with respect to unemployment insurance.

"The Statements of Policy IV, Unemployment Insurance, Page 9, Article 5, required 'sharply increasing the taxable wage base to finance higher benefits.'

"If the benefit programs embraced within the Statements of Policy are realized, an amount in excess of \$10,000 may be required.

"Your committee accordingly recommends that Resolution No. 81 be filed because it is more adequately covered in the Statements of Policy.

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

The motion was seconded.

Delegate Estelle Ricketson (Teachers No. 2357, Poway) asked for clarification of Resolution No. 81.

Chairman Osslo then answered the questions Delegate Ricketson had raised.

The motion to adopt the committee's recommendation was carried.

This concluded the partial report of the Committee on Legislation.

Chairman Gruhn next called on John A. Cinquemani, Chairman of the Committee on Constitution, for a report.

REPORT OF COMMITTEE ON CONSTITUTION

John A. Cinquemani, Chairman

Chairman Cinquemani commenced his report:

"Chairman Al Gruhn, Brother and Sister Delegates. Your Committee on Constitution has met, with the following members:"

Harold Benninger, Meat Cutters No. 421, Los Angeles;

M. R. Callahan, Bartenders No. 686, Long Beach;

William G. Dowd, State Conference of Operating Engineers, San Mateo;

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco;

Donald Haggerty, Film Technicians No. 683, Hollywood;

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

Mattie Jackson, San Francisco Joint Board of International Ladies Garment Workers, San Francisco;

Stanley Jensen, Machinists No. 68, San Francisco;

James P. McLoughlin, Retail Store Employees No. 428, San Jose;

Sal Minerva, Northern Calif. Dist Council of Laborers, San Francisco;

Ray Nelson, Plywood Workers Local No. 2931, Eureka;

Joseph Tinch, Culinary Alliance & Hotel Service Employees No. 402, San Diego;

Ed Turner, Marine Cooks & Stewards, San Francisco;

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

Walt Zagajeski, District Council of Painters No. 36, Los Angeles;

Thomas J. Sweeney, Electrical Workers No. 595, Oakland.

Resolution No. 129

Estimated Membership

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Cinquemani stated that the Constitution Committee had no other business before it and moved that the committee be discharged with thanks.

The motion, duly seconded, was carried.

MESSAGES REGARDING SAN MATEO FIRE FIGHTERS STRIKE

The Chair called on Secretary-Treasurer Henning who spoke as follows:

"Mr. Chairman and delegates. We have two telegrams here regarding the strike of Firefighters in the City of San Mateo. The first is directed to the Secretary-Treasurer:

"Request California Labor Federation at its convention pass a resolution condemning the action by the Governor of California in assigning the California Division of Forestry to the City of San Mateo as strikebreakers. The Firefighters strike is entering its third week. The Governor by his action has removed the urgency to the City to return to the bargaining table to resolve the dispute.

Ronald Munier
President, Local 2250,
International Association
of Firefighters"

Secretary-Treasurer Henning continued:

"Another telegram was addressed to the Secretary-Treasurer on the same subject signed by James T. Ferguson, President, and Leon D. Bruschera, Secretary."

Secretary-Treasurer Henning then made the following motion:

"Mr. Chairman, I move that the Convention condemn the use of California Division of Forestry personnel in breaking the strike of the Fire Fighters of the City of San Mateo and that the Governor be requested to remove said strikebreakers at once for the good of the community."

The motion was seconded and carried.

Recess

Secretary-Treasurer Henning then moved suspension of the rules to allow the commencement of the noon recess.

The motion, duly seconded, was carried.

Thereupon, at 11:53 a.m. a recess was taken to 2:00 p.m. of the same day.

AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:18 p.m.

Before calling for the report of the Legislation Committee, Chairman Gruhn made the following announcement:

"The delegates will please take their seats. The Convention will be in order.

"Prior to calling upon the Chairman of the Committee on Legislation I wish to advise you that, as you will note on your program, there is a provision on Wednesday afternoon for nomination of officers and 1976 Convention City. So to let you know, we are going to get the nominations open about 3:00 o'clock.

That will give you an idea of what time it will be on the program.

"The Chair now calls upon the Chairman of the Committee on Legislation: Max Osslo."

FURTHER REPORT OF COMMITTEE ON LEGISLATION

Max J. Osslo, Chairman

Chairman Osslo presented Resolutions Nos. 83 and 104 as a combination:

Resolution No. 83

Refusal to Cross Established Picket Lines

Resolution No. 104

Delete Section 1262 from
Unemployment Insurance Code

The committee's report:

"The subject matter of these resolutions is similar: namely, the elimination of trade dispute qualification of the Unemployment Insurance Code.

"Your Committee called the sponsors of each of the resolutions to appear before it and Delegate Max Wolf appeared in regard to Resolution No. 83, but there was no appearance by anyone in regard to Resolution No. 104.

"When it was explained that the resolution appeared to be inconsistent with the Statements of Policy-IV-Unemployment Insurance, Article 3, on Page 9, already adopted by the Convention, it was agreed by Brother Wolf that the resolution could be filed; and it is the recommendation of your committee that both Resolution No. 83 and Resolution No. 104 be filed because of this inconsistency with the Statements of Policy.

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

The committee's recommendation was adopted.

Resolution No. 84

Meaning of Supplemental Benefits

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 86

Good Cause to Refuse Job Offer

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89

Amend Unemployment Insurance Code
Regarding Publicity of Court Decisions

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 106

Increase Unemployment Insurance Benefits/
No Waiting Period

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124

Unemployment Insurance for Students

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 125

Revoke California Unemployment Insurance
Appeals Board Precedent Decision P-B151

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Gruhn then called on Secretary-Treasurer Henning to introduce the next speaker.

Introduction of**HONORABLE H. EDWARD WHITE****Director**

California State Dept. of Industrial Relations

Secretary-Treasurer Henning then presented Director White to the Convention:

"Mr. Chairman, delegates, it's a pleasure to introduce the Director of the Department of Industrial Relations, Ed White. He has worked with us on many issues of importance, including the matter of getting the Governor's signature on the workmen's compensation bills we passed, unemployment insurance, unemployment disability insurance. Within the area of his influence he has also worked with us on the matter of the Industrial Welfare Commission order that we are trying to stop. He has always listened to our case. He hasn't always been able to agree with us, but he has always been fair when we have gone to him with our view, a view that might be in opposition to the Administration. But he has been, again, personally sympathetic and most cooperative.

"So it is a pleasure now to present the Director of the Department of Industrial Relations, Ed White."

ADDRESS

"Good afternoon. Jack, thank you very much for that gracious introduction. I might say it hasn't always been easy, but I am reminded when I first took this job I was interviewed by the press and I used the term 'reasonable.' Somebody asked me: 'Do you know any reasonable labor leaders?' Which was, I thought, an interesting question!

"And I said: 'Of the folks that I have met when I was negotiating in industry, I have yet to meet an unreasonable labor leader.'

"Sometimes, as Jack says, we don't agree;

but we clearly have a relationship. We each have our jobs to do.

"I think one of the points I am going to make this afternoon is that we are all doing it for a useful purpose—for the good of the economy, for the good of the state. And because California is the greatest state in the nation it is really, we think, for the good of the whole United States.

"I think these are dramatic days, they are very exciting days; and frankly, I'm glad to be alive in this day and age and I'm just perfectly delighted to have the kind of involvement that you get when you and I are involved in the things we are doing because we are the pulse, the heartbeat, if you will.

"You as representatives of organized labor, I as a representative, hopefully, of organized government, I hope we know what we are doing and we must try to bring all the pieces together so that we have the best economy going. It's a tough time, and I thought I'd review a little bit where we have been in this Department, what the Department of Industrial Relations is and where we think we are going and how we are going to go about it.

D.I.R. In Review

"Just for a short history, to get this whole thing in perspective, way back in 1883 the California Bureau of Labor Statistics was set up. And that, you might say, was the start of what we now call the 'Department of Industrial Relations.'

"Then in 1927 somebody got the idea of setting up a Department of Industrial Relations, and alternative aspects that were in existence at that time relating to the economy and to labor and management were brought together into one department.

"In 1945 we had a major reorganization.

"In 1947 the State Conciliation Service was born, Mediation and Conciliation. And in 1959 the last significant activity, you might say, FEP, Fair Employment Practices, became law and joined this Department.

Henning Former Director

"Your own Executive Secretary-Treasurer, in his interesting way, says that in his checkered career he used to have my job. He was Director of Industrial Relations for the Department and served with distinction for a number of years. Then he went into the big time, joined the Feds, went back, became Undersecretary of Labor, became the Ambassador to New Zealand and then returned to California for his present duties. So indeed, this position has a tradition and a very important precedent. And that humbles me and awes me to be in that kind of operation.

"Ernie Webb is with us today, and he also was part of it. Eddie Parks is out there.

"There is a lot of activity involved with the Department. Think of all the things that this Department has to have to make it work. Because if we did not have solid goals, identified, measurable, goals, we would be drifting.

And as the chiefs will tell you, we have goals. They have been measured, they have been stated, they are in writing. And any of you who would like them are sure welcome to them.

"We know where we are going. Hopefully, we've got a steady leadership. The leadership of the Department now has not changed for 20 months, which is sort of a new record. We had six directors in this job for six years. That's a turnover that industry couldn't live with. Six years, six directors. So I have outlived the average by a few months with my 20 months of service so far.

Uniform Support

"We've got unified and uniform support. The Governor backs this Department absolutely—which, of course, makes my job much easier.

"The agency of which I am a part, Secretary Jim Sterne's expression is: 'You are the engineer. You run the train. It's your show. Go to it.' I have support from him and from the community, the legislature, working closely with Leo McCarthy and Alan Short, and now Speaker McCarthy, and Bill Greene. We are going to have an excellent relationship with the legislature in industrial relations and labor relations. I anticipate no trouble at all.

"Clearly, with labor we have a thing going on. We are able to talk to each other. The input I get from all of you ladies and gentlemen is most helpful to the input of the Department to keep us involved with what your interests are.

"Management: No problem. They call me up all the time.

"So labor, management, community, legislature, agency, and the Governor's office working together means that we have a Department of Industrial Relations with solid support.

"We think we know where we are going. And I suggest that that is helpful to labor and management and the economy of California.

"We've got our management-by-objectives program that I mentioned. I won't go into the details of our various goals.

Preventive Maintenance

"We've got a philosophy in the Department. We like to think in terms of preventive maintenance. Let's not wait until we have a hassle. Let's recognize that there is a problem out there and go out and tackle it and get it resolved before it becomes a major hassle. Preventive maintenance makes all the difference. It's being out there, finding out what we have going on and then doing something about it.

"We are very concerned about education, and particularly in the field of safety. And I will talk about that in a moment.

"You all know about California, but I wonder if you realize the magnificent effort that California employees and employers put out

every year. California puts out \$120 billion of product and services each year. \$120 billion. That makes us the seventh largest in the whole world. We are ahead of Italy and just behind France as far as our product of services and gross produced each year is concerned. That's about fifteen percent of the national economy of the 'GNP', as it's known. And you must know that whatever California does therefore is watched on a nationwide basis.

"Our population, presently some 21,000,000, will probably increase by the year 2000 to 30,000,000. Now, that's something like a forty-five percent increase in the population of the State of California. And you know what that is going to do to our economy and what it implies.

"And by the way, the prediction is based on the fact that we are going to have an increase in births rather than one of these mass immigration situations that we had in the early '40's when everyone was coming to California. We really feel that it is going to be a stable migration and an increase in the birth rate that is going to do this for us.

400,000 Employers In State

"What does it do with the number of employers? Like all my fellow commissioners, when I travel outside the State of California and give them the number of employers that we have in California they are amazed. There are over 400,000 employers in the State of California. Relate that to the question of compliance reviews under California OSHA and you can see why we are striving for understanding and help in the employee/employer community.

"We have eight and a half to nine million employees. And remember that figure as you get involved with what I am going to talk about in the way of federal legislation. If we have eight and a half million to nine million employees and we have 400,000 employers, how many of these employers are large? Ninety percent of the employers have 50 or less employees.

"The moment you talk about eliminating a certain amount of employers who are small, you are talking about wiping out 90 percent of any given coverage. So any law that suggests that employers with 25 or less should not apply or employers with 50 or less should not apply, you are talking about 80 to 90 percent of the employer community. And I will tell you that this Department is going to resist any attempt to wipe out coverage of the small employer, defined as 50 or less employees!

"Let's think of the major programs that have happened since December of 1972.

Cal/OSHA

"I was appointed to this job on December 1, 1972. And somehow, it seems to me that, at least from what I knew in the past, things started to happen awfully fast. In the first place, right away we were working on Cal.

OSHA: California Occupational Safety and Health.

"In my vocabulary there is no such word as 'OSHA.' It is either federal OSHA or it is California OSHA. And if you form the habit when someone is talking to you about OSHA, please ask him: 'Do you mean federal or state? Do you mean Fed. OSHA or Cal. OSHA?' And the chances are that if it is criticism, it is going to be federal that he is talking about.

"We have a very close relationship with your Federation because we want to be certain that our program, the Cal. OSHA program, remains, as it now is, the best program in the whole country. We are very jealous about it.

Workmen's Comp. Study

"When we got enabling legislation through AB 150, a governor's taskforce was appointed to study workmen's compensation as we do it in California. And I am sure that you know that Jack Henning was a hard-working participant in that workmen's compensation advisory committee.

"We got out an advisory report that we issued in July of 1973—and you all know of the legislation that resulted from it. In the formulation of that report we received excellent cooperation from all parties.

"After the Workmen's Compensation Advisory Committee we had a Governor's Advisory Committee on the future of Workmen's Compensation to look into this whole matter of: Where do we go from here?

"We are desperately afraid, and I hope you share this concern, that we might get federalization of workmen's compensation so far as the State of California is concerned. I think it would be doing a tremendous disservice to our economy. I don't think that we need the kind of workmen's compensation that goes on in some of our eastern states. I don't think it is helpful. I think it is too expensive. And I don't think the injured employee, which is really what it is all about, will benefit from the kind of administration that takes place in some of those other states. And it makes me very nervous when I think about the people who are sponsoring SB 2008. One is from the State of New York and the other is from the State of New Jersey.

"I happen to come from New Jersey. I know about the situation in New Jersey. I went to school in New Jersey and I went to school in New York. And I have nothing against the economies of New York or New Jersey, but I do suggest that California knows what is best for California. And that is the reason that I don't think we should have federalization of workmen's compensation so far as California is concerned. You can have your guidelines; you can have a bill that sets out some kind of a standard. Fine! But be sure that the states have the option to be as good as or better than. And that is what this advisory committee is studying. We shall have its report in another six months or a year; and

we are looking forward to seeing what their solutions are as to the future of workmen's compensation in California.

"Bill Meyers, with the Orange County Cement Mason Workers, is on the Advisory Committee of Workmen's Compensation. He is a very dedicated and hard-working individual.

CARE Committee

"To be sure that we are not out of touch, because if there is anything pathetic, it is a group of government officials who think that they know what is going on but for some reason they are out of touch, and to be sure that we know what is happening, we set up a committee called CARE. And that is called Consideration Attitude Response Evaluation.

"The committee was made up of labor, management and public representatives. Don Vial of the University of California chaired the committee. We had considerable help from labor. Sig Arywitz, who is here, is one of the members of the committee. And we had a report that was received just about two weeks ago.

"What are we doing? What does the public think that we are doing? And they have given us this report which you are going to read about through a press release—and you are going to read about how important it was to have this committee.

"Jimmy Lee is on the committee. And with Sig Arywitz and Jimmy Lee on the same committee, I leave it to you to see how the committee ran. Because these are two fine, dedicated individuals—and they were both very helpful to come up with a fine report. We are going to give it a very large distribution.

"I know the Convention and the AFL-CIO on a nationwide basis is very concerned about what is happening in the field of safety. You can pick up any current newspaper and it will report the activities of unions (and Gay mentioned it this morning) in the area of safety.

"Now, we like to think that what we are doing out here (and I will talk about that in a moment) responds to that problem.

"The other thing that you always hear about in addition to industrial safety is: What is happening in inflation?

Inflation Must Be Stopped

"The inflationary spiral that we are going through, I suggest, is simply unacceptable. It cannot continue. Something has to happen. And I think that this department and any government agency involved with the economy is in a unique spot to do something about it. And we are doing something about it. In the first place, not only talking to labor and management, but perhaps more importantly and more specifically, doing things and making available to the concerned parties what the action is, what is going on.

"To be sure that we are using the same kind of definitions, you know economics is basic. Somewhere along the line most of us

somehow have taken a course in economics. And I suggest before all this is over we are going to have a lot more knowledge of what is going on in the field of economics.

"It is very, very simple. All it is, is the law of supply and demand. Everything else falls into place. And just remember, supply and demand.

"Which one? Supply of labor. Demand for labor. Demand for money. Supply of materials. Cost. The whole thing gets down to the basic equation of laws of supply and demand.

'Stagflation'

"You hear words that are being coined, such as 'stagflation.' We have a stagnant economy; it is sort of drifting; it ebbs and flows—yet we have inflation. So we have something called 'stagflation.'

"Eighty-seven percent of those interviewed in a recent survey identified inflation as the No. 1 problem. Organized labor will be desperately concerned about inflation.

"Think what it is doing to the pensioner! Think what it is doing to the real value of your dollar or, as the term goes, 'real wages'! Which of course is what your wages will buy in lieu in the market. It is a very, very vital subject.

"What are we doing about it?

"In the first place, let's get it in focus. In the United States we have, as you know, double-digit inflation. And the latest statistics that I saw indicate that it is running at an annualized rate of 11 percent inflationary increase. The low is West Germany; 7 percent. The high is a little country. And I have all the countries here, but just to give you an idea:

"Greece—32%. Japan—23%. So it is nice to know that maybe things are tougher somewhere else, but I don't think that that does you any good to realize that they pay a dollar a gallon for gasoline in Europe. I don't think that that makes it any simpler for us to pay 57 cents for a gallon of gas in the United States. We should understand the total picture, but not relax because of it. So it is these inflationary pressures that are going to have to be paid attention to.

"Bill Gilbert, your Region VI Director, recently addressed Town Hall in Los Angeles and he made the point that wages are not the cause of inflation and that every effort is being made on the part of organized labor to tie wage increases into productivity increases. And the essence there is productivity—the amount of real goods and services produced. And theoretically, if wages go up to the same degree the productivity goes up, costs don't increase and you don't get inflation. And that is a basic lesson in economics.

Wages and Productivity

"Labor recognizes this problem. In June of '74, productivity measured throughout the United States went up at an annual rate of just 1 percent. Productivity up just under 1

percent. Traditionally it has been three and four percent. Wages went up through the period ended in June some 13 percent. And if you allow for inflation, it drops back to just over one percent.

"So these are figures that must concern all of us. And you can be sure your management friends are just as concerned about this inflation package. President Ford in his message labeled inflation as the No. 1 problem—and President Ford is doing something that the prior administration should have done. He has gotten labor and management and the public sector together to study the problem. And I was present when President Nixon made his speech at the Century Plaza and I met Mr. Burnudi, his staff man.

"I said, 'Why isn't the President getting labor involved in this situation?'

"Of course the answer was: 'Because he can't.'

"Well, President Ford doesn't have that problem. He has talked to organized labor and he is working on the matter to get this kind of thing discussed.

"Now just a moment about some of our other programs.

"The Division of Apprenticeship Standards (and you are going to hear from the Chief in a moment) is doing a major study or a major impact, if you will, on inflation, I feel, by training some 38,000 apprentices in skills. Because if you have a skilled craftsman, you know that that is where the productivity lies. Thirty-eight thousand apprentices in over 300 trades or crafts are so far above the nearest state that we are not even in the same league. Thirty-eight thousand in California; 25,000 in New York. That is the second state. And it tails off real fast from there.

Need More Women Apprentices

"Incidentally, we are very concerned about the lack of participation in our apprenticeship program by women. We have all of 138 out of 38,000. Clearly that is not adequate. We have a major program of recognition to find out what the women are interested in, what kind of trades they are concerned about; and we are working through our councils to increase and recognize the skills that are being wasted by the lack of having women involved in our apprenticeship program. And I would hope that we get good support from the kind of activity that we have at the present time. It simply doesn't make sense based on sex or some other situation to eliminate a whole factor from our workforce.

"Apprenticeship is a classic example of labor/management schools, the public sector working with the government to train people safely, to work safely, to perform a valued skill.

"Benjamin Franklin said one time: 'When you meet a stranger you don't say, "What is he?" You say, "What does he do?"'

"Benjamin Franklin was one of the founders of the whole concept of apprenticeship.

"It points up the problem or the challenge of continuing education. All of us have to continue to become educated. You are all here having your Biennial Convention with the theory in mind of being updated on what is going on—a kind of opportunity for continuing education. And that's what happens in the apprenticeship program.

Mediation and Conciliation Service

"You are hearing a lot about our mediation and conciliation service. Last year was our biggest year. Over 1,400 cases were settled by some eleven dedicated professionals, mediators and conciliators, under the inspired leadership of our Supervisor of Mediation and Conciliation: Ralph Duncan.

"His own little joke, if you know Ralph, is that he is 'busier than a one-armed paper-hanger' doing the kind of work that he has to do.

"Think of what happens in mediation and arbitration. We think that we are helping the economy. We think that we are acting as sort of a catalyst between labor and management. And as the result of the work that Ralph has been doing, his work has affected over 4 million employees—keeping them on the job as a result of a fair settlement through mediation and conciliation. Over 1400 cases have been settled, meaning that the workers in those plants have been kept on the job. We think that that is a very definite distribution of work and skill and contribution to the economy.

"Recently a very prestigious consulting firm conducted a survey as to what labor and management thought were their major problems. I think that you would be interested in four of them.

"The first: less of government in the labor/management field. The second: continued inflation. The third: federal legislation. And the fourth: the growing recognition of the counter-productivity of strikes; that somehow some other solution than the work stoppage or strike has to be worked out.

"We don't know the answers, but those were pointed up as parts of the problem. We absolutely feel that government is getting into the picture too much. I don't think we should have federal legislation. And you will find that, at least where I am involved in this department, any time we are in the act it is to help. It is not to control; it is not to direct. It is to serve as a guide of some kind. And our Governor has said: 'I think that there is too much regulation now, too many forms to fill out, too many reports to file, too many government periodicals.' And he has stated that 'If the government had been responsible for putting together the Ten Commandments, you can be sure that a whole quarry of stone would have been necessary, not just two tablets.'

Making Cal/OSHA Work

"Now let's talk about California OSHA and what we are doing in the field of California OSHA. Are we properly enforcing California OSHA?

"We got into the act effectively in October of 1973. For the period ending June 30, 1974 we conducted 11,800 inspections. These affected 650,000 employees. We found 1,700 serious violations and 53,000 nonserious violations.

"As a result of these findings we assessed fines of \$540,000: nonserious, \$421,000; serious, \$119,000.

"Lest you think that that money comes into the Department of Industrial Relations, let me hasten to add that the fines when they are collected go to the general fund of the State. So in the last six months we have collected fines based on assessments of \$540,000.

"A couple of weeks ago we sent out to organized labor in California from the Division of Industrial Safety a questionnaire asking what you 'organized labor' wanted. The response was fabulous. Absolutely outstanding.

"Normally you can expect from this kind of questionnaire a three to five percent response. Twenty percent came back. Which is about five times what you might expect.

"You people want: newsletters, films, brochures. You have invited us to speak at your meetings; and as you know, I have spoken before all sorts of groups, relating what Cal-OSHA is all about, urging the kind of cooperation that we must get to enforce the program.

Unions Lead The Way

"Unions are leading the way. And on behalf of my management friends I think it is a crying shame that unions have to worry about the safety of employees. I think management should be worried about the safety of their employees. And it is good that unions are doing it, but I think management should be doing more. And I speak this way to my management friends.

"The Painters Union has an interesting technique, I noticed in the paper the other day. Any individual in the Painters Union is screened by his union when he is doing his job to be certain that the materials with which he is working aren't dangerous.

"One other point. I mentioned FEP: the Fair Employment Practices Commission. Mr. Dellums was here. I didn't see him today. He is one of our Commission.

"C. L. Dellums is the 'old man' (and I use the term lovingly) of our Commission. He is one of the original commissioners and he has just been appointed to our Executive Board.

"Is he here today?

"There he is.

"Mr. Dellums has been very active in FEP. He is very helpful in the program.

"Just to give you an idea of the way FEP is working to get people on the job, we had the case of the stuttering truckdriver. It sounds like a Perry Mason story: The Case of the Stuttering Truckdriver. It turns out that a truckdriver was turned down because he stuttered and the point was: Why do you need to speak properly when you are a truck-

driver? And he filed discrimination based on being under the handicapped division that just came into our jurisdiction. And sure enough, FEP was able to get him his job and he was able to get back to work.

D.I.R. and Legislation

"Now just a word about our legislative activity. This department as an agency of the State must review all legislation that goes through to the Governor's office and our imprint has to be on it one way or the other. Sometimes they agree; sometimes they disagree. We have taken a position that we are opposed to the concept of a state pension program. Because this is the one example to me that is the clear case of where the federals can do the job better. The pensions of employees who are involved cross interstate lines. Labor is mobile. Unions cross state lines. All the controls should be at the federal level. And while we don't know what is going to happen to SB 1800, I am satisfied that HR 2, which is a federal bill, should reach the President's desk rather soon.

"On any other field of legislation I welcome your input. We are getting down to the end of the situation as far as the legislature is concerned. We want to know what your thoughts are. We think we know.

"So to wrap it up. Productivity, safety—all of this ties in together to lick the inflationary spiral. To be absolutely certain that we know what your feelings are, you have all heard me say in other talks: 'Please call collect. My offices are in Sacramento. The phone number is 916-445-7976. When you call, you will get a return phone call in 24 hours.' Even if I am on the road, I get all my messages.

Seminar Announced

"We are calling a forum or seminar (call it what you will) October 16 in Sacramento. We are going to invite anyone who can come to give us the input of what this department should be doing differently, better—all the things that we are supposed to be, hopefully, helping the economy of California. It is a Wednesday. It is going to be in our new Community Center in Sacramento October 16. You will be hearing more about it. Please save the date. It is your chance to come in. And management is going to be there, the public is going to be there, and community representatives will be there to exchange and perhaps to philosophize just a little bit.

"This department is here to serve. We welcome you very much to this kind of deliberation. I know your Convention is doing well.

"I will be here for a little bit to answer any questions. It is a distinct privilege to share with you some of the things that we are trying to accomplish."

Chairman Gruhn then thanked Director White for his address and introduced the next speaker to the Convention:

Introduction of

ROBERT W. CLOTTU
Chief, State Division of
Apprenticeship Standards

"We will have another speaker who has come to us for an address. And he is Robert W. Clottu, Chief of the State Division of Apprenticeship Standards.

"Bob has a very important job in this State. In my opinion, his is one of the most important programs in the country to train our young people to become craftsmen in the various trades and professions. And this is the real foundation of this country: to have the best kind of skilled craftsmen, where they get good wages, enjoy good hours and good working conditions, and at the same time they produce products which are good and which will give consumers their full value.

"So at this time it is a pleasure to present to you Bob Clottu."

ADDRESS

Chief Clottu then addressed the Convention:

"Thank you, Mr. Chairman.

"Officers, Delegates, Honored Guests. My remarks are much narrower in scope than those of the previous speaker, obviously. Apprenticeship is part of the Department of Industrial Relations and we are proud to be a part of that department.

"I am honored to be here with you and I appreciate very much the privilege extended to me.

"I am also pleased to be known as the Chief of the Division of Apprenticeship Standards. Of course this is very recent. I am very proud of the appointment because apprenticeship has been my central interest most of my working life.

"Labor is involved in everything the Division of Apprenticeship Standards does. Our staff consults daily with the representatives of labor. We think that it is significant that 93 percent of the 35,000 apprentices in this State are training under joint labor-management programs.

"It was in 1960 that your President, Al Gruhn, presented a recommendation to the California Conference on Apprenticeship to develop the first plan in California to promote minorities in apprenticeship. And there has been a steady progress in this regard, the latest figures showing that 23.3 percent of the apprentices are minorities. And this record certainly would not be possible without the leadership of people like Al Gruhn and labor.

"The Division recently completed a review of progress under the California Plan for Equal Opportunity in apprenticeship and finds that three-quarters of the apprenticeship program sponsors have substantially met their goals. We also find that there is a growing number of women in apprenticeship and a growing number of occupations employing

women as apprentices. As Ed White said, the number is still small, but it is growing.

"A matter of recent concern to the California Apprenticeship Council and the Division of Apprenticeship Standards is the proposal to suspend 29 CFR 5a and to revise Part 5 to provide for 'trainees' rather than apprentices in apprenticeable occupations on federal public works.

"The proposal also provides for the payment of the wage of the classification rather than the journeyman wage for workers not approved as trainees. We view this to be contrary to the Davis-Bacon Act and, therefore, a step backward. We have made our position known to the Secretary of Labor and we've gotten a stay until October the 1st. In other words, we can make further input into our arguments until October 1st, when a decision will be made.

"Another subject involving apprenticeship is the matter of the apprenticeship information center. This concept was originated at the time that Jack Henning was Director of the Department of Industrial Relations, and unfortunately we were unable to ever establish centers in California, although a number of attempts were made. And once again we are exploring the possible establishment of such centers in California. We met last week with representatives of the Department of Labor, and we have been informed that the program is a distinct possibility. The information center concept is a situation where there are central locations where apprenticeship information can be obtained by anyone who may be interested. It is not a job referral function, but strictly one of information which is not now available to all segments of our society.

Federal Committee on Apprenticeship

"Another matter on the federal scene that looks good to us is the reactivation of the Federal Committee on Apprenticeship. Their first meeting was held last month in Washington. It should help us to focus public attention on apprentices and their needs.

"This new Committee has women and minority members for the first time. There are three Californians: Jack Tordoff from United Air Lines; Syd Carmine, Alscot Development Corporation and Dionicio Morales, a member of our own State Apprenticeship Council.

"On the state scene, Assembly Bill 276 was passed in April, and it's known as the 'Burton-Stull Act'. This bill provides funds for employers which become incentives for providing Vietnam veterans openings or apprenticeship and other on-the-job training.

"Now, Burton-Stull funds have provided the incentive for the placement of 150 unemployed Vietnam veterans during the month of July. We wrote 116 contracts, worth over \$200,000, with their employers. And the future of that operation is in doubt, because we have already expended a little over \$200,000 and there's a total of \$1,000,000. So we don't know if that will be funded again in the fu-

ture. But the program is catching ahold and going ahead for this year, at least.

"The world is changing, and the role of labor is changing. So is apprenticeship. In our early history as a nation skilled craftsmen were valued and respected. And I think they still are. The apprentice developed his skills and took part in production and ultimately he produced his own masterpiece which qualified him in his own right. Apprenticeship systems will probably never be excelled. We want apprenticeship to be forward-looking, and it is still a quality program and so it will remain as long as we continue to work together.

"Thank you for inviting me and thank you for listening."

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn then called on Vice President Small to preside. 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 John F. Henning (Office and Professional Empls. No. 3, San Francisco).

The nomination was seconded by Sal Minerva (No. Calif. Dist. Council of Laborers, San Francisco); Ray Nelson (Plywood & Veneer Wkrs., No. 2931, Eureka); Mattie Jackson (Ladies' Garment Wkrs., San Francisco Joint Board) and C. T. McDonough (Cooks No. 44, San Francisco).

It was moved that the Secretary be instructed to cast a unanimous white ballot for the election of President Gruhn, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot. The Chair declared Albin J. Gruhn elected President by the Convention.

Chairman Small then turned the gavel over to President Gruhn.

Secretary-Treasurer

John F. Henning (Office and Professional Empls. No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers & Laborers No. 181, Eureka).

The nomination was seconded by Max J. Osslo (Butchers No. 229, San Diego); Loretta Riley (Calif. State Council of Culinary Wkrs., Bartenders, Hotel & Motel Service Empls., Santa Monica); George Garland (Transport Wkrs. No. 502, El Segundo); Pete Rummel (Orange County Central Labor Council, Santa Ana) and H. T. Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland.)

It was moved, seconded and carried that the Secretary be instructed to cast a unanimous white ballot for John F. Henning, who was unopposed for the office of Secretary-Treasurer.

The Secretary cast the ballot and the Chair declared John F. Henning duly elected Secretary-Treasurer by the Convention.

General Vice President

Manuel Dias (Boilermakers No. 513, Richmond) was nominated by C. L. Dellums (Sleeping Car Porters, Oakland).

The nomination was seconded by Ernest M. King (Boilermakers No. 513, Richmond).

Hal Shean (Machinists & Aerospace Wkrs. No. 727-A, Burbank) was nominated by Matt Willows (Machinists & Aerospace Wkrs. No. 1125, San Diego).

Brother Shean declined to accept the nomination with thanks.

It was moved, seconded and carried that the Secretary be instructed to cast a unanimous white ballot for Manuel Dias who was unopposed for the office of General Vice President.

The Secretary cast the ballot and the Chair declared Manuel Dias duly elected General Vice President.

Geographical Vice Presidents

Delegate James B. Booe (CWA Dist. No. 9, Sacramento) then nominated the incumbent Geographical Vice Presidents as follows:

District No. 1 — Max J. Osslo (Butchers No. 229, San Diego).

District No. 2A — M. R. Callahan (Bartenders No. 686, Long Beach).

District No. 2B — Ray S. Mendoza (Const. & Gen. Laborers No. 302, Bishop).

District No. 3A — Joseph Pinto (Cabinet Makers & Millmen No. 721, Los Angeles).

District No. 3B — Chester L. Migden (Screen Actors Guild, Hollywood).

District No. 3C — John A. Cinquemani (Bldg. & Const. Trades Council, Los Angeles County).

District No. 3D — Alfred K. Whitehead (Fire Fighters, Los Angeles County No. 1014, Los Angeles).

District No. 3E — Sigmund Arywitz (Los Angeles County Federation of Labor, Los Angeles).

District No. 3F — Ray M. Wilson (Hod Carriers No. 783, San Bernardino).

District No. 4 — Paul Miller (L.A. Dist. Council of Carpenters, Los Angeles County).

District No. 5 — Bennie Arellano (Hod Carriers & Common Laborers No. 585, Ventura).

District No. 6 — William T. Greaff (Retail Clerks No. 1288, Fresno).

District No. 7 — C. A. Green (Plasterers & Cement Masons No. 429, Modesto).

District No. 8 — Thomas A. Small (Bartenders & Culinary Wkrs. No. 340, San Mateo).

District No. 9A — Morris Weisberger (Sailors Union of the Pacific, San Francisco).

District No. 9B — Joseph R. Garcia (Bartenders No. 41, San Francisco).

District No. 9C — Stanley Jensen (Machinists No. 68, San Francisco).

District No. 9D — Wm. G. Dowd (State Conference of Operating Engineers, San Francisco).

District No. 10A — Richard K. Groulx (Alameda County Central Labor Council, Oakland).

District No. 10B — Lamar Childers (Bldg. & Const. Trades Council of Alameda County, Oakland).

District No. 11 — Leo Mitchell (Electrical Wkrs. No. 1245, Walnut Creek).

District No. 12 — Loretta Riley (Calif. State Council of Culinary Wkrs., Bartenders, Hotel & Motel Service Empls., Santa Monica).

District No. 13 — Harry Finks (Theatre Empls. No. B-66, Sacramento).

District No. 14 — Raymond K. Nelson (Plywood & Veneer Wkrs. No. 2931, Eureka).

District No. 15 — Lloyd J. Lea (Lumber & Sawmill Wkrs. No. 2907, Weed).

Delegates Edward T. Shedlock (Utility Wkrs. No. 132, Los Angeles), C. T. McDonough (Cooks No. 44, San Francisco), Cornelius Wall (ILGWU No. 482, Los Angeles), Anthony Ramos (Calif. State Council of Carpenters, San Francisco) seconded the nominations as expressed and identified by Delegate Booe.

There being no further nominations for Geographical Vice Presidents, Districts 1 through 15, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary cast a white ballot for all 25 Geographical Vice Presidents.

The Secretary cast the ballot and the Chair declared the 25 Geographical Vice Presidents elected.

At Large Vice Presidents

Delegate John A. Cinquemani (Los Angeles County Bldg. & Const. Trades Council, Los Angeles) nominated the following incumbent At Large Vice Presidents:

Office A — James P. McLoughlin (Central Labor Council, Santa Clara County, San Jose).

Office B — James B. Booe (CWA Dist. 9, Sacramento).

Office C — Edward T. Shedlock (Utility Wkrs. No. 132, Los Angeles).

Office D — James J. Twombly (State Bldg. & Const. Trades Council of California, Sacramento).

Office E — Hal Shean (Machinists & Aerospace Wkrs. No. 727-A, Burbank).

Office F — John F. Crowley (San Francisco Labor Council, San Francisco).

Office G — Steve Edney (Cannery & Industrial Wkrs. of the Pacific, Terminal Island).

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

Office I — Frank S. McKee (Steelworkers No. 6849, Citrus Heights).

These nominations were seconded by Delegates James Lee (State Bldg. & Const. Trades Council of California, Sacramento), Dale Marr (Operating Engineers No. 3, San Francisco), Morris Weisberger (Sailors Union of the Pacific, San Francisco), Peter J. Rummel (Orange County Central Labor Council, Santa Ana).

There being no further nominations for the At Large Vice Presidents, A through I, they were declared closed.

It was moved, seconded and carried that the Secretary be instructed to cast a white ballot for the unopposed At Large Vice Presidents.

The Secretary cast the ballot and the Chair declared the At Large Vice Presidents elected.

Convention City

Secretary-Treasurer Henning (Office & Professional Empls. No. 3, San Francisco) nominated Sacramento as the 1976 Convention City.

Delegate Harry Finks (Theatre Empls. No. B-66, Sacramento) and Edward Park (State Conference of Operating Engineers, San Francisco) seconded the nomination.

There being no further nominations for the Convention City, nominations were closed.

It was moved, seconded and carried that the Secretary be instructed to cast a white ballot for Sacramento as the 1976 Convention City.

The Secretary cast the ballot and the Chair declared Sacramento the 1976 Convention City.

Chairman Gruhn next called on T. A. Small, chairman of the Committee on Resolutions for a report:

FINAL REPORT OF COMMITTEE ON RESOLUTIONS

Thomas A. Small, Chairman

Resolution No. 3

Adequate Medical Care Aboard American Flag Vessels

The committee recommended concurrence.

The Chairman moved that the committee's recommendation be adopted.

The motion was seconded.

Delegate Thomas V. Platter, Jr. (Orange

Unified Federation of Teachers No. 2188) spoke in support of the resolution.

The motion to adopt the committee's recommendation was carried.

Resolution No. 4

The Need for Maritime Leadership of the U.S. Negotiating Teams on Maritime Matters

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 5

Runaway Flag Vessels

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 6

The Need for Deepwater Ports

The committee's report:

"Your committee recommends that the second and third whereases of this resolution be stricken, and as so amended your committee recommends concurrence.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 7

United States Merchant Marine:
Needs for the 70's

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 8

Oil Imports

The committee's report:

"Your committee recommends that in Line 1 of the last paragraph immediately prior to the Resolved there be inserted after the word 'legislation' the word 'needs'.

"As so amended your committee recommends concurrence and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 41

Support California Maritime Academy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 131

Immediate Support for Enactment of
H.R. 8193

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 16

Impeach Nixon

The committee's report:

"While former President Nixon has resigned under extreme pressure, your committee concurs fully with the intent of this resolution that the impeachment proceedings should continue to their final conclusion.

"Your committee accordingly recommends concurrence in this resolution and I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 17

National Garment Industry Homework Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38

Support Implementation of Community Facilities

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 93

Presidential Endorsements Made by Convention

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 94

Closing for Correspondence

The committee's report:

"The subject matter of this resolution is concerned with a mandate directed to the office of the Federation that all of their correspondence must be signed with the closing 'In unity' and the prohibition of the phrase 'Fraternally yours'.

"While your committee is totally appreciative of the educational background and teaching ability of their colleagues form the California Federation of Teachers, I believe any reference to a dictionary would indicate that their mandate is 'unfriendly'.

"We believe that the Federation should be permitted to use this 'friendly' closing phrase 'Fraternally yours' or any other similar phrase, and that the mandate is completely unsolicited interference with the internal operations of the Federation office.

"Your committee, therefore, recommends nonconcurrence and I move the adoption."

The motion was seconded.

Delegates Jackie Goldberg (Compton Fed. of Teachers No. 1413) and Gretchen Mackler (Alameda Fed. of Teachers No. 1528) explained the intent of Resolution No. 94.

Delegates Thomas V. Platter, Jr. (Orange

Unified Fed. of Teachers No. 2188) and Warren Greer (Marine & Shipbuilding Wkrs. No. 9, Wilmington) spoke in opposition to the committee's recommendation.

Secretary-Treasurer Henning and Delegate Dale Marr (Operating Engineers No. 3, San Francisco) then spoke in support of the committee's report.

Delegate Frank S. Porter (Staff Empls. No. 1423, Davis) further discussed the resolution.

Delegate James L. Quillin (Aeronautical Industrial Dist. Lodge No. 727, Burbank) moved the previous question.

The motion was seconded and carried, thereby closing debate.

By way of further explanation, Chairman Small then reread the resolution and asked for concurrence in the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 110

Promote Organizing the Unorganized

The committee's report:

"Now, while your committee is sympathetic to the objective of this resolution, it is its understanding of the Constitution of the AFL-CIO and the rules governing state and local central bodies that local central labor councils as such do not have authority to engage in organizing programs except to assist other properly established and affiliated locals of the AFL-CIO on request.

"Your committee accordingly recommends that the second 'Resolved' be deleted in its entirety.

"As so amended your committee recommends concurrence in the resolution.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 118

Health, Welfare and Legal Services

The committee's report:

"Your committee recommends that in line three of the 'Resolved' the typographical error in the spelling of the word 'services' be corrected, and as so amended your committee recommends concurrence in the resolution.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 130

Bicentennial

The committee's report:

"Your committee recommends that the typographical error in the fourth line of the fourth 'Whereas' be corrected by changing the word 'has' to 'have'.

"As so amended, your committee recommends concurrence and I move its adoption."
The committee's recommendation was adopted.

Resolution No. 134

Protest Civilian Business at Officers Club of Alameda Naval Air Station

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 135

Enact H.R. 982 to Curb Immigration of Illegal Aliens

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 136

Commend U.S. Senator Cranston and U.S. Senator Tunney for Their Support of Tourism Industry

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 25

N.A.A.C.P.

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 26

The A. Phillip Randolph Institute

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 27

Histadrut

The committee's report:

"Your committee recommends that the typographical error in line 5 of the 'Resolved,' the word 'struggle,' be corrected, and as so amended your committee recommends concurrence.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 70

Support AID-United Givers

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 71

Support United Crusade, United Fund, Community Chest and Other Federated Fund-Raising Drives

The committee recommended concurrence.
The motion was seconded.

Delegate Robert White (Stereotypers No. 58, Los Angeles) spoke in support of the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Resolution No. 133

American Trade Union Council for Histadrut

The committee recommended concurrence.
The committee's recommendation was adopted.

Chairman Small concluded the report and moved that the Resolutions Committee's report be accepted as a whole.

The motion, duly seconded, was carried.

Chairman Small then thanked the committee members for their work:

"I want to thank the Chairman for giving me the opportunity to work with this committee. A fine committee, I might say.

"The members of the committee are: Jim Booe, John F. Crowley, C. L. Dellums, George J. Flaherty, C. A. Green, Richard Groulx, Everett Matzen, Robert Medina, Miles Meyers, Paul Miller, Mary Olson Moran, Gwen Newton, James L. Quillin, R. R. Richardson, Edward Shedlock, James Twombly, Cornelius Wall and Morris Weisberger.

"I can't let this opportunity pass without thanking our 'legal eagle,' Charles T. Scully, without whose aid and assistance we never could have made it.

"Thank you very much."

Chairman Gruhn also thanked the committee members and General Counsel Charles Scully. He then discharged the committee with a vote of thanks.

Announcements

Chairman Gruhn called on Secretary-Treasurer Henning for some announcements.

Secretary Henning stated: "Mr. Chairman and delegates, I have an important announcement regarding the COPE Convention that will be held tomorrow night here in this hall. There will be a registration of delegates here tonight, commencing at 7:30 p.m. at the Royal Inn, going on until 9:00 p.m. Registration will be in the lobby there at the Royal Inn at the Wharf commencing at 7:30, going to 9:00. Then tomorrow morning, at the same place, there will be registration commencing at 8:00 o'clock and going on to 9:30. That is in the Royal Inn at the Wharf tomorrow morning.

"In the afternoon there will be registration out here in what is called the 'Plaza Hall.' That will commence at 2:00 p.m. and go on until Convention time, which is in the evening at 7:30 p.m. The Plaza Hall is where the union label exhibit was."

Chairman Gruhn then called on Max Osslo, chairman of the Committee on Legislation for a report.

FINAL REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Resolution No. 132

**Include Tips and Gratuities as Wages
In Computing Contributions
to U.I. Fund**

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Osslo then said:

"Mr. Chairman, this now concludes the report of the Committee on Legislation on all the material that was given to it, and I hereby ask that the committee be discharged with a vote of thanks.

"I would like to make a brief comment at this time to thank each and every member of the committee for the fine cooperation that was given and their hard and diligent work. And I would like especially—and I know that the male members on the committee join with me in this—to express our sincere thanks for the splendid contribution made by the very fine lady members of our Legislation Committee. And also may I offer thanks to our General Counsel, who is so capable in this work and who gave us really wonderful help.

"I would like at this time to read the names of the respective members of the committee:

Max Osslo, Chairman, Butchers No. 229, San Diego;

Sigmund Arywitz, Los Angeles County Federation of Labor;

Mary Bergan, East County Federation of Teachers No. 2001, Antioch;

Ruth Compagnon, Dining Room No. 8, Los Angeles;

Manuel Diaz, Boilermakers No. 513, Richmond;

James Evans, U.T.U. Local No. 811, Sacramento;

Harry Finks, Theater Employees B-66, Sacramento;

Brian L. Hatch, Ontario Fire Fighters Local 430, Ontario;

Herman Leavitt, Bartenders Local 284, Los Angeles;

James Lee, State Building and Construction Trades Council, Sacramento;

Dale Marr, Operating Engineers Local 3, San Francisco;

John W. Meritt, State Council of Culinary Workers, Santa Monica;

Leo Mitchell, Electrical Workers Local 1245, Walnut Creek;

LaRene M. Paul, Communications Workers No. 9423, San Francisco;

Joseph Pinto, Cabinet and Millmen Local 721, Los Angeles;

Anthony Ramos, California State Council of Carpenters, San Francisco;

Hal Shean, Machinists & Aerospace Wkrs. No. 727-A, Burbank;

John T. Schiavenza, California Conference of Machinists, Oakland; and

Ray M. Wilson, Southern California District Council of Laborers, Los Angeles.

"Mr. Chairman, I move that the report as a whole be adopted and that the committee be discharged with a vote of thanks."

The motion, duly seconded, was carried.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Riley, Chairwoman

Chairwoman Riley read the additions to and deletions from the Preliminary Roll of Delegates, thus concluding her final report. (See completed Roll of Delegates.)

Her motion to adopt the final report of the Committee on Credentials was seconded and carried.

Chairwoman Riley also thanked the members of her committee:

"Mr. Chairman, at this time I would like to thank the committee. They put in long hours and did an outstanding job."

She then named the committee's members:

Bennie Arellano, Hod Carriers & Common Laborers No. 585, Ventura;

Ray Cooper, Operating Engineers Local No. 3, San Mateo;

James W. Cross, United Telegraph Workers No. 34, San Francisco;

Virginia Davis, Butte and Glenn Counties Central Labor Council, Chico;

Flora Douglass, Dining Room Employees Local 9, San Francisco;

Robert Giesick, Joint Executive Board of Culinary Workers, Los Angeles;

Russel S. Hansen, Carpenters and Joiners Local 1323, Monterey;

Ernest M. King, Boilermakers No. 513, San Francisco;

Cynthia McCaughan, Office Employees Local 30, Los Angeles;

Arthur Meyer, Butchers Local 229, San Diego;

Phyllis Mitchell, Bay Cities Metal Trades Council, San Francisco;

Anthony Scardaci, Furniture Workers Local 262, San Anselmo;

Willard L. Sward, Painters No. 713, Los Angeles;

Max B. Wolf, Designers' Guild of Ladies' Apparel, Los Angeles.

"Mr. Chairman, I move that the committee be discharged with a vote of thanks."

The motion was seconded and carried.

Chairman Gruhn then thanked the committee members and called on Secretary-Treasurer Henning.

Secretary-Treasurer Henning also thanked the committees' members:

"Mr. Chairman, delegates, I wish to join the President in thanking the committee chairmen and the committee members of the various committees that have now concluded their work.

"The President suggested, in addition to reminding you of the COPE Convention, that

I remind you that tomorrow morning we will have the important business of voting on the consolidation of the Federation and the COPE. You will be issued that proposed consolidation agreement when you enter the hall tomorrow morning."

Recess

Secretary-Treasurer Henning then moved that the Convention recess until 9:30 a.m. the next day.

The motion was seconded and carried.

Whereupon, at the hour of 5:01 p.m. the Convention was recessed to resume at 9:30 a.m. on Thursday, August 22, 1974, at the same place.

FOURTH DAY

Thursday, August 22, 1974

MORNING SESSION

The Convention was called to order by President Gruhn at 9:48 a.m.

Chairman Gruhn presented for the purpose of the Invocation, Reverend George Walker Smith of the Golden Hills Presbyterian Church.

INVOCATION

**Rev. George Walker Smith,
Golden Hills Presbyterian Church**

"Let us pray.

"Almighty God, of Whom the whole family in heaven and earth is named, we thank Thee for the many crafts represented here as they work for the good of Thy people. Bestow upon them Thy seal of approval and fatherly benediction as they meet here to represent those they serve. Grant them, O God, grace to fulfill with pure and steadfast affection the rules and responsibilities for which they have been elected. Cause them to be abundantly enriched with the tokens of Thy everlasting approval, wisdom and understanding.

"May their benedictions and deliberations in this Convention promote unity, concord, love and a better way of life for the working people of our State. Deliver them from any possibility of destructive division and bitterness, granting them unity of purpose, mind and heart. Gather them all together into one family of faith, understanding and goodwill.

"In our Lord's name, amen."

Introduction of

**WILLIAM E. POLLARD
Director, AFL-CIO Department
of Civil Rights**

Chairman Gruhn presented Director Pollard to the Convention with these words:

"Delegates, it is a real pleasure for me at this time to have the opportunity to present to you one of our California trade unionists whom I have known over a great number of years. He comes out of Hotel

and Restaurant Employees International Union, formerly here in the Los Angeles area. He was a vice president of the Los Angeles County Federation of Labor and a delegate to Federation conventions on many occasions. In fact, I had the opportunity to serve with him on the Resolutions Committee of the Federation. I can recall that this Resolutions Committee developed some of the strongest statements in the area of civil rights that were ever adopted by a federation of labor in the United States.

"Bill left California, went to work for the national AFL-CIO as a staff member in its Civil Rights Department and served well there and was recently appointed by President Meany as the Director of the Department of Civil Rights of the national AFL-CIO.

"It is indeed a pleasure to present to you one of our own, out of California: Bill Pollard."

ADDRESS

Director Pollard addressed the Convention as follows:

"Brother Gruhn, my long-time friend Jack Henning, officers and delegates to this great Convention.

"I must say it's great because you have done so much business in such a short time. As I told Charlie Bradford, who is here from Washington with me, that had we not been scheduled to speak this morning and later today, we would have been speaking to empty chairs. And I want to congratulate the officers of this Federation and the delegates for the expeditious manner in which you have conducted yourselves in doing a tremendous amount of work.

"It gives me great pleasure to be with you today and to bring you the greetings and good wishes of the AFL-CIO Department of Civil Rights.

"Surrounded as we have been by his-

toric events on a giant scale, it is easy to overlook some of the lesser milestones. So I want to remind you that last month—July 2nd — was the tenth anniversary of the Civil Rights Act of 1964. And I would like to recall what that Act represented in the development of American history and some of the things that have flowed from it and will continue to flow in the future.

Retirement of A. Philip Randolph

"But first let me remind you of another milestone we have just passed that means a great deal to everybody who cares about civil rights and trade unionism. That is the retirement this month of the AFL-CIO's oldest living vice president, A. Philip Randolph. In all his long life, Mr. Randolph has never wavered in his certainty that the human race is indivisible, that black workers and white have common interests that they have to pursue together if either is to succeed. He has brought millions to share his vision that freedom, security and progress depend first of all on unity, on mutual help among men and women.

"There is no one who can replace that great man, but there are millions of us who intend to go on working for the things he taught us until they are achieved. I would like to mention that C. L. Dellums has taken over the reins of the Brotherhood of Sleeping Car Porters and two weeks ago the Executive Council voted to have him join that august body.

"America's whole history has been a struggle to reconcile differences, solve grievances and achieve equity and justice, and that is also the history of the labor movement.

Labor's Role in Civil Rights

"We can be proud of the role the labor movement played in the fight for civil rights. Labor was part of a coalition of blacks, church groups, liberal organizations of all kinds, legislators who knew the meaning of justice and a great, humane president, Lyndon Johnson.

"The fight for civil rights was by no means a cause that labor adopted because it was fashionable. It wasn't something added on to our bread-and-butter interests. It was a fight that labor had been in for many years, and it grew out of the very heart of labor's convictions about brotherhood, mutual aid and mutual progress among human beings.

"Many of our unions outlawed racial discrimination decades before the Congress of the United States did so. Both the AFL and CIO joined with A. Philip

Randolph in 1941 to help secure President Roosevelt's executive order banning discrimination by government contractors.

"In 1955, when the two federations merged, they not only declared a policy of full racial integration by all labor organizations, but they created a constitutional department known as the 'Civil Rights Department' to implement that policy.

"For more than 20 years labor has lobbied every session of Congress for a total national ban on discrimination until the 1964 Act. Labor undertook massive civil rights education programs among the members and distributed millions of leaflets and pamphlets in the process.

"Nobody pretends that injustice has been cured or that all problems have been solved. In many areas we have a long way to go before the promise of the Civil Rights Act can be realized. In some areas progress has been short-circuited and we have slipped backward again. But there has been progress that is irreversible, and steady gains are still being made.

Black Officerholders Increasing

"In 1964 only a handful of blacks and other minority citizens held public office.

"Today more than 3,000 hold office, and at least half of them are in the South. They are judges, they are sheriffs, they are members of city councils, school boards, they are mayors, city and county commissioners.

"In the Congress there are 16 black Congressmen and one black Senator, and there is every sign that there will be more after the November elections.

"Tom Bradley is mayor of Los Angeles, the second largest city of our nation. Maynard Jackson is the mayor of Atlanta, which was once a symbol of discrimination. Coleman Young is the mayor of Detroit, which was disfigured by racial friction as much as any city in America.

"Alabama, which has been exposed to generations of anti-black rhetoric and racial fear and hatred, elected 16 blacks to its State Legislature and two of them to the State Senate in April, and seven more will be elected in November.

"There are still no black governors, but they will come. California may elect Mervyn Dymally as its first black Lieutenant Governor this year, and I am happy to say that California labor has declared itself solidly behind him.

"The interesting thing about most of these elections is that black candidates are winning with the support of whites. Among

the cities that have elected black mayors only Atlanta has a black majority. In Los Angeles only sixteen percent of the voters are black. The majority that decided the outcome had no stake in electing a black mayor, but they did have a stake in electing a good mayor. In electing Tom Bradley they were putting first things first, and I think it shows that the American people have less bigotry and more wisdom than they sometimes get credit for.

"That is borne out by experience with some of the other titles of the Civil Rights Act. Title II, on injunctive relief against discrimination in places of public accommodation; Title III, on desegregation of public facilities; Title IV, on desegregation of public education and Title VI, on non-discrimination in federally-assisted programs. These were considered the most explosive parts of the Act. On all sides it was freely predicted that there would be blood and rioting in the streets, that businessmen would go out of business if blacks and whites sat down in the same restaurant or camped in the same park or drank from the same fountain or swam in the same pool.

Dismantling Symbols of Segregation

"But when the test came, when all of the symbols of segregation were taken down overnight, there was no massive public disorder or revolt. There were some isolated incidents, there was some shouting and shoving; but the overwhelming mass of the American people simply obeyed the law and found that it not only didn't hurt, but it felt good to get rid of the need to remember to assert superiority over some of their neighbors.

"A whole generation of blacks is growing up without ever having seen a 'White Only' sign or ever having been told to go to the back door or the rear of the bus. That is one of the most complete and most peaceful social revolutions in history.

The Busing Issue

"There is still friction and controversy surrounding the desegregation of schools, particularly the busing issue. But this has less to do with racial friction than with friction between neighborhoods and school districts over the unequal financing and uneven quality of school systems themselves. Busing is far more a tax issue and a legislative issue than a race issue.

"The AFL-CIO believes that every child, black or white, has an equal right to a good education, the best available. If busing is what it takes to provide that equality and if the courts order busing to insure better education for children who are

otherwise deprived of it, then we support busing. But only when school funding is made more equitable, when every school is staffed and equipped to provide the good education that every child is entitled to will this issue be resolved.

"In the meantime the great bulk of America's schools have been desegregated for years, and the result—a real and measurable upgrading of the education of blacks—is already showing up in the statistics.

"In 1962 less than twenty-two percent of young blacks in the workforce had completed high school and less than five percent had completed four years of college. In 1972 nearly fifty percent had their high school diplomas and eight percent had finished college.

"In 1962 the gap between the number of blacks and whites who completed high school was twenty-five percentage points, by 1972 it had dropped to eighteen.

"In 1962, in average total years of schooling, blacks were more than two and a half years behind whites. In 1972 the average difference was only one-half year.

"Older blacks are badly undereducated compared with whites of their own groups, as all blacks have been for generations. The gap is still wide among youngsters, but it is narrowing every year.

"That is good, but it is not enough. America has to set its sights a great deal higher, to provide a great deal more and better education for all its citizens, black and white.

"There has been great improvement between what was and what is, but to close the gap between what is and what ought to be is going to take a greater effort than we have ever made before.

AFL-CIO Attack on Discrimination

"Title VII of the Civil Rights Act prohibits discrimination in employment, and the organization that fought hardest for it was the AFL-CIO.

"President Meany told Congress that this title was the one that gave meaning to all the others. He said:

"'Equal education has meaning only for those Negro children whose parents can afford to keep them in school, or for the young Negroes who can afford to finish out their apprenticeships.

"'Equal access to housing has meaning only for those who can afford to buy.

"'Equality in places of public accommodation is relevant only for those with money to spend.

"'So it seems to us in the AFL-CIO that the vital issue, the chief among equals, is jobs.'

"He recalled labor's long legislative fight for equal opportunity laws. He pointed out that equal opportunity was written into the AFL-CIO constitution and was supported time after time by convention and Executive Council action.

"He insisted that equal opportunity be put in law, and that the law be applied to both employers and to unions.

"Mr. Meany told Congress, 'We need the force of law to carry out our own principles.' We need it, he said, 'primarily because the labor movement is not what its enemies say it is—a monolithic dictatorial centralized body that imposes its will on the helpless dues payers. We operate in a democratic way, and we cannot dictate even in a good cause. So we need a federal law to help us do what we want to do—mop up those areas of discrimination that still persist in our own ranks.'

"Before Title VII took effect, President Meany called a meeting of the nation's civil rights leaders and all the presidents of the AFL-CIO unions and saw to it that everybody understood the law. He called on all of the unions to appoint senior staff members to work with the AFL-CIO Civil Rights Department, the Equal Employment Opportunity Commissions and the Fair Employment Practice Commission to work out compliance procedures. He lent Walter Davis, a civil rights staff member and now the director of the AFL-CIO Department of Education, to the EEOC to hire and train its regional staff and develop guidelines and procedures for action.

AFL-CIO and the EEOC

"The AFL-CIO worked very closely and effectively with the EEOC during its first 18 months. We were notified promptly of every complaint involving one of our unions so that our internal compliance machinery could swing into action. And our machinery was effective.

"In recent years that has not been so. The EEOC has not taken the trouble to let us know what complaints there are. It has made little or no effort to seek voluntary compliance or conciliate differences. It has simply gone to court and filed suit, dragging out for months matters that might have been resolved in minutes through our collective bargaining process.

"The EEOC has a new chairman and the nation has a new President and it is our hope that this situation will improve.

We are committed as strongly today to equal opportunity as we were when we fought to have Title VII enacted. We are aware that there are still pockets of resistance in our own ranks, and we want to work with the EEOC, as we did in the first 18 months, to rectify that.

Affirmative Action Efforts

"Meanwhile, the AFL-CIO and its unions have taken a great many other steps to take affirmative action to end discrimination. 'Affirmative action' simply means that you not only stop keeping people out, but you try to get them in.

"Because of the Outreach Programs we have developed, working with the Labor Department and employers, 40,000 black apprentices and journeymen are building new careers in the building trades bringing millions of dollars into the minority communities. There are 120 separate Outreach Programs under way, and more are coming.

"But Outreach isn't the only effort we are making. Similar programs, formal and informal, are going on all across the country, in all of our unions.

"Since the Civil Rights Act was passed, there has been a real upgrading of blacks and other minorities in the world of work, just as in education.

"In 1960, 58 percent of all employed blacks held jobs in low-income occupations such as laborers, farmhands and service workers. In 1973, the percentage of blacks in these jobs was down to 37.8 percent, while 62.2 percent were white-collar workers and skilled or semiskilled workers.

"Between 1960 and 1972, average incomes of blacks working in the northern states doubled, and southern incomes climbed 170 percent. That sounds a lot more dramatic than it really was, because these incomes were rising from a very low base. In 1972 the median family income of southern blacks was still only 55 percent of that of whites, and in the north it was 72 percent.

"For blacks trying to improve their incomes, the union has been the biggest and most important factor.

"Blacks who belong to unions have higher incomes and smaller black-white differentials than non-union blacks.

"In 1970 the median earnings of black men who belonged to unions and worked the year around were \$7,732, or 83 percent of the earnings of white union mem-

bers. For non-union blacks median earnings were \$5,906, or 62 percent of their white counterparts.

"Young blacks, with better education, higher skills and a better start in life, have a much lower black-white gap than older people, for the youngsters moving into the organized skilled trades, there is no gap at all.

"But all of this applies only to those lucky enough to have jobs, and far too many Americans, black and white, have no jobs.

Jobs Are the Key to Equality

"America has not made nearly as much progress toward implementing the Civil Rights Act as it should have, and the reason is not that whites have resisted or that blacks have not seized their opportunities, but simply that there are not enough jobs.

"The unemployment rate has doubled in the last few years, and today the black unemployment rate is double that of whites.

"What Mr. Meany told Congress back in 1963, that jobs are the key to equality, is as true today as it was then.

"This is the message that the AFL-CIO is sending to the new Administration and the Congress. To build a better society, to make equal rights a fact, to achieve the security, stability and progress this country yearns for, the first priority is to get America and its people back to work.

"With that, I want to thank Jack Henning and Al Gruhn for inviting me here. It is a pleasure to see so many of you here.

"Thank you very much."

C. L. Dellums Introduced

Following Director Pollard's address, Chairman Gruhn noted the presence of C. L. Dellums, Vice President of the National AFL-CIO.

"Delegates, during the course of Bill Pollard's comments he mentioned one of our own from California who has risen to high position in the labor movement in the United States. He has served for many years as a member of our Resolutions Committee and as a delegate to our conventions. He was recently elected to take the place of A. Philip Randolph on the Executive Council as one of the vice presidents of the National AFL-CIO."

Introduction of CHARLES BRADFORD

**Assistant Director
Human Resources Development Institute
AFL-CIO**

Chairman Gruhn next presented Assistant Director Charles Bradford to the Convention.

"Now it is a pleasure for me to present to you Charles E. Bradford. He has been active in the labor movement since 1950 and during this time he served in various leadership positions in the International Association of Machinists and Aerospace Workers. He has been a trustee, vice president and president of Local Lodge 41 of District 9. He has also served as a delegate to the St. Louis Labor Council and the Missouri State Labor Council Convention. He was elected by the AFL-CIO Human Resources Development Institute as one of its first area manpower representatives in December of 1968 and in this capacity he served in the St. Louis area. In July of 1970 he was appointed by HRDI as Regional Director for the Midwest, responsible for the operation of the HRDI program in seven states. Currently Brother Bradford is the Assistant Director for Program Development Evaluation and Training in the Washington, D.C. headquarters of the National AFL-CIO Human Resources Development Institute.

"It is a pleasure to present to you Charlie Bradford."

ADDRESS

Assistant Director Bradford then addressed the Convention:

"Brother Chairman, Ladies and Gentlemen, Brothers and Sisters, I am privileged to bring you the fraternal greetings of the Human Resources Development Institute of the AFL-CIO and the best wishes of President Julius Rothman on the occasion of this California Labor Federation Convention. Usually when I have the opportunity to address a convention, I like to talk about HRDI and how it is accomplishing its goals for organized labor. I like to tell of all the jobs we have developed for the poor, or talk about our veterans' assistance program that is based here in the San Francisco Bay Area. I enjoy telling about our prison programs and the hundreds of ex-prisoners we have assisted through the labor movement to become productive citizens again; or tell of the many programs for the poor we have developed through local

unions throughout the United States. But I think there is a more important issue which you face that I would prefer discussing this morning.

"This convention is faced with many issues and problems, some popular and familiar, like the issue of supporting political candidates, what positions to take on state or local issues, and issues such as OSHA and job safety. But what I would like to discuss with you for a few minutes is the issue of manpower programs; the issue you dealt with in Resolution No. 72, and what that resolution should mean, or can mean to you in California. Millions of tax dollars, thousands of America's poor, and union jobs and working conditions are affected by these programs, and we should be concerned about them.

"Millions of manpower dollars are coming into your state to develop jobs and training programs. Now this is nothing new. For years California has been receiving funds for training programs, and for years labor in this state has been involved and supported these types of programs. In fact, many labor unions have actually been program operators, in an effort to play a more important role in assisting the disadvantaged and unemployed. But there is something new about manpower programs. Now there is something different, and that difference is how the funds are controlled and who controls the funds for these programs and who monitors them. I'm sure many of us are familiar with the categorical manpower programs of the past that were created by MDTA—the Economic Opportunity Act or the Emergency Employment Act, but that's what they are—programs of the past. No longer do these programs exist

Comprehensive Employment and Training Act of 1973

"No longer do these programs exist as we knew them; no longer are they controlled as they were. For now there is a new law, and it's called the Comprehensive Employment and Training Act of 1973, or CETA, as we call it. And with CETA came a whole new concept of how the manpower policy of this country would be implemented. And with CETA came two new terms—Decentralization and Decategorization. And what does this mean? It very simply means that no longer will there be the categorical programs, as we knew them, and no longer will there be the tight federal control to monitor and oversee these programs to attempt to assure we were getting our tax dollars' worth. The new concept is to let the pro-

grams be designed and sponsored, and monitored at the local level. Now there's nothing wrong with that. The American labor movement has long been in favor of specific grants-in-aid that would help states and local communities, but not with no strings attached. But CETA has changed the control and operation of these programs. CETA legislates that your governor or your mayor should be that prime sponsor and be the recipient of the funds.

"To help him plan and monitor and evaluate these programs, CETA legislates that the prime sponsor should have an advisory council to assist him. On that council should sit members who are representatives of the community, members such as organized labor.

"Now the law indicates a role for organized labor, a way for us to protect our vested interest. But the question I raise is: Have we accepted our role? Are we involved in protecting our vested interests, our membership, our jobs and our working conditions?

Plans to Spend Federal Money

"For some months the Governor and the mayors of California have been preparing their plans on how they will spend the federal money that will be allocated to this state. They have been preparing plans to spend approximately \$170 million.

One hundred and seventy million dollars is scheduled to be allocated to develop jobs and training programs to be operated in the State of California. Perhaps this may seem like a large sum coming to your state for manpower programs and you might be concerned as to how it will be spent, and you should be concerned. Because most local governments consider this a form of revenue-sharing controlled by them. But we in organized labor don't think that they always spend our money as wisely as it should be spent.

"The AFL-CIO has long been opposed to revenue-sharing with no strings attached, and for good reason. For we are currently experiencing a revenue-sharing program now that is far from meeting the goals for which it was intended.

"Reports indicate that instead of local politicians using the funds to help solve a wide range of social problems, the funds are being used to supplant local funds instead of supplementing them. There have even been instances of the funds being used to build swimming pools or golf courses. Very small portions have been spent for programs to help the handi-

capped, for needy children, to assist the elderly and the poor.

"Now, general revenue-sharing is different legislation from CETA; but it has some basic similarity. It is controlled by the local government. The money was given to the local government with practically no strings attached, and the reports so far are not too favorable. The idea was that the local politicians were to be responsive to the community. But were they? Did the community ever really know they had the money, particularly the poor community?

California Revenue-Sharing Funds

"For example, the general revenue-sharing funds that have come to California to date and are to be shared in 1974 are over one and one-half billion dollars. Are you aware of that?

"I did not say 'million'. I said: 'one and one-half billion dollars.' Do you know how that money was spent? Do you know how it is being spent? Did your local politicians build swimming pools or golf courses with it? Or did they use it for social programs, as it was intended?

"And what about the \$170 million for manpower programs? How is local government going to spend this money?

"These are programs that will directly affect the labor movement because these funds will be used to develop training programs that will lead to jobs. But what kinds of jobs? Will the money be used to subsidize non-union employers, which will in turn create unfair competition for union jobs? Will they be programs that will subvert the wages and working conditions you have fought so hard to build up here in California?

"Part of this money is designated for public employment programs, the creation of jobs in the public sector. But what kind of jobs are being developed? Are they jobs in areas that have collective bargaining agreements? They can be.

"Are the funds being used to call back laid-off union employees? They could be.

"Are the unions being notified about the plan when local government develops jobs in areas where there are collective bargaining agreements? Are they notifying us? They are supposed to.

"What kinds of programs are they? How are they being developed? How are they being monitored? And how are union tax dollars being used?

"There is only one way to find out, and that is to be involved.

Labor Active on Local Level

"No longer is there the strict federal control from Washington. It's a new ball game, and it's your ball game and it's being played in your back yard. The money is given to the local government, the planning is done locally, the monitoring is done locally. If organized labor isn't involved locally then organized labor isn't in the game. If organized labor does not have its representatives on the local planning councils, then \$170 million will be spent in California without any input from organized labor.

"We must become involved. We must play a role in manpower planning. If we don't, local government will spend that money as it sees fit. And that isn't always in the best interests of the community or in the best interests of organized labor. We think this is an important issue, and the HRDI stands prepared to assist you.

"When the Executive Council created the HRDI, it was for the express purpose of assisting unions to become more involved in manpower training programs and to assist in the planning of these programs. This is what we have done and what we are still doing. We are prepared to provide whatever technical assistance you may need to effectively involve yourself in these manpower programs, to involve yourself in local manpower planning.

"In conclusion, I only wish to say that I hope the issue I have raised causes you to feel concerned, for this is a matter that not only affects us in the trade union movement but it affects our whole community. And we offer HRDI's support to you to help you determine what course organized labor thinks the local manpower policy of California should take and how that money should be spent.

"We hope you follow through on Resolution No. 72.

"Thank you very much."

Report of Executive Council on Consolidation of California Labor Council on Political Education into California Labor Federation, AFL-CIO

Chairman Gruhn thanked Assistant Director Bradford for his address to the delegates and then called on Secretary-Treasurer Henning for the Report of the Executive Council on Consolidation of California Labor Council on Political Education into California Labor Federation, AFL-CIO.

The full text of the Executive Council's report on consolidation of the two bodies follows:

REPORT OF EXECUTIVE COUNCIL

At the meeting of the Executive Council of the AFL-CIO on February 26, 1973, Rules Governing Committees on Political Education of State and Local Central Bodies were adopted. These rules prescribed the basic structure and operation of State and Local Committees on Political Education and supersede any existing rules and regulations. The brief description of the rules provided in part as follows:

"2. The rules eliminate the 'dual' structure followed in two states and a substantial number of Local Central Bodies in other states. That is to say, separate delegates, separate affiliations and separate per capita have been eliminated. COPE is a standing committee of the State or Local Central Body and is not to be 'a delegate body.' Earmarking of per capita tax for COPE will be retained where the Central Body's constitution so provides."

One of the two states in question was the State of California. However, because of the difficulties and expense of convening a special convention of both the California Labor Council on Political Education and the California Labor Federation, AFL-CIO, at the request of Executive Secretary-Treasurer John F. Henning the national office of the AFL-CIO granted permission to delay implementation of the rules until August, 1974.

At the quarterly meeting of the Executive Council of the California Labor Federation, AFL-CIO, June 12-13, 1974, in Los Angeles, a motion was duly made, seconded and carried to appoint a committee consisting of the President, Executive Secretary-Treasurer and three members of the Executive Council to meet with a similar committee of the California Labor Council on Political Education jointly to meet and agree upon the consolidation of the California Labor Council on Political Education into the Federation in accordance with the directives of the AFL-CIO. The members of the Executive Council appointed to the committee were Messrs. Small, Weisberger and Groulx. At the meet-

ing of the Executive Council of the California Labor Council on Political Education on June 13, 1974 in Los Angeles, a motion was duly made, seconded and carried to appoint a committee consisting of the President, Executive Secretary-Treasurer and three members of the Executive Council to meet with a similar committee of the California Labor Federation, AFL-CIO, jointly to meet and agree upon the consolidation of the California Labor Council on Political Education into the Federation in accordance with the directives of the AFL-CIO. The members of the Executive Council appointed to the committee were Messrs. Small, Groulx and Arywitz.

The Joint Committees created by the California Labor Federation, AFL-CIO and the California Labor Council on Political Education met in San Francisco in the offices of the Federation on Wednesday, July 31, 1974 from 10:00 A.M. to 3:00 P.M.

Present at this meeting were all members of each of the committees as well as General Counsel Charles P. Scully.

The Joint Committees submitted their unanimous report to both the Executive Council of the California Labor Federation, AFL-CIO, and to the Executive Council of the California Labor Council on Political Education.

The Executive Councils adopted the Joint Committees' report with various changes and the Executive Council submits as its report the report of the Joint Committees as so modified, as follows:

1. AMENDMENTS TO CONSTITUTION OF CALIFORNIA LABOR FEDERATION, AFL-CIO

(1) Section 1(a) of Article VII - Powers and Duties of the Secretary-Treasurer - page 19 - is amended by inserting prior to the period the words "and to also act as the Director of COPE."

(2) A new Section 7, page 25, is added to Article IX - Executive Council - and Sections 7 through 12 are renumbered.

The new Section 7 shall read as follows:

"Section 7. No elected or appointed officer of the Federation shall endorse or support any candidate for political office who is running for office in opposition to a political candidate endorsed by the Federation in convention or by the Executive Council, except under the following circumstances: Any Federation officer who is opposed to the endorsement of a candidate by the Federation shall so inform the convention or Executive Coun-

cil, at the time of the endorsement. Any officer of the Federation endorsing a candidate for political office contrary to the Federation's endorsement shall not be permitted to use his official title as an officer of the Federation in making such endorsement. If his title as an officer of the Federation is used without his consent, he will then issue a signed statement to the involved press, radio, political committee, and any other organization, denying the endorsement as an officer of the Federation, and shall furnish a notarized copy of his denial statement to the Secretary-Treasurer of the Federation, with his written permission for the use of such statement."

(3) The renumbered Section 8 of Article IX, page 25, is amended by striking in the first line the word "The" and inserting the following:

"Except as provided in Section 7 of this Article, the"
and on page 26 in line eight by striking "28" and inserting "27".

(4) Section 1 of Article XIII — Revenues — page 31 — is deleted and the following is inserted:

"Section 1. The revenues of the Federation shall be derived as follows:

(a) From each affiliated union (other than those mentioned under subdivision (b) of this section) per capita payment of 15¢ per month upon the full paid-up membership in California of the affiliated union. The number of members upon which per capita payment shall be paid shall be the number of members from whom regular monthly dues payments are received during the preceding month by the affiliated union. Partial or token affiliation shall not be accepted.

"From these payments 10¢ per month shall accrue to the General Fund and 5¢ per month shall accrue to the fund for the Standing Committee on Political Education. These funds shall be segregated and maintained and accounted for separately. All activities applicable to these respective funds and the expenses with respect to them shall be separately debited against each respective separate fund and separately accounted for.

(b) From each local central body, joint board, and other similar bodies and councils affiliated under the provisions of subdivision (b) and (c) of Section 1, Article III, \$2.00 a month, one dollar of which shall accrue to the General Fund and one dollar of which shall accrue to the fund for the Standing Committee on Political Education in accordance with the provisions of subsection (a) of this Section 1."

(5) Section 2 of Article XV — Conventions — A. General — page 34 — is amended to read as follows:

"Section 2(a). The Federation shall meet as determined by the Executive Council in a Special Preprimary Election Convention for the sole purpose of the consideration of endorsement of candidates and statewide propositions; provided the date of such convention must be subsequent to the closing date for the filing of candidates for offices for such election.

(b) The Federation shall meet in Regular Biennial Convention convening on the third Monday in August of every even-numbered year at such a place as the preceding convention shall have selected. A separate part of such convention shall be devoted to a Pre-General Election Convention, the business of which shall be confined solely to the consideration of endorsement of candidates and statewide propositions.

(c) If in the city selected for the Regular Biennial Convention, the hotel, restaurant, or other necessary convention facilities, are inadequate or unsatisfactory, or if other good cause is found to exist, the Executive Council is authorized to select another convention city and/or change the convention date."

(6) Section 3 of Article XV — Conventions — B. Representation — page 38 — is amended as follows:

(a) In the second paragraph of subsection (a) lines 16 and 17, the words "one hundred ninety-two cents" are stricken and the words "three hundred and sixty cents" inserted;

(b) the third paragraph of subsection (a) is stricken in its entirety and the following inserted:

"Such changes in per capita tax adopted at the 1974 Biennial Convention are to be effective commencing with the month of October, 1974. If at the time of the holding of the next convention less than 24 months at the 15¢ per capita have elapsed as of the computation date, the missing months shall be computed at the 8¢ rate to insure full representation at such convention."

(7) Section 1 of Article XV — Conventions — D. Resolutions — page 42 — is amended by adding at the end a new paragraph reading as follows:

"No resolutions may be introduced at the Special Preprimary Election Convention called solely for the consideration of endorsements of candidates and statewide measures."

(8) Section 1 of Article XV — Conventions — E. Committees — pages 43 — is amended by inserting in line three after the word "regular" the words "Biennial and the Special Preprimary Election".

(9) Section 2 of Article XV — Conventions — E. Committees — page 43 — is amended

by inserting in line three after the word "regular" the word "biennial".

(10). Section 2 of Article XV — Conventions — E. Committees — page 44 — is amended by adding a new second paragraph to read:

"Subject to the provisions of Article VI, Section 1(i) herein, ten days prior to the assembling of the Special Preprimary Election Convention, the President shall appoint committees on Rules and Order of Business and such other committees as may be required, the members of which shall be reimbursed for expenses in an amount determined by the Executive Council. These committees shall act in the same manner as specified under Section 2, E. Committees, of this Article."

(11) There is added to Article XV at page 44 the following:

"F. Political Recommendations and Endorsements.

Section 1. It shall be the exclusive right of the Executive Council to recommend to the Special Preprimary Election Convention and to the Pre-General Election Convention for the consideration of endorsement of candidates for all of the following offices:

United States Senators
State Governor
State Lieutenant Governor
Secretary of State of California
State Controller
State Treasurer
State Attorney General
Superintendent of Public Instruction

Justices of the California Supreme Court and the California Court of Appeal.

"Section 2. It shall be the exclusive right of the various Central Labor Bodies of the AFL-CIO duly established in specified areas of the State of California to recommend to the Executive Council for endorsement by the convention in accordance with the Rules Governing Committees on Political Education of State and Local Central Bodies and in accordance with the Constitution of the Federation and By-Laws adopted thereunder, candidates for the Congress of the United States, the State Board of Equalization, and for the State Senate and State Assembly in such areas; provided, however, if any such candidate is running for office from an area embracing at least in part an area covered by more than one Central Labor Body, it shall be the duty of the Central Labor Bodies in that area to meet and confer and jointly to recommend to the Executive Council for endorsement by the convention and no recommendation as to any such candidate may be made to the Executive Council in any such case by any of the individual Central Labor Bodies involved.

"Any recommendation as to any such

candidate shall be concurred in by the Executive Council and recommended to the convention for endorsement, unless two-thirds of said Executive Council reject such recommendation. In the event of such rejection, the Executive Council shall have the exclusive right to recommend a candidate for endorsement for such office to the convention.

"Section 3. No affiliated organization may endorse any candidate for any of the offices mentioned in Section 1 of this Article.

"Section 4. No recommendation may be presented from the floor of the convention for action on any office unless the recommended action concerning such office has already been rejected by convention action.

"Section 5. With respect to convention action, all endorsements shall be by at least a two-thirds majority vote of the delegates present and voting, in accordance with the per capita formula specified in this Constitution.

"Section 6. The President and the Secretary-Treasurer jointly shall designate an advisory group, composed of not more than eighteen individuals to sit with the Executive Council as an interviewing committee for the purpose of recommending to the Executive Council."

(12) Section 1 of Article XIX — Political Action — of the California Labor Federation, AFL-CIO, Constitution — page 46, be deleted in its entirety and the following inserted:

"Section 1. There shall be a Standing Committee on Political Education of the Federation which shall be responsible to the Executive Council of the Federation. Any action undertaken by such committee shall be governed by the applicable provisions of the Constitution of the AFL-CIO, by the Rules Governing Committees on Political Education of State and Central Bodies and by the Constitution and By-Laws of the Federation. The Committee on Political Education shall be composed of the officers of the Federation and of the members of the Executive Council, herein elsewhere referred to as the 'Executive Council'.

"Section 2. Any member who disagrees with the Federation endorsement of state candidates or statewide measures may make a written request to the Secretary-Treasurer, prior to October 30 of the given election year, to refund to his union that portion of his per capita tax which has been allocated to the Committee on Political Education, not to exceed the prior 24 months. Upon receipt of such written request, the Secretary-Treasurer shall make such refund."

II. PROCEDURES

The Executive Council has authorized the execution and recommends to the convention the adoption of the agreement herebefore reached by the Executive Councils for the purpose of the reorganization of COPE. That agreement is attached hereto as Exhibit "A" and incorporated herein by reference.

III. NO REFERRAL TO COMMITTEE

The Executive Council further recommends that this report be submitted directly to the conventions for consideration and action without referral to any Standing Committee or Special Committee of either of the conventions.

IV. ADMINISTRATIVE LETTER

Since the Rules Governing Committees on Political Education of the State and Local Central Bodies are structured for organizations in which the chief executive is the President, the Executive Council recommends a letter be written to President George Meany requesting that for the purposes of these Rules, the Executive Secretary-Treasurer of the Federation is the chief executive officer.

V. SUBSEQUENT AMENDMENTS

The Executive Council finally recommends that, since the amended Constitution of the Federation must be submitted to President Meany of the AFL-CIO for review and approval, the convention confer upon the officers and incoming members of the Executive Council of the California Labor Federation, AFL-CIO, the power and authority to make any additional changes to the Constitution in accordance with the directives of President Meany without the necessity of calling a special convention of the Federation and such Constitution as finally amended and approved by President Meany of the AFL-CIO shall be in full force and effect from the date of approval, subject only to a report from the Executive Council to the next biennial convention of the Federation.

Dated: August 16, 1974

EXECUTIVE COUNCIL
CALIFORNIA LABOR FEDERATION,
AFL-CIO

By /s/ John F. Henning
JOHN F. HENNING
EXECUTIVE SECRETARY-TREASURER

EXHIBIT "A"

AGREEMENT

Pursuant to the instructions of the AFL-CIO and in accordance with the Rules Governing AFL-CIO State Central Bodies, the California Labor Council on Political Education and the California Labor Federation, AFL-CIO, agree as follows:

I

By convention action in San Diego, California, convening on August 22, 1974, the California Labor Council on Political Education will terminate its existence and all its rights, powers, duties, assets and liabilities and contractual obligations will be transferred to and expressly and freely assumed by the California Labor Federation, AFL-CIO, upon the appropriate amendments to Article XIX of the Constitution of the Federation being adopted transferring political action from the California Labor Council on Political Education to the Standing Committee on Political Education of the California Labor Federation, AFL-CIO.

II

(1) The California Labor Federation, AFL-CIO, shall succeed to all the rights, powers, duties, assets and liabilities and contractual obligations of the California Labor Council on Political Education and shall assume all of such rights, powers, duties, assets and liabilities and contractual obligations.

(2) On the effective date of this Agreement, all the property, real, personal and mixed, and all right, title and interest either legal or equitable in any monies, funds or properties, tangible or intangible of the California Labor Council on Political Education and debts shall be transferred to and vested in the California Labor Federation, AFL-CIO.

(3) The respective organizations agree by escrow instructions or otherwise, to execute the appropriate documents transferring the property into the name of the California Labor Federation, AFL-CIO. The present executive officers and the present members of the Executive Council of each body shall be empowered and required to and shall from time to time after the effective date of the termination, execute and deliver or cause to be executed and delivered, upon request of the California Labor Federation, AFL-CIO, all such authorizations or other instruments as may be deemed necessary or desirable in order to confirm the right and title of the California Labor Federation, AFL-CIO, to the property, rights and privileges in this Agreement referred to, and shall take such further action as may be requested for such purpose.

(4) An audit of a reputable certified public accountant to the closest possible date feasible prior to the convening of the Convention of the California Labor Council on Political Education indicating the condition of that organization shall be made.

(5) Such audit shall be accompanied by a certificate indicating the absence of any unrevealed or undisclosed liabilities of any type.

(6) A final audit shall be prepared and submitted to the Federation after all of the details herein provided have been completed.

III

(1) This Agreement shall be submitted to the Executive Council of the California Labor Council on Political Education and to the Executive Council of the California Labor Federation, AFL-CIO, for approval.

(2) Upon approval by the respective Executive Councils this Agreement shall be submitted to the respective conventions of the two bodies, meeting in San Diego, California, during the month of August, 1974, for approval.

This Agreement is made this 16th day of August, 1974, to be effective upon approval by convention action by both the California Labor Council on Political Education and the California Labor Federation, AFL-CIO.

CALIFORNIA LABOR COUNCIL ON POLITICAL EDUCATION

By /s/ John F. Henning
JOHN F. HENNING
EXECUTIVE SECRETARY-TREASURER

By /s/ Albin J. Gruhn
ALBIN J. GRUHN
PRESIDENT

CALIFORNIA LABOR FEDERATION, AFL-CIO

By /s/ John F. Henning
JOHN F. HENNING
EXECUTIVE SECRETARY-TREASURER

By /s/ Albin J. Gruhn
ALBIN J. GRUHN
PRESIDENT

Report Approved

Secretary-Treasurer Henning proceeded to summarize the report, the printed copies of which had been distributed to all the delegates.

Having completed a summary explanation of the Executive Council's Report, Secretary-Treasurer Henning moved adoption of the report as a whole.

The motion was seconded.

Delegate Warren Greer (Marine Ship-

building Workers No. 9, Wilmington) discussed the matter of per capita payments and Secretary-Treasurer Henning responded to Delegate Greer's comments.

Delegate Gunnar B. Benonys (Carpenters and Joiners No. 36, Oakland) spoke in support of adopting the Executive Council's report.

The motion to adopt the Executive Council's report as a whole was carried.

Here followed miscellaneous announcements.

Recognition of and Thanks to Sergeants-at-Arms

Secretary-Treasurer Henning next thanked the Sergeants-at-Arms. "Mr. Chairman and delegates, I'd like to read out the names of the Sergeants-at-Arms who served the Convention.

"We want to thank them especially for their excellent work."

Secretary-Treasurer Henning then read the list of the Sergeants-at-Arms.

George E. Jenkins, Chief Sergeant-at-Arms, Laborers No. 297; T. A. Anderson, Dining Car Cooks & Waiters No. 456; W. J. Billingsley, Hod Carriers & Common Laborers No. 73; Harold Edwards, Operating Engineers No. 12; Herman Eimers, Building Service Employees No. 87; A. Escobedo, Rubber Workers No. 100; Fred C. Felix, Miscellaneous Restaurant Employees No. 440; David Fishman, District Council of Painters No. 36; Tom Nugent, Marine Cooks & Stewards; George Williamson, Sailors Union of the Pacific; Abel Silva, Hod Carriers No. 166; James Bracisco, Cooks Union No. 44.

INSTALLATION OF OFFICERS

Chairman Gruhn next called on C. T. McDonough, a former Vice President of the California Labor Federation, for the installation of newly-elected officers for the ensuing term.

Delegate McDonough (Cooks No. 44, San Francisco) spoke as follows:

"Will you raise your right hands and repeat after me this pledge, to be given to the newly-installed officers:"

Delegate McDonough instructed the officers to use their name where he used his own.

"I, C. T. McDonough, hereby pledge upon my most sacred honor that I will faithfully perform the duties of my office to the best of my ability, will uphold the Constitution of the California Labor Federation, AFL-CIO, and the decisions of

the conventions and the Constitution of the AFL-CIO and the rules governing state and central bodies.

"Will the President please come forward?"

Presentation of Gavel

Delegate McDonough continued:

"Mr. President, I now present you with the gavel of authority. Use it with firmness and impartiality, and success will crown your efforts."

Chairman Gruhn received the gavel and expressed his thanks. "Delegates, I wish to again express my deep appreciation to each and every one of you for your wonderful support and for the businesslike manner in which we were able to conduct this Convention. We were able to proceed through the great amount of work that had to be done not only through the efforts of your officers here and your chairman, but through the interest and attention and the work of all the delegates on the Convention floor. We are all one part of a great team here in the State of California!

"Thank you very much!"

Membership Report Presented

Chairman Gruhn called on Secretary-Treasurer Henning to present the report of per capita paid membership.

Secretary-Treasurer Henning then

stated:

"Mr. Chairman and delegates, for the record and for the proceedings I present the report of per capita paid membership as of May 1, 1974."

Closing Remarks

JOHN F. HENNING

Executive Secretary-Treasurer

"In closing, I wish to thank all of you in the name of the officers and the Executive Council. This has been a historic convention inasmuch as it has brought about the consolidation of the political action movement with the basic trade union structure, the economic structure.

"The future is before us. We have the dedication, we have the membership, we have the apparatus. All we need is your will to make it work.

"Thank you."

ADJOURNMENT

There being no further business, Chairman Gruhn called upon Secretary-Treasurer Henning who moved that the Convention be adjourned sine die.

The motion was seconded and carried.

Whereupon, at the hour of 11:10 a.m. the Tenth Convention of the California Labor Federation, AFL-CIO, was concluded.

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California Labor Federation, AFL-CIO

*Labor actions are founded on membership attitudes and principles.
To the end of shaping such attitudes and stating such principles, the Executive
Council presents the following policy statements to the 1974 convention.*

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

The nation's economy is caught in a most uncommon trap with workers' buying power declining and dangerous unemployment levels co-existing with stampeding inflation and historic profits.

There is a desperate need for Presidential leadership and Congressional action providing decent jobs at decent wages to all. A national commitment to full employment calls for expansionary monetary and fiscal policies, major aid to housing and community facilities, low interest rates, curtailing the export of jobs and scarce resources, public works and public service employment programs.

Taxes from excess profits and loophole-closing can yield \$30 billion in revenue for these purposes.

California must float a major bond issue particularly for critically needed programs such as housing and sewage treatment facilities to protect the environment.

Adopted, p. 27.

II TAXATION

All pretenses of tax justice were mocked by Nixon's gross tax delinquency.

We urge President Ford to discard the regressive tax principles of the Nixon Administration and work for tax justice for all citizens.

To restore progressive taxation principles, we oppose preferential treatment of income sources for the wealthy and foreign investment subsidies.

The Nixon Administration's regressive "value-added" tax proposal and its inflationary taxation of workers would have led to economic imbalance and reduced investment in public works.

Repealing such federal and state loopholes and imposition of an excessive profits tax could release billions of dollars to help meet and solve the nation's critical domestic problems.

Adopted, p. 28.

III FOREIGN POLICY

The efforts of a discredited Nixon to divert attention from Watergate by grandstand "negotiation" abroad were deplorable. The dangers of such opportunistic bargaining for partisan political advantage were dramatically illustrated by his arbitrary proliferation of nuclear capability into the Middle East.

To strengthen the prospect for world peace, freedom and economic security, we reiterate our support for a strong NATO, Israel and the United Nations. We urge curbing the export of jobs and strategic technology and demand a stop to the use of alien labor as strikebreakers.

We demand that any detente be detente with freedom.

Adopted, p. 28.

IV UNEMPLOYMENT INSURANCE

California's unemployment insurance system leaves much to be desired despite recent major improvements. The legislature must increase weekly benefits, permanently extend eligibility to 39 weeks, and grant coverage to all. Taxable wage bases must be increased, trade dispute disqualifications eliminated, and tips included in computing benefits.

Adopted, p. 28.

V UNEMPLOYMENT DISABILITY INSURANCE

State unemployment disability benefits should be increased and pregnancy should be covered.

Adopted, p. 28.

VI WORKMEN'S COMPENSATION

Legislation modeled on the federal Williams-Javits bill is needed to provide major benefit increases for temporary and permanent disabilities, coverage for domestic workers, free choice of physicians, and greater death benefits to widows, widowers, and their children.

Adopted, p. 30.

VII WOMEN

It is the obligation of organized labor to insure the maximum unionization and voter participation by working women to quickly realize full and equal social, economic and legal protection. We pledge full support to efforts at organizing female-intensive industries and efforts to win equality of treatment for women at the legislative, administrative and collective bargaining levels.

Adopted, p. 30.

VIII SOCIAL SECURITY

The deplorable condition of the aged and disabled demands that the Social Security benefits undergo substantial improvements. We urge heavy reliance upon general revenues through a more progressive tax system to achieve these ends.

Adopted, p. 32.

IX HEALTH CARE

Overwhelming congressional support for a national health insurance system may be undercut by passage of a watered down measure benefitting insurance companies and the AMA. We endorse the Griffiths-Corman bill providing universal coverage, high quality care, encouragement of health maintenance organizations, and no means tests, deductibles or co-insurance.

Adopted, p. 32.

X WELFARE

Welfare reform must begin with programs for full employment, upgraded and comprehensive unemployment insurance coverage, decent wages, adequate child care facilities, food stamps for all in need, and other supportive services.

Adopted, p. 32.

XI CONSUMER PROTECTION

As consumer frauds water down our bargaining and legislative gains, a federal Consumers Protection Agency and state Utility Consumers Council could greatly strengthen governmental watchdog functions.

We must eliminate usurious interest rates, misleading advertising, insurance gouging, household goods moving industry violations, auto "deficiency judgments," and utility advertising charges to rate-payers.

We call for honest labeling, stronger warranties, "no-fault" auto insurance and Spanish-language sales contracts.

Adopted, p. 32.

XII LABOR LEGISLATION

California must permit free collective bargaining elections for all, establish a \$2.50 an hour minimum wage, provide proper IWC worker representation, and adequately fund the Department of Industrial Relations

Vicious interstate competition promoted by NLRA right-to-work provisions must be repealed and situs picketing legislation enacted.

Adopted as amended, p. 33.

XIII AGRICULTURAL LABOR

Legislators' apathy regarding farm workers stems from their relative indifference to minorities and agribusiness influence. Correcting past and present injustices requires full coverage for farm workers in terms of their rights to collective bargaining, unemployment insurance, minimum wage

and related rights enjoyed by most other U.S. workers. Equality under the law demands protection from the tacit encouragement which was given by the Nixon Administration to the increasing use of illegal scab labor.

The National AFL-CIO sanctioned boycott against head lettuce and table grapes not picked by the United Farm Workers of America, AFL-CIO, demands our wholehearted support.

Adopted, p. 33.

XIV CIVIL RIGHTS

Growing minority anger is directly linked to aggravated unemployment, inflation, deteriorated housing and inadequate educational opportunities. We can solve such problems for all by uniting in the broader community just as black, brown and white workers do in dealing with their employers. Full employment remains the most certain short-range solution.

Our priceless civil liberties' tradition has been under severe Administration attack. We must be as vigilant in this area as we are in collective bargaining crises.

Adopted, p. 42.

XV HOUSING

Housing starts under the Nixon Administration were at their lowest level since 1967. With mortgage interest rates totally out of low-and middle-income reach, we need a comprehensive national housing strategy to deal with speculation and an antiquated housing delivery system. Proposition 15 must be approved by the voters to expand low cost public housing.

Adopted, p. 56.

XVI EDUCATION

America's tradition of free quality education is in danger of serious deterioration due to continued reliance upon regressive local tax policies and insufficient federal funding.

We can prevent further rigid class stratification through our schools by greater federal and state aid to education, tax equalization and a return to California's tuition-free university tradition. Our urgent need for better vocational education must not trap us into accepting Administration proposals that would convert our schools into job training institutions at the expense of forfeiting higher education options for workers' children.

Adopted, p. 56.

XVII ECOLOGY

A realistic middle ground must be found between "no growth" environmental elitism and the profit drive of industry. Workers are most affected by congestion and pollution on and off the job. They are even more the victims of unemployment, shabby and expensive housing, and policies that would lock them into dilapidated neighborhoods if environmental extremists have their way.

Environmental reform can succeed only if it is integrated into economic and social reform. We pledge full cooperation to all efforts at greater understanding of the problems by all segments of the community.

Adopted, p. 60.

XVIII ENERGY

Outrageous oil profits have derived from sky-high fuel prices and monopoly practices. To curtail such profiteering, we support an excess profits tax, more effective public utility regulation, the pooling of utilities for maximum power generation, public rate hearings, and the expansion and conservation of present energy sources.

We firmly oppose natural gas de-regulation, monopoly practices, endangering the environment, foreign oil subsidies and depletion allowances.

Adopted, p. 60.

XIX RECLAMATION LAW

Exploitation of California's land and water resources by special interests groups must be halted by full enforcement of federal reclamation law and application of the 160-acre limitation to the state water project. Federal repurchase of excess lands at pre-water prices and resale at current market levels can provide for grants to education, open spaces and other public purposes.

Adopted, p. 61.

I

**FULL EMPLOYMENT AND
THE ECONOMY**

The nation's economy is caught in a most uncommon trap with workers' buying power declining and dangerous unemployment levels co-existing with stampeding inflation and historic profits.

There is a desperate need for Presidential leadership and Congressional action providing decent jobs at decent wages to all. A national commitment to full employment calls for expansionary monetary and fiscal policies, major aid to housing and community facilities, low interest rates, curtailing the export of jobs and scarce resources, public works and public service employment programs.

Taxes from excess profits and loophole-closing can yield \$30 billion in revenue for these purposes.

California must float a major bond issue particularly for critically needed programs such as housing and sewage treatment facilities to protect the environment.

The resignation of President Nixon should not be allowed to be a cover-up for the economic chaos his Administration and its self-serving special corporate interests foisted upon this nation. We sincerely hope that President Ford will not succumb to the pressures of these same special interests in the difficult days ahead. Hopefully he will develop meaningful communication not only with Congress but with organized labor in developing a new and viable economic policy for this nation.

Lest we forget, the Nixon Administration's economic credibility has been aptly summarized by the comment his Administration would report the sinking of the Titanic by saying: "The Titanic has stopped to take on ice."

In April 1971, it told us "the worst was behind us." The gloomier the economic news became, the more we were assured of "recovery" and "very good progress." Forty months later, the nation is in the throes of recession coupled with unprecedented runaway inflation. That unlikely combination is matched by a decline in real earnings while profits hit new peaks

under the Administration's "trickle down" economic theories.

Hardest hit have been the 4.8 million officially unemployed in June 1974. Compared to last October's 4.6 percent unemployment rate, joblessness had reached a 5.2 percent level. Black teenagers were most severely affected with more than one out of three unsuccessfully seeking jobs. Over 10 percent of recently discharged veterans met a similar fate.

California was disproportionately injured by Nixon's economic mismanagement and his bowing to big business. The state's dangerous 7.5 percent unemployment rate was almost 50 percent higher than the rest of the nation. California's jobless numbered 730,000 in June compared to 554,000 in July 1972.

Many of those with jobs had shorter work weeks or were employed part-time. Married workers' buying power was down 4.6 percent over the year. Average hourly wage increases were up about 6.5 percent compared to 25 percent in Japan. Yet U. S. unit labor costs rose only 3.1 percent while Japan's increased 17.8 percent and Germany's 27.7 percent.

Matters are greatly compounded by soaring inflation. The Consumer Price Index for the year ending in May rose by 10.7 percent. Even more ominous, 1974's first quarter registered a staggering 14.5 percent annual increase rate compared to barely 2.0 percent in the Kennedy-Johnson era.

Escalating interest rates for prime borrowers recently exceeded 12 percent. A perspective on such profit-taking by financial institutions recalls that the prime rate was 2 percent in 1950, about 4.5 percent in 1960, and 6 percent in 1966. The dampening impact upon housing construction, a principal factor in moving the economy, has been tremendous.

The inevitable result has been a bonanza for business. *Fortune's* directory of the 500 largest corporations reported profits were up 39 percent in 1973. Four petroleum refining companies, with reduced work forces, were listed in the top ten. *Business Week* termed 1973 after-tax profits "the biggest percentage increases since the post-Korean War boom days of 1955 and the biggest dollar increase in U. S. business history." Profits leaped another 25 percent in 1974's first quarter.

Despite this, and on the heels of revelations that many elderly citizens were on pet food diets, the Administration's top economic adviser announced that the con-

suming public was responsible for inflation.

The nation's statutory commitment to full employment in 1946 has never been met. The present problem does not lend itself to one easy solution. In view of the complex mess that the Administration has brewed, moving toward our full employment goal involves Presidential leadership and Congressional action for:

1. Major support to low- and middle-income housing and incentive for pension funds and bank trust accounts to invest in such construction. The federal government should create an urban development bank to provide long-term loans to organizations pursuing public policy goals in the housing field. In addition, the federal government should move to reduce financing and land costs by reducing the FHA-VA allowable interest rates and taking the profit out of land speculation by adopting a national land policy that assures the availability of enough buildable land at reasonable cost to achieve stated housing goals.

2. Shifting substantial Federal Reserve credit at reasonable interest rates to housing and community facilities instead of financing conglomerates, land speculation and investment abroad.

3. Monetary and fiscal policies encouraging economic expansion, including a rollback of high interest rates.

4. Extensive public service employment programs to provide unmet public needs and create jobs.

5. Federal standards to improve unemployment insurance and special payments to the long-term jobless.

6. Public works construction and repairs in depressed areas.

7. Tax justice measures, including an excess profits tax and loophole elimination, to yield billions of additional revenue.

8. Controls over inflationary exports of agricultural and crude materials in short domestic supply and repeal of subsidies to export companies.

9. Replacing the Administration's trade bill with policies to halt the export of jobs and the undermining of our industrial base.

California must take measures to attract new industry, diversify its economy, reform its tax structure, and adequately fund its schools. It should embark upon a major job-creating public works program. A state bond issue is vitally needed to finance such critical requirements as housing and adequate sewage treatment facilities to protect the environment.

Adopted, p. 27.

II

TAXATION

All pretenses of tax justice were mocked by Nixon's gross tax delinquency.

We urge President Ford to discard the regressive tax principles of the Nixon Administration and work for tax justice for all citizens.

To restore progressive taxation principles, we oppose preferential treatment of income sources for the wealthy and foreign investment subsidies.

The Nixon Administration's regressive "value-added" tax proposal and its inflationary taxation of workers would have led to economic imbalance and reduced investment in public works.

Repealing such federal and state loopholes and imposition of an excessive profits tax could release billions of dollars to help meet and solve the nation's critical domestic problems.

The scandals surrounding Nixon's income tax returns and Spiro Agnew's failure to report "kickbacks" dramatically mock any pretense at tax justice by this Administration.

Nixon paid one-third of one percent taxes on a 1970-71 income exceeding \$525,000. In contrast, the average working family of four was assessed about a 3000 percent higher rate on an income of \$10,000.

The income tax inequities are also apparent for three four-member families with identical \$10,000 incomes drawn from different sources:

Wages only	\$905 tax
Capital gains only	\$ 98 tax
Exempt bonds only	0 tax

These shocking facts are only the most apparent symptoms of the arrogance and cynicism nurtured by the many loopholes and tax escape gimmicks for corporations and the rich that have reduced the once progressive income tax structure to a shambles.

The windfalls come through favored treatment of income for capital gains, accelerated depreciation, oil and mineral depletion allowances, deferred taxes on

exports, state and municipal bond interest, investment credit and inheritances. Other tax subsidies on foreign investment income and "intangible" drilling costs for foreign produced oil also serve to export untold thousands of jobs in the film, petroleum and other industries.

The Administration's national "value-added" tax proposal would add to the already vastly unequal burden of regressive sales and other consumer and property taxes borne by most Americans.

Giveaways to the wealthy and "take-aways" from workers and the poor have been inflationary, imbalanced the economy, exported jobs and held down public investment.

Repealing such loopholes and enacting an excess profits tax could provide billions of dollars for major assaults on our most glaring social and economic problems.

California tax law parallels many federal loopholes including capital gains and oil depletion allowances. Our schools are financed primarily by homeowners and renters through regressive property taxes and the public's purchasing power is constantly threatened with general sales and restaurant tax escalation.

This perpetual shifting of tax responsibility to low and middle income groups must end. There can be no justification for continuing the Legislature's two-third vote requirement to increase bank and corporation taxes as opposed to the simple majority needed for sales and personal income taxes. Business inventories must be assessed in proportion to their average annual value.

Tax justice also requires a greater role for California's relatively progressive personal income tax in financing schools, state and local governments. A further step towards a fairer state tax structure can be achieved through more stringent inheritance and gift taxes.

We urge the elimination of federal taxes on producers and importers of gasoline for the purpose of computing the sale price of such products.

Adopted, p. 28.

III

FOREIGN POLICY

The efforts of a discredited Nixon to divert attention from Watergate by grandstand "negotiation" abroad were deplorable. The dangers of such opportunistic bargaining for

partisan political advantage were dramatically illustrated by his arbitrary proliferation of nuclear capability into the Middle East.

To strengthen the prospect for world peace, freedom and economic security, we reiterate our support for a strong NATO, Israel and the United Nations. We urge curbing the export of jobs and strategic technology and demand a stop to the use of alien labor as strikebreakers.

We demand that any detente be detente with freedom.

America must continue to give leadership to a peaceful and free world order. As President George Meany summarized matters early in June:

"We in the AFL-CIO are 100 percent behind efforts to relax tensions, to reduce the risk of war, to cut down the arms race. But we know, from our own experience in labor-management relations, that you have to be strong in order to obtain good agreements."

"But the U. S. President who is going to the bargaining table this week is weak and discredited. And the result could be weak and discredited agreements."

It is our strong belief that foreign policy should not be conducted for partisan political advantage. It is transparently evident that Nixon's sudden interest in globetrotting arose from the hope he could score a political coup with which to divert public attention from the impeachment process.

Nor can we condone large scale exports, for short-term balance of payments advantages, of commodities in short supply such as farm products and crude materials. We once more call for effective controls on exports of strategic materials and technology.

Further, we lend our support to maintaining NATO as an effective force and oppose attempts to drastically reduce our troop strength abroad. The security of the free nations of Asia must not suffer from our neglect simply because our Vietnamese involvement has ended. The world's need for an effective United Nations remains greater than ever and this nation must do everything in its power to achieve its potential.

The Israeli-Syrian disengagement agreement represents a first step on the difficult road to peace and affords Israel a welcome opportunity to rebuild its economy.

Nixon's arbitrary proliferation of nuclear capability to the Middle East struck us as another dangerous result of his desperate personal need for international "agreements" that might overshadow Watergate.

In addition, we specifically endorse:

1. A military posture capable of deterring aggression while striving for world disarmament.

2. A foreign aid program supported by one percent of GNP.

3. Stopping the export of jobs and technology.

4. Halting the importation of illegal aliens who are used to break strikes, discourage organization, and depress job standards.

5. Strengthening trade unions in Latin America, Africa and Asia through the American Institute for Free Labor Development, the African-American Labor Center and the Asian-American Free Labor Institute.

6. Protecting our wages and conditions by discouraging U. S. shipowners' use of foreign-flag vessels by requiring 50 percent of oil and other commodities to be shipped in U. S. bottoms. Similar action must be taken against motion picture companies filming abroad to exploit cheap labor.

7. Ending subsidies and virtual tax exoneration of multinational corporations.

8. Creation of world-wide fair labor standards.

9. We call upon the Soviet Union to allow those Soviet Jews who wish to remain in the Soviet Union to live as Jews and allow those who wish to emigrate to do so without harassment and persecution. We also support the Jackson amendment which would deny most favored nation treatment to the Soviet Union unless she grants freedom of emigration to her citizens.

10. We propose that in all future talks with Communist super powers, our Government apply the principle of quid pro quo and not make any concessions without receiving adequate reciprocal concessions. We deeply deplore the absence of democratic liberties behind the Iron Curtain and in dictatorial regimes on our side of the Iron Curtain such as Spain. We demand that any detente be detente with freedom.

Adopted, p. 28.

IV

UNEMPLOYMENT INSURANCE

California's unemployment insurance system leaves much to be desired despite recent major improvements. The legislature must increase weekly benefits, permanently extend eligibility to 39 weeks, and grant coverage to all. Taxable wage bases must be increased, trade dispute disqualifications eliminated, and tips included in computing benefits.

California's unemployment insurance legislation originally purported to replace a major portion of involuntarily unemployed workers' earnings and to stabilize the economy by maintaining purchasing power. Recent gains notwithstanding, the program still falls far short of its objectives as we approach its 40th anniversary.

California's \$4,200 taxable wage base is barely \$1,200 higher than four decades ago although average weekly wages are almost six times greater. Paralleling this lag are continued coverage exclusions of many workers and other unfair restrictive provisions.

The lack of federal standards promotes vicious interstate competition to keep benefits depressed. Consequently general taxpayers must shoulder corporate responsibilities when the jobless are pushed onto welfare.

Bringing the program abreast of the mid-1970's calls for these specific reforms:

1. Covering those presently excluded such as all farm, domestic, public and non-profit workers.

2. Extending benefit periods from 26 to 39 weeks permanently.

3. Limiting disqualification for "trade disputes" and voluntary quits or misconduct charges to a five-week maximum.

4. Revising high quarter base period schedules to \$25.00 wage increments for each \$1.00 benefit, increasing up to a maximum equal to at least two-thirds of the statewide average weekly wage.

5. Sharply increasing the taxable wage base to finance higher benefits.

6. Including tips and gratuities as wages in determining weekly benefit levels.

7. Statutory provision for labor representation on the Unemployment Insurance Appeals Board.

Adopted, p. 28.

V

UNEMPLOYMENT DISABILITY INSURANCE

State unemployment disability benefits should be increased and pregnancy should be covered.

California's 28-year old disability insurance program extends wage related benefits to workers sustaining non-occupational illness or injury.

The Legislature raised maximum weekly benefits from \$105 to \$119 in 1973, a 36 percent increase from 1971's \$87 maximum.

It further safeguarded workers by freezing wage credits for disability benefits and provided against disability benefit reduction by payments received under the maritime doctrine of maintenance and cure.

One of only five such programs nationally, disability benefits are wholly financed by a one percent tax on workers' earnings up to \$9,000 annually. More realistic benefits require legislation to:

1. Nullify the State Supreme Court ruling against unconditional coverage for pregnancy.

2. Increase the taxable weekly wage base, without a tax rate increase, to finance improved benefit levels and coverage.

3. Eliminate the restriction on total benefit amounts to one-half of wage base earnings, subject to first priority of pregnancy coverage.

4. Base weekly benefits on high quarter base period earnings, increasing up to a maximum equal to at least two-thirds of the statewide average weekly wage.

5. Permit coverage for less than a full plant.

Adopted, p. 28.

VI

WORKMEN'S COMPENSATION

Legislation modeled on the federal Williams-Javits bill is needed to provide major benefit increases for temporary and permanent disabilities, coverage for domestic workers, free choice of physicians, and greater death benefits to widows, widowers, and their children.

Following our major workmen's compensation gains of 1971 and 1972, the Federation last year secured some of the

greatest improvements since the program's inception.

Legislation enacted in 1973 advanced 1972 benefit levels from \$105 to \$119 weekly maximums for temporary disability; from \$70 to \$119 weekly maximums for permanent disability; from \$25,000 to \$40,000 total payments for a widow; and from \$28,000 to \$45,000 totals for a widow with dependents. Regular and retroactive waiting periods were cut by four and seven days respectively.

But these 1973 gains are much more dramatically measured against 1971 benefit levels. Over that period, temporary disability weekly maximums rose 36 percent (from \$87.50 to \$119.00); permanent disability weekly maximums increased almost 127 percent (from \$52.50 to \$119.00); total payments to widows with dependents advanced virtually 96 percent (from \$23,000 to \$45,000); and the total for widows without dependents went up 100 percent (from \$20,000 to \$40,000).

With runaway inflation rapidly eroding their value, benefit levels remain quite inadequate. We call for state and federal action paralleling the federal Williams-Javits bill (S.2008):

1. Weekly benefits for permanent and temporary total disability and for permanent and temporary partials, equaling two-thirds of their average weekly wages but no less than 100 percent of state average weekly wages in 1975 and at least 200 percent by 1978.

2. Minimum benefits of at least 50 percent of a state's average weekly wage.

3. No maximum on total benefits for death or temporary or permanent disability.

4. Mandatory coverage of domestic workers through their inclusion in homeowners insurance policies.

5. Free choice of physician.

We also agree with the National Commission on State Workmen's Compensation laws' recommendations:

"... that death benefits be paid to a widow or widower for life or until remarried and in the event of remarriage we recommend that two years' benefits be paid in a lump sum to the widow or widower. We also recommend that benefits for a dependent child be continued at least until the child reaches 18, or beyond such age if actually dependent, or at least until age 25 if enrolled as a full-time student in any accredited educational institution."

Adopted, p. 30.

VII WOMEN

It is the obligation of organized labor to insure the maximum unionization and voter participation by working women to quickly realize full and equal social, economic and legal protection. We pledge full support to efforts at organizing female-intensive industries and efforts to win equality of treatment for women at the legislative, administrative and collective bargaining levels.

Trade unionists could make no greater miscalculation than to underestimate the potential of women to affect vital public policies and labor objectives.

Women represent about 53 percent of our entire population. Up to 90 percent of those from "silk stocking" districts turn out to vote. In contrast, one excellent measure of the tremendous opportunities open to us lies in the fact that only about half the women registered in working class districts show up at the polls.

Women also account for nearly 40 percent of the labor force, a figure that grows with each passing year. In increasing numbers, they are employed in trades, professions and industries previously open only to men. The fact that only one out of eight working women is organized into a union suggests the scope of our organizing, economic and legislative potentials.

Labor Department studies reveal that unorganized white collar women had 31 percent lower incomes than their unionized counterparts. They show that, in 1973, female-intensive industries averaged less than \$100 weekly while all industries paid over \$138.

In conjunction with women's increasing determination to extricate themselves from second-class citizenship and wage-earner status, these economic facts provide a made-to-order setting in which an alert labor movement must move more aggressively than ever before.

There can be no doubt that such gains as have been made are largely the result of the labor movement's activity in the past. It was labor that spearheaded legislation for a state Industrial Welfare Commission to set minimum standards for women and minors' wages, hours and working conditions. It is now the Federation that is suing an employer-dominated

Commission over its attempted scuttling of those protections. It is labor that has fought to include men under those provisions before ratification of the Equal Rights Amendment to the Constitution. This safeguard was taken because the trend of recent court interpretations of Title VII of the Civil Rights Act could otherwise scuttle such protections for all.

At the state level also, our workmen's compensation efforts last year were instrumental in raising widow's benefits from \$25,000 to \$40,000 and, for widows with dependents, from \$28,000 to \$45,000.

At the federal level, the trade union movement furnished the principal organized pressure for child care centers and enactment of the Equal Pay Act of 1963. Many of women's principal protections have also come from our efforts in collective bargaining.

But it is apparent that neither we nor the nation has done enough. In rededicating ourselves to support all efforts to organize women as the most fundamental approach to the problem, we also pledge our utmost support to:

1. The Equal Rights Amendment to the U.S. Constitution is precisely the kind of clear statement of national commitment to the principle of equality of the sexes under the law that working women and their unions can use to advantage in their efforts to eliminate employment discrimination against women.

2. Strengthen legislation encouraging collective bargaining in female-intensive industries.

3. Restore the child care center funds vetoed by Nixon.

4. Include tips and gratuities in determining weekly unemployment insurance benefits and extend such coverage to domestics and other women presently excluded.

5. Broaden our recent disability insurance breakthrough for benefits to pregnant women.

6. Effect full enforcement of the Equal Pay Act.

7. Eliminate outmoded laws and practices affecting women regarding property rights, jury service, criminal sentences and extension of credit.

Adopted, p. 30.

VIII SOCIAL SECURITY

The deplorable condition of the

aged and disabled demands that the Social Security benefits undergo substantial improvements. We urge heavy reliance upon general revenues through a more progressive tax system to achieve these ends.

The threat of a Nixon veto last year forced adoption of a Social Security bill that had many shortcomings. While many Senate-approved improvements had to be abandoned, Congress salvaged an automatic cost-of-living benefit increase provision and greater allowable earnings without benefit cuts. The scaled down measure's 11 percent benefit increase merely recaptured the ground lost last year to inflation.

Average monthly benefits are now about \$181 for a retired worker and \$310 for a couple. They fail to meet the program's "social adequacy" principle for decent standards irrespective of any accumulated investments or private pensions. Thus millions who spent their lives building this country remain consigned to a state of poverty in their "golden years."

We urge enactment of more realistic benefit levels and other essential improvements. The additional funding needed should rely largely on general revenues derived from a more progressive tax system, including the closing of loopholes, rather than our present exclusive dependence upon payroll contributions. Among the improvements needed are:

1. Lowering the retirement age.
2. Basing benefit levels on a worker's high 10 years of earnings.
3. Including an occupational definition of disability in place of the present restrictive definition.
4. Relating periodic benefit increases to national productivity and living standards as well as to the cost of living.
5. Rebating part of a low wage earner's payroll taxes from general revenues.
6. Liberalizing limitations on older workers' right to employment without penalty.
7. Permitting early retirement with less than full actuarial reduction in benefits.
8. Aiding transportation, retraining and housing needs of the older citizens.

Adopted, p. 32.

IX HEALTH CARE

Overwhelming congressional support for a national health insurance system may be undercut by passage of a watered down measure benefitting insurance companies and the AMA. We endorse the Griffiths-Corman bill providing universal coverage, high quality care, encouragement of health maintenance organizations, and no means tests, deductibles or co-insurance.

A fearful price has been paid by Americans for the long postponement of a national health security system. With the citizens of every industrialized nation already enjoying the right to comprehensive health care, we now have an excellent chance to enact such a program by a veto-proof Congress in 1975.

But trade unions, senior citizens and consumers must be exceptionally wary. The bright prospects for a new Congress has brought a rash of conservative activity to forestall any genuine measure by passing a meaningless bill this year.

The Nixon bill, backed by AMA and insurance companies, is a sham. The two other measures before Congress also fall far short of the mark. None of them remotely approaches the AFL-CIO endorsed Griffiths-Corman National Health Security bill's requirements for:

1. Universal coverage for high quality health care for all as a matter of right.
2. Payment of all medical bills.
3. No means tests, deductibles or co-insurance.
4. Financing by social insurance and public funds rather than through private insurance firms.
5. Lower taxpayer costs.
6. Effective cost and quality controls.
7. Reform of the health care delivery system.
8. Strong consumer representation at all levels.
9. Free choice of physician, preventive care, early diagnosis and treatment.
10. Promotion of the more efficient health maintenance organizations (group practice prepayment plans) rather than the outmoded fee-for-service method of reimbursement.

Any measure short of such features could serve no purpose other than the further enrichment of doctors and insurance companies.

Adopted, p. 32.

X

WELFARE

Welfare reform must begin with programs for full employment, upgraded and comprehensive unemployment insurance coverage, decent wages, adequate child care facilities, food stamps for all in need, and other supportive services.

Any humane welfare program must strive to leave its recipients with a sense of dignity and self-respect if it is to be effective in helping people to help themselves. It should not involve demeaning means tests. It should not be administered in a manner that encourages fathers to abandon their wives and children. It should not treat its recipients as unworthy of the aid offered.

But the present welfare system fails all these tests. Through its crazy-quilt pattern of federal-state-local financing, it fosters confusion, indignity and exorbitant costs while failing to break the dependency cycle or to serve many in desperate need. Unemployment statistics tell the story: the system's promise to move people "off the welfare rolls onto payrolls" remains unmet.

By any test, reform is long overdue. In view of the poverty problem's national dimensions, the anarchy of this tri-partite system must be replaced by federal financing and administration.

The breadwinners for two out of three poor families remain jobless, underemployed, or miserably paid even though they are employable. Their hopes cannot be fulfilled without a national commitment to rock-bottom incomes above the national poverty standard through full employment, decent wages, public service jobs and coverage by an upgraded unemployment insurance program. In addition we urge:

1. Policies for rapid economic growth and expanded job training.
2. Federally financed child care centers for educational, health, and nutritional services for working and welfare parents' children.
3. No placements on jobs below the federal minimum wage.

4. Job protection for present state and local welfare program personnel.

5. Food stamps for anyone in need, including strikers.

6. Health, counseling, rehabilitation and other necessary services.

Trade unionists would do well to remember that the measure of a great society is how well it cares for its neediest.

Adopted, p. 32.

XI

CONSUMER PROTECTION

As consumer frauds water down our bargaining and legislative gains, a federal Consumers Protection Agency and state Utility Consumers Council could greatly strengthen governmental watchdog functions.

We must eliminate usurious interest rates, misleading advertising, insurance gouging, household goods moving industry violations, auto "deficiency judgments," and utility advertising charges to rate-payers.

We call for honest labeling, stronger warranties, "no-fault" auto insurance and Spanish-language sales contracts.

Daily victimization of consumers through high priced shoddy goods and services robs workers of hard-won bargaining and legislative gains. Until we plug this leakage, our successes in these fields will be eroded.

State and federal legislation protecting otherwise helpless individual consumers is critical. A Federal Consumer Protection Agency, with strong consumer representation, is needed as a watchdog on other regulatory agencies and to oversee rate-fixing, safety and service as well as product performance. A state Office of Utility Consumers Counsel should police California's rate-making bodies.

Business Week's (October 1973) frank observation that consumer loans "reward banks handsomely" is hardly a revelation to workers. Usurious consumer credit financing charges must be eliminated. True interest rates should be drastically reduced. Furthermore, interest charges on outstanding debts paid within the billing period must be banned. The proposed State Uniform Consumer Credit Code allowing credit cost increases and adversely affecting existing protections must be vigorously opposed.

The Federation will pursue other legislation to:

1. Restrict false and misleading advertising and require labels to show ingredients, nutritional values, expiration dates, durability, and unit pricing.
2. Strengthen warranty protections.
3. Safeguard against insurance gouging, particularly in the sky-rocketing health field.
4. Ban automobile "deficiency judgments" and enact comprehensive "no-fault" automobile insurance with cost reduction benefits for consumers instead of stockholders.
5. Class action legislation permitting legal action by consumers as a body rather than as individuals.
6. Permit small municipally owned utilities to jointly finance public power generation and transmission.
7. Better regulate the household goods moving industry.
8. Require sales contracts to be available in Spanish, where the sales transaction is with a Spanish speaking purchaser.
9. Charge public utility advertising to profits rather than to rate payers.
10. Provide low-cost group legal services regarding consumer and conventional legal problems.
11. Defeat mechanic registration and certification efforts as dealers hold sole responsibility for auto repairs.
12. More adequate representation of consumers on boards and commissions.

Expanded consumer education by schools, consumer and non-profit organization is essential. Recognizing its role in winning favorable consumer legislation, we pledge continued support to the Consumer Federation of California.

Adopted, p. 32.

XII

LABOR LEGISLATION

California must permit free collective bargaining elections for all, establish a \$2.50 an hour minimum wage, provide proper IWC worker representation, and adequately fund the Department of Industrial Relations.

Vicious interstate competition promoted by NLRA right-to-work provisions must be repealed and situs

picketing legislation enacted.

Industrial and financial organizations are rapidly assuming conglomerate and multinational forms with massive power potentials. Their full political capabilities are likely to be restrained only so long as their profit levels are unchallenged by labor or by a major economic fallout.

This growing imbalance of influence between the corporate giants and the people is being aggravated by campaigns, such as Proposition 9, that seek to immobilize labor's political efforts. We protest identifying labor's interests with those of ITT and *Fortune's* 499 other mammoths.

Often backed by "liberals," such legislation can accomplish the right wing's long standing objective of crippling union political activity while affording ultra-conservative business interests ample loopholes. Unless that issue is seen in its true perspective, much of the social legislation painstakingly won over the decades by labor could be endangered.

There are additional dangers. The NLRA's Section 14 (b), inviting state right-to-work provisions, promotes vicious interstate competition. The Act's mandatory injunctions, Taft-Hartley and Landrum-Griffin restrictions on unions must be repealed. Better remedies for anti-union activity and expanded coverage are needed. Effective organization for building trades workers also calls for situs picketing legislation.

Compulsory arbitration, undemocratic in that it would force workers to accept government decreed settlements, remains a threat as does the effort to apply anti-trust laws to unions. Efforts to resist weakening the Davis-Bacon Act must be continued. Finally, at the federal level, we urge adequate funding and extension of coverage for the Occupational Safety and Health Act.

California can improve its labor-management relations by:

1. Extending collective bargaining rights, currently enjoyed by the private sector, to employees of public agencies, farms, hospitals and non-profit organizations.
2. Establishing a \$2.50 minimum wage, a standard 35-hour work week, and double time for overtime.
3. Prohibiting "professional strike-breakers."
4. Enacting machinery to select a col-

lective bargaining agent for workers in intrastate commerce.

5. Assuring proper worker representation on the Industrial Welfare Commission.

6. Allowing employees to keep tips.

7. Requiring equal pay for equal work.

8. Adequately funding and staffing the Department of Industrial Relations, particularly its Division of Industrial Safety.

9. Banning ex parte injunctions.

10. Abandoning bogus "in-plant" or so-called parallel apprenticeship and/or training programs with employers that offer low wages and benefits and mislead young workers with false promises of qualified journeyman status.

The Federation believes that such actions will bring the state and nation closer to a balanced economy and our democratic ideals.

Adopted as amended, p. 33.

XIII

AGRICULTURAL LABOR

Legislators' apathy regarding farm workers stems from their relative indifference to minorities and agribusiness influence. Correcting past and present injustices requires full coverage for farm workers in terms of their rights to collective bargaining, unemployment insurance, minimum wage and related rights enjoyed by most other U.S. workers. Equality under the law demands protection from the tacit encouragement which was given by the Nixon Administration to the increasing use of illegal scab labor.

The National AFL-CIO sanctioned boycott against head lettuce and table grapes not picked by the United Farm Workers of America, AFL-CIO demands our wholehearted support.

A total blind spot afflicts many legislators regarding farm worker rights. It stems from agribusiness' influence with powerful political and financial interests and, undoubtedly, from relative indifference to Chicano, Black, Filipino and Puerto Rican needs.

It is as though U.S. farm workers lived in a remote underdeveloped nation that only vaguely touched their lives. Even

widespread fear of severe food and fibre shortages fails to bring legislative progress for those who plant, cultivate and harvest our precious crops.

The farm workers remain excluded from unemployment insurance and collective bargaining rights. Third rate protections apply to their wage, educational, housing, safety, health and child care needs.

The bracero program's demise seemed to herald a new era. But the Nixon Administration's zealous protection of agribusiness stymied any serious reform. It winked at administrative subterfuge regarding the braceros' replacements. Almost alone, farm workers continue to experience wage cutting and other degradations through increased use of "green card" and illegal alien labor.

Removing this blight on our democratic aspirations requires thorough-going federal and state action. Free elections for a collective bargaining agent are a primary need. Full and equal coverage under our child labor, minimum wage and unemployment insurance laws are essential.

As the growers resist every effort to meet these workers' pronounced problems, aggressive governmental action is mandatory. Such initiatives must also cope with the needs for year-round employment, training for non-agricultural skills and sanitation.

We were heartened by the substantial improvements negotiated four years ago by the United Farm Workers of America, AFL-CIO. We were equally dismayed over the unconscionable raids by the International leadership of the Teamsters' Union as it sought contract renewals last year.

We join the National AFL-CIO Executive Council in deploring and resisting the collusive "sweetheart" agreements between growers and an unrepresentative labor organization. As President George Meany has stated: "The time-tested and time-honored code of morality in the trade union movement has been that the strong help the weak; not that the strong destroy the weak." We know that thousands of decent Teamster officials and members wholeheartedly agree with that bed-rock union principle.

Social and economic justice for farm workers depends upon a united labor campaign. Trade union support of the National AFL-CIO sanctioned boycott against head lettuce and table grapes not picked by the United Farm Workers of America, AFL-CIO must be on a par with the earlier

successful campaigns against General Electric and Farah.

The Federation pledges its unwavering and unreserved support to UFWA and Cesar Chavez in this fight. We urge all our affiliates to actively support the boycott in order to guarantee elementary justice and human dignity in this giant and affluent industry.

Adopted, p. 33.

XIV CIVIL RIGHTS

Growing minority anger is directly linked to aggravated unemployment, inflation, deteriorated housing and inadequate educational opportunities. We can solve such problems for all by uniting in the broader community just as black, brown and white workers do in dealing with their employers. Full employment remains the most certain short-range solution.

Our priceless civil liberties' tradition has been under severe Administration attack. We must be as vigilant in this area as we are in collective bargaining crises.

Almost 200 years ago, this nation was solemnly dedicated to the proposition that all men were created equal. But twenty years ago, school segregation still had to be formally outlawed by the U. S. Supreme Court. And in the 1960's, three Civil Rights Acts were required to try to ensure equal treatment under the law.

Ironically, the beneficiaries of these actions had the longest seniority as Americans—Indians, Blacks, Latinos and Asians. Yet they remain caught in the vicious cycle of inferior housing, substandard education, abnormal unemployment levels, and an uneven administration of justice.

Their growing anger over suburbia's quality of life compared to that of the ghetto surely informs us that 200 more years are not left to us for solving the explosive problems that divide us and weaken the fabric of our society.

Workers of all races and nationalities share a most profound stake in overcoming these problems. The pitting of black and brown and white workers against one another, the antagonism or indifference of some males against equal rights for women, detract from our common ability to hold and strengthen hard-won economic,

social and political gains. Our continued disunity can only redound to the employers' benefit on issues as varied as wages, inflation, consumer problems, manpower training, social insurance, welfare, education and housing.

A time when the second Nixon spawned recession may become a full-blown depression is a time to keep our eyes on the liberal principles so basic to workers' lives. It is a time to recall a basic principle of the labor movement: An injury to one is an injury to all.

Those principles weld us to civil rights issues as they do to basic unionization and coordinated inter-union bargaining with multinational corporations. Our stakes could not be clearer than in Nixon's recent efforts to dismantle civil rights related programs in the poverty, education, housing, health and manpower training areas.

The clearest solution to most civil rights problems is full employment. Conversely, the surest way to scuttle our gains is through economic recession or depression. We therefore firmly support legislation guaranteeing:

1. Job opportunity for all through federal action whenever the private economy fails to assure full employment.
2. Extensive low-cost housing and health programs.
3. Full educational opportunities for all while providing the best available teachers for ghetto schools.
4. Full economic and social justice for Indians, Blacks, Latinos and Asians in rural and urban communities.
5. Expanded manpower training, remedial, and public service job programs.
6. Equal rights regardless of sex.
7. We urge continuation of Outreach and equal opportunity programs in apprenticeship and training to assure real opportunity for all irrespective of race, color, creed or sex.

Recent history demonstrates that proper school busing administration produces better instruction. We consequently condemn demagogues' attempts to inflame racial passions to our children's detriment.

We urge total resistance to repeal or weakening of the Rumford Fair Housing Act and advocate severe penalties for state or locally licensed firms discriminating due to race, color, age, religion, sex or national origin.

Affiliates can ensure continued progress in these areas by supporting the AFL-CIO

Human Resources Development Institute, Leadership Conference on Civil Rights, A. Philip Randolph Institute and the new Labor Council for Latin-American Advancement.

To their everlasting regret, workers in many nations in this century witnessed the utter destruction of their freedom and economic well-being shortly after despotic regimes curbed the rights of individuals and the media.

It would be sheer folly to ignore current threats to our civil liberties tradition. Never since Joe McCarthy's days have there been such blatant efforts to undermine this proudest of all American heritages.

We are therefore deeply indebted to those who unmasked the Nixon Administration's nefarious tactics to impose authoritarian ways of government. In the face of overwhelming corporate political power, trade unionists must be as vigilant on these issues as they are in collective bargaining crises.

Adopted, p. 42.

XV

HOUSING

Housing starts under the Nixon Administration were at their lowest level since 1967. With mortgage interest rates totally out of low- and middle-income reach, we need a comprehensive national housing strategy to deal with speculation and an antiquated housing delivery system. Proposition 15 must be approved by the voters to expand low cost public housing.

Decent housing is a basic need for individuals and for an orderly society. But burgeoning slums and ghettos give mute testimony to the Administration's spreading failure.

The Nixon years did not remotely approach the annual goal of 2.6 million housing starts mandated by 1968 legislation. Private starts stagnate at a near-disaster 1.45 million level, the lowest since 1967. In California, they totaled 61,250 in the first five months of 1974, some 39 percent below the level of 100,629 recorded for the same period in 1973.

In 1949, Congress called for 800,000 new public housing units in the next six years. But 25 years later, we remain about 150,000 units below that short-term goal. Nixon's one decisive act in this area was a shameful suspension of all subsidized

housing, except for the San Clemente and Key Biscayne projects.

The Nixon Administration promoted record high interest rates, with long-term mortgage loans sometimes exceeding 10 percent. Principal and interest payments on a 25-year \$25,000 loan at 10 percent total \$68,168 compared to \$43,845 at the 5 percent rate common in the early 1950's.

Exorbitant interest has a much deeper reach. It detracts from the quality that the same \$25,000 commands by boosting contractor credit costs, his material and equipment prices, and governmental loans to build the needed schools, sewers and streets. The cumulative impact makes clear why some 70 percent of America's families, with incomes below \$15,000 a year, find the housing market beyond reach.

Rampaging land speculation is also a major element in housing costs. It can be controlled by a federal land use policy requiring government builders and financial institutions to set aside reasonably priced land for low and moderate income housing.

States and localities producing low-income housing must be awarded community development funding for mass transit, pollution abatement and other capital needs. Antiquated housing delivery systems should be offset by integrated regional community development approaches.

Vigorous implementation of stronger fair housing laws should be coupled with opposition to limiting housing access for minorities by exclusionary practices thinly disguised as "environmental control" or "good planning."

Most of these purposes are served by the proposed two-year \$10.4 billion Housing and Community Development Act of 1974.

California must supplement such a comprehensive national housing strategy. First on our agenda is a victory for the November ballot proposition repealing the need for majority voter approval before low rent housing projects can be undertaken. The Federation also dedicates its efforts to:

1. Realistic Cal-Vet funding.
2. Subsidized low-income housing.
3. Elimination of exorbitant "point" and title insurance fees and exorbitant interest rates.
4. Guidance to towns and groups aiding low cost housing.
5. Possible tax changes benefiting housing construction.

Adopted, p. 56.

XVI EDUCATION

America's tradition of free quality education is in danger of serious deterioration due to continued reliance upon regressive local tax policies and insufficient federal funding.

We can prevent further rigid class stratification through our schools by greater federal and state aid to education, tax equalization and a return to California's tuition-free university tradition. Our urgent need for better vocational education must not trap us into accepting Administration proposals that would convert our schools into job training institutions at the expense of forfeiting higher education options for workers' children.

High quality free education for all Americans has been labor's primary safeguard historically against workers' children being frozen into rigid class and racial molds.

At a time when unprecedented technological advances and domestic problems make realization of that ideal more pressing than ever, it lies in serious jeopardy.

No educational dilemma is more urgent than inadequate and unequal elementary, secondary, and junior college financing due to heavy reliance upon regressive property taxes. It is compounded by frequently overcrowded classrooms, obsolete plant and equipment, substandard salaries and irresponsible attacks upon the schools.

But most irresponsible of all was Nixon's hypocritical attempt to politically exploit the school busing issue. We strongly support busing as one legitimate means for court and administrative use in meeting the constitutional requirements of school desegregation.

Recognizing that workers are citizens, voters, consumers, and family heads as well as economic producers, labor must be on guard against Administration efforts to use the concept of "career education" to convert schools strictly into job training institutions at the expense of higher education options for workers' children.

Nixon's special revenue sharing proposal would take us backwards by substituting state block grants for categorical grants. The entire system of Federal Aid to Education, after all, evolved because localities slighted those most in need of help. The

Vocational Education Act and the Elementary and Secondary Education Act would almost certainly be casualties of revenue sharing.

California's state college and university system has deteriorated through repeated cutbacks of curriculum, facilities, and teaching personnel and their salary standards. The state's century-old tradition of a tuition-free university has been ended. The concept of the university has also been threatened by intimidation of unorthodox ideas.

In reaffirming our historic support of quality education for all, we advocate:

1. Increased federal and state support for public schools and universities.
2. Equalized resource allocation regardless of a school district's wealth to avoid handicapping students from low-income areas.
3. Busing school children wherever necessary for equal educational opportunity.
4. Tuition-free state colleges and universities.
5. Strengthened Educational Opportunity, Head Start, Teacher Corps, remedial reading and writing, school lunch, adult and consumer education programs.
6. Teaching labor's role adequately regarding the nation's history.
7. Collective bargaining rights for all teachers.
8. Better vocational-technical education in secondary schools and junior colleges.
9. Bilingual and bicultural education for the Spanish-speaking.
10. The right of intellectual inquiry and academic freedom.

Adopted, p. 56.

XVII ECOLOGY

A realistic middle ground must be found between "no growth" environmental elitism and the profit drive of industry. Workers are most affected by congestion and pollution on and off the job. They are even more the victims of unemployment, shabby and expensive housing, and policies that would lock them into dilapidated neighborhoods if environmental extremists have their way.

Environmental reform can succeed only if it is integrated into economic and social reform. We pledge

full cooperation to all efforts at greater understanding of the problems by all segments of the community.

Major dilemmas revolve around environmental issues and their social and economic ramifications. The polarized positions pit environmental extremists against those motivated only by corporate profit considerations.

Labor stands on its own rational ground. We recognize that past neglect has caused serious population congestion, air and water pollution, and destruction of open space. But we must everywhere fight the explosive potential of growing unemployment, inferior and expensive housing, and policies that could permanently lock minorities and many white workers into dilapidated ghettos.

Rep. Morris K. Udall has pointed out that the proponents of "no growth" are infected with a subtle form of elitism and rarely address themselves to the broader problems. Similarly a blind business community too often has contented itself with frustrating needed corrective programs.

It is time to face the facts of life. Two million California housing units are either substandard, over-crowded or overpriced due to housing shortages. Another 250,000 units a year are needed to accommodate new households.

Those needs simply must be met if only for basic shelter and health reasons. But there are other stakes such as the State economy's reliance upon construction and housing-related manufacturing employment. Further, new housing generally brings localities tax revenue surpluses for added police protection, sewage treatment and similar purposes.

A positive approach would consider mass transit development to reduce air pollution and decentralize population. It would reject a "no-growth" community's implied limit on the constitutional right to travel and live anywhere. It would call for economic reports wherever environmental impact studies are necessary regarding public and private projects.

While opposing uncontrolled commercialization and indiscriminate timber cutting, we support the concepts of open space, greenbelts, increased recreational facilities and stronger land acquisition procedures for low-income housing.

In pursuing a balanced approach, we also advocate stronger pollution abatement measures and urge research into the

various impacts of new technologies, alternatives to the internal combustion engine, and recovering reuseable materials from solid wastes.

Environmental reform will succeed only if it is an integral part of economic and social reform. Environmental change based on contemptuous disregard of the bread and butter needs of working people must and should be opposed.

The Federation pledges full cooperation to all efforts towards bringing greater understanding of the issues to labor, environmentalists, industry and the public.

Adopted, p. 60.

XVIII

ENERGY

Outrageous oil profits have derived from sky-high fuel prices and monopoly practices. To curtail such profiteering, we support an excess profits tax, more effective public utility regulation, the pooling of utilities for maximum power generation, public rate hearings, and the expansion and conservation of present energy sources.

We firmly oppose natural gas deregulation, monopoly practices, endangering the environment, foreign oil subsidies and depletion allowances.

The energy crisis exacted an incredible price in this past year. Consumers' oil bills alone in 1974 are expected to rise by \$20 billion. Other consumer goods rose in proportion to the role petroleum played in their production and marketing.

Workers bore the brunt of these shortages. They paid much higher percentages of their total incomes for oil-related goods and services than the well-to-do. They felt the sting of plant shutdowns, production cutbacks, layoffs and shorter hours.

Not surprisingly, the crisis for consumers proved a bonanza for oil corporations. The Treasury reported 22 large oil firms enjoyed a 53 percent increase in after-tax profits in 1973. That reported income, the National AFL-CIO observed, was "only the tip of the corporate income iceberg." It pointed to gross distortion and understatement of real profits due to "phantom costs write-offs" for percentage depletion, fast depreciation and intangible drilling expenses.

In strongly opposing such outrageous

profiteering at the expense of an "emergency" imposed upon the great majority, we urge:

1. Genuine excess profits taxes in place of the present loopholes.
2. Opposing natural gas deregulation.
3. Public disclosure of oil industry facts.
4. Passage of Congressman John Moss' bill (H. R. 14221) for public hearings and judicial review to prevent inequitable public power rate increases by the Bureau of Reclamation for the fourteen western states.
5. Public utility status for oil companies.
6. TVA-type agencies to develop alternative energy sources and technologies for oil shale, solar and advanced nuclear power and to provide a cost yardstick.
7. Prohibiting monopoly practices by this vertically integrated energy industry.
8. No endangering of sound environmental standards.
9. Repealing lavish tax subsidies giving preference to foreign oil investments.
10. Maximizing power generation by pooling utilities, holding public hearings on rate increases, and extending public agency and municipality preference for geothermal power.

Measures to expand present energy resources, recycle materials, develop alternate sources, and control wasteful uses should be encouraged for economic reasons. Energy conservation areas, many with profound ecological benefit potentials, include mass transit support via subsidies and gasoline taxes, construction designs that are energy-efficient, appliance labeling for energy useage, incentives for car-pooling, and more economical non-polluting small cars.

Adopted, p. 60.

XIX

RECLAMATION LAW

Exploitation of California's land and water resources by special interests groups must be halted by

full enforcement of federal reclamation law and application of the 160-acre limitation to the state water project. Federal repurchase of excess lands at pre-water prices and resale at current market levels can provide for grants to education, open spaces and other public purposes.

The family farm concept and citizen benefits from federally developed public lands and water, the West's principal natural resources, have been U.S. reclamation law objectives for almost 75 years. But tax shelters, windfall profit opportunities and a friendly Administration fuel current special interest attempts to monopolize these rich resources.

Reclamation law tried to discourage land speculation by limiting water rights to 160 acres (320 acres for man and wife). Owners had to occupy the land and sell it within ten years at pre-water prices to safeguard the federal subsidy of \$1000 per acre for water resource development.

Intense agribusiness, allied bank and industry pressures resulted in partial enforcement at best. San Joaquin and Imperial Valley conglomerates long sought weakening amendments. Failing that, they circumvented the law by deleting acreage limitations from the State Water Project, a third of which benefits agriculture.

The Federation urges full enforcement of excess land provisions and legislation sanctioning federal land purchases at pre-water prices. Proceeds from resale at prices somewhat below current market rates should be earmarked for public purposes, especially "water grants to education." Suburban sprawl could be slowed by deploying parts of this land for agricultural greenbelts and open spaces.

California can lend great impetus to this by extending acreage limitations to the State Water Project. We urge such action to end unjust enrichment of the few, to encourage the more democratic rural communities that would flourish with family farm rejuvenation, and to break agribusiness' stranglehold on much of our political life.

Adopted, p. 61.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November, 1974, general election ballot.

Proposition No. 1

Digest: Provides \$150 million in state school bonds to aid school districts.

Recommendation: Vote YES

Assembly Bill 3236—Provides for a bond issue of one hundred fifty million dollars (\$150,000,000) to provide capital outlay for construction or improvement of public schools.

Recommendation adopted, p. 26.

Proposition No. 2

Digest: Simplifies procedure for approval of city and county charter amendments.

Recommendation: Vote YES

Assembly Constitutional Amendment 81—Amends Article XI, section 3(a), of State Constitution to provide that a city or county may adopt, amend, revise, or repeal a charter by a majority of its electors voting, and without approval of the Legislature. Makes charter, or changes thereto, effective upon filing with the Secretary of State. Charter provisions are the law of the state having the force and effect of legislative enactments. County charters adopted pursuant to this section supersede any existing charter and all inconsistent laws.

Recommendation adopted, p. 26.

Proposition No. 3

Digest: Extends civil service exemption to four positions on California Postsecondary Education Commission.

Recommendation: Vote NO

Assembly Constitutional Amendment 86—Amends California Constitution Article XXIV, Section 4, to exempt from civil service provisions the chief administrative officer and three deputies of the California Postsecondary Education Commission.

Recommendation adopted, p. 26.

Proposition No. 4

Digest: Shortens terms of regents of the University of California from 16 to 12 years. Increases ap-

pointive membership from 16 to 18 members.

Recommendation: Vote YES

Senate Constitutional Amendment 45—Adds vice-president of alumni association as ex-officio member. Adds two additional members appointed by Governor with approval of Senate. No appointment to new term shall be made during first year of any gubernatorial term. Reduces terms from sixteen to twelve years after 1976. Allows regents appointment of one faculty member of institution of higher education and one student to board. Requires regents be persons reflecting economic, cultural and social diversity of state, including ethnic minorities and women. Provides for advisory committee which Governor must consult with in selection of regent appointees.

Recommendation adopted, p. 26.

Proposition No. 5

Digest: Prohibits residency requirements for any city or county, including chartered cities or chartered counties or public districts.

Recommendation: Vote YES

Assembly Constitutional Amendment 103—Adds section 10.5 to Article XI of the State Constitution providing that a city or county, including any chartered city or county, or public district, may not require its employees to be residents of such city, county, or district. Employees may be required to reside within a reasonable and specific distance of their place of employment or other designated location.

Recommendation adopted, p. 26.

Proposition No. 6

Digest: Changes a homeowner's minimum property tax exemption from \$750 of assessed valuation to \$1,750 and includes comparable benefits for renters.

Recommendation: Vote YES

Senate Constitutional Amendment 26—Increases minimum permissible amount of homeowner's property tax exemption from \$750 to \$1750 of assessed value of the dwelling. Requires Legislature to provide increased benefits to qualified renters comparable to any increase in the homeown-

er's exemption provided for by the Legislature. Provides that if Proposition 8 passes, the foregoing shall not become effective and the applicable minimum property tax exemption shall instead be \$7000 of the full value of the dwelling.

Recommendation adopted, p. 26.

Proposition No. 7

Digest: Amends constitution regarding rights of persons.

Recommendation: Vote YES

Assembly Constitutional Amendment 60—Reorganizes and substantively amends various provisions of Article I and relocates portions of Articles IV and XX of California Constitution. Amendments include, among others, right to interpreter at state expense for criminal defendant who cannot understand English, provision that court may grant release on own recognizance, provision that property rights of noncitizens to be the same as for citizens, and revision of eminent domain provisions. Deletes, among others, provisions respecting criminal libel actions, provisions regarding right to sell or rent real property, provisions concerning acquisition of lands for public improvements.

Recommendation adopted, p. 26.

Proposition No. 8

Digest: Provides for partial revision of state constitution.

Recommendation: Vote YES

Assembly Constitutional Amendment 32—Revises various articles of State Constitution relating to taxation generally, property taxation and exemptions therefrom, provisions for specially assessing property for tax purposes, and provisions for insurance, bank, corporation and income taxes and subventions to local government. Adds various provisions relating to the appropriation of state funds, taxation of property in redevelopment projects, investment of state funds and incurring of indebtedness by local bodies. Makes various other changes. Provides any conflicting constitutional provisions enacted at 1974 June primary or November general elections shall prevail over this measure.

Recommendation adopted, p. 26.

Proposition No. 9

Digest: Revises law relative to recall of public officials.

Recommendation: Vote YES

Assembly Constitutional Amendment 29—Repeals existing and enacts new Article

XXIII of State Constitution, relating to recall of elective public officers and election of successors in event of recall. Provides for recall elections of State officers upon petition signed by specified percentages of electors who voted for the office at last election with Governor to set election dates, and Legislature to provide for circulation, filing, certification of petitions, nominations of candidates, and recall election. State officer not recalled shall be reimbursed for recall election expenses. Authorizes Legislature to provide for recall of local officers.

Recommendation adopted, p. 26.

Proposition No. 10

Digest: Permits reinstatement of voting rights to former felons who have completed parole.

Recommendation: Vote YES

Assembly Constitutional Amendment 38—Amends Article II, section 3, and Article XX, section 11, of the State Constitution to eliminate provisions disqualifying electors convicted of an infamous crime, embezzlement or misappropriation of public money and to now provide for the disqualification of an elector while mentally incompetent, or imprisoned or on parole for the conviction of a felony.

Recommendation adopted, p. 27.

Proposition No. 11

Digest: Eliminates reference to sex in certain parts of the constitution.

Recommendation: Vote YES

Assembly Constitutional Amendment 99—Amends Constitution to recast various terms presently couched in the masculine gender to refer to the "person" or official referred to and makes other minor, non-substantive language changes.

Recommendation adopted, p. 27.

Proposition No. 12

Digest: Revises regulations of the State Public Utilities Commission.

Recommendation: Vote NO

Assembly Constitutional Amendment 36—Repeals and reenacts Article XII relating to regulation of public utilities. Transfers to Article XX certain provisions relating to franchises. Grants Legislature plenary power to confer additional authority on Public Utilities Commission. Permits Commission to establish own procedures subject to statute and due process. Gives Commission authority to fix rates, establish rules, do other things, and

prescribe uniform system of accounts for all utilities. Deletes provisions authorizing Legislature to divide state into districts and other provisions relating to members of Commission; deletes provisions relating to rate discrimination. Declares no substantive changes intended by this amendment.

Recommendation adopted, p. 27.

Proposition No. 13

Digest: Permits division of a city into more than one municipal or justice court district if unusual geographical conditions warrant.

Recommendation: Vote NO

Assembly Constitutional Amendment 104
—Adds section 5.5 to Article VI of the State Constitution to permit any city in San Diego County to be divided into more than one municipal court or justice court district if the Legislature determines unusual geographic conditions warrant such division.

Recommendation adopted, p. 27.

Proposition No. 14

Digest: Makes President Pro-Tem of the State Senate an ex-officio member of any state agency created by the legislature which is charged with the management, administration and control of the state college system.

Recommendation: Vote YES

Assembly Constitutional Amendment 88
—Amends Article XX, section 23, of State Constitution to make president pro tempore of Senate an ex-officio member, having equal rights and duties with non-legislative members, of any state agency created by Legislature in field of public higher education which is charged with management, administration and control of State College System of California.

Recommendation adopted, p. 27.

Proposition No. 15

Digest: Repeals current constitutional provision requiring advance voter approval of public housing facilities.

Recommendation: Vote YES

Assembly Constitutional Amendment 40
—Repeals Article XXXIV of the State Constitution prohibiting any state public body from developing, constructing or acquiring a low rent housing project, as defined, until a majority of the electors of the city, town, or county, as the case may be, where the project is or will be located votes in favor thereof.

Recommendation adopted, p. 27.

Proposition No. 16

Digest: Assigns to the legislature the power to determine student fees at the University of California.

Recommendation: Vote YES

Assembly Constitutional Amendment 85
—Adds section 9.1 to Article IX of the State Constitution to empower the Legislature to determine whether students enrolled in state-supported regular academic terms at the University of California shall be charged for instruction and instructional facilities and the amount of such charges. Charges established by the Regents and in effect shall remain in force until acted upon by the Legislature.

Recommendation adopted, p. 27.

Proposition No. 17

Digest: Designates portions of the Stanislaus river as part of the state Wild and Scenic Rivers System. It would have the effect of blocking construction of the planned new Melones Dam.

Recommendation: Vote NO

(An Initiative Measure)—Amends Public Resources Code to designate specified portions of the main stem of the Stanislaus River as components of the California Wild and Scenic Rivers System. Prohibits construction or operation of flood control structure which would substantially diminish the public use or enjoyment of the specified portions of the river. Does not prohibit structural or nonstructural measures necessary for flood protection provided that such measures would adversely affect those designated portions of the river only for necessary temporary flood storage. Allows Legislature to amend measure by two-thirds vote.

Recommendation adopted, p. 27.

RESOLUTIONS

Strengthen Labor Code Section 227

Resolution No. 1—Presented by California State Council of Carpenters, San Francisco, and State Bldg. & Const. Trades Council of California, Sacramento.

Whereas, All carpenter contracts in the State of California have negotiated fringe benefits; and

Whereas, Such fringe benefits have reached the dollar amount which makes the employer derive great financial benefit by not paying fringe benefits in part or in full; and

Whereas, More and more contractors are not paying a part of, or all of, the fringe benefits due; and

Whereas, The present Labor Code No. 227 makes the failure to pay such fringe benefits a misdemeanor; therefore be it

Resolved, That Section 227 of the California State Labor Code be changed to read, "Whenever an employer has agreed with any employee to make payments to a health or welfare fund, pension fund, or vacation plan, or other such plans, for the benefit of the employees, or has entered into a collective bargaining agreement providing for such payments, it shall be unlawful for such an employer to fail to make the payments required by the terms of any such agreement. A violation of any provision of this Section is a felony"; and be it further

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, go on record in favor of accomplishing this much needed legislation.

Referred to Committee on Legislation.
Adopted, p. 59.

Mail Workmen's Compensation Checks

Resolution No. 2—Presented by California State Council of Carpenters, San Francisco.

Whereas, In some instances workmen's compensation checks by insurance carriers are not mailed directly to the employee, but in some instances are sent to his employer or to other persons; therefore be it

Resolved, By this Tenth Convention of the California Labor Federation, AFL-CIO, that the Labor Code of the State of California be amended to require insurance carriers and self insurers of workmen's

compensation to mail weekly checks of workmen's compensation benefits directly to the employee in all instances.

Referred to Committee on Legislation.
Adopted as amended, p. 70.

Adequate Medical Care Aboard American Flag Vessels

Resolution No. 3—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, American seamen work in an environment that is both extremely hazardous and isolated from adequate medical care. As a result, seamen have a high injury and accident rate, and often suffer aggravated illnesses because of long delays until competent medical care can be obtained in port. Even for routine care, a seaman must often wait weeks or months until his ship reaches the United States; and

Whereas, for these reasons, American seamen for almost 150 years have been provided special health care services through Public Health Service hospitals. These facilities provide priority and quality care for U.S. seamen once they reach the United States; and

Whereas, Although the seaman's health needs are well met once he reaches the United States, his needs while at sea continue to be neglected. In other world fleets, seamen are provided health care by doctors or trained aid men sailing with the vessels. The best an American seaman can hope for is that a purser or mate on the vessel will have received some first aid instruction; and

Whereas, American maritime unions have been in the forefront of efforts to reverse this situation and to insure that a person trained in para-medical techniques is aboard every American vessel; and

Whereas, their goal is:

"An international standard of on-board medical care for all merchant vessels, so that there shall be a reasonable minimum standard of medical and first-aid training required among the nations of the world for seafarers certified in medical and first-aid practice," therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, is committed to insuring that every American vessel have on-board a

crew member trained to provide medical services of a physician's assistant and equipped with the necessary medical aid equipment.

Referred to Committee on Resolutions.

Adopted, p. 82.

**The Need for Maritime Leadership of
the U.S. Negotiating Teams on
Maritime Matters**

**Resolution No. 4—Presented by Marine
Cooks & Stewards Union, San Francisco.**

Whereas, since the inception of the 1936 Merchant Marine Act, it has been the goal of the United States to maintain a strong U.S. flag fleet sufficient to carry its domestic waterborne commerce and a substantial portion of its import-export commerce. While the first part of this goal has been accomplished with the aid of the Jones Act, which reserves U.S. domestic trades for U.S. vessels, the latter goal remains largely unachieved in spite of the passage of the 1970 Merchant Marine Act. Today, U.S. vessels carry only five percent of U.S. foreign trade and even less of U.S. bulk trades. One of the primary reasons for the lack of success by the U.S. fleet in carrying a greater share of its export and import trade is the U.S. practice of allowing non-maritime government officials to negotiate maritime agreements that affect the U.S. fleet and its ability to obtain assured sources of cargo; and

Whereas, As a result of this U.S. negotiating policy, the competitiveness and strength of the U.S. fleet have often been gravely weakened by one-sided or unfair international laws; and

Whereas, In order to remedy this problem, it is imperative that government representation of the United States merchant marine, the Commerce Department and its Maritime Administration have the lead in negotiating maritime agreements and laws that affect the well-being of the merchant marine. Only by having knowledgeable and experienced U.S. government maritime leaders at the head of the U.S. negotiating table can America be assured that the needs of the U.S. fleet will be recognized and met; and

Whereas, Too often in the past, representatives of government agencies, not knowledgeable or even openly hostile to the promotion of a strong U.S. fleet, have led the American negotiating teams at vital world maritime meetings. At these meetings, the needs of the American fleet have often been sacrificed or subordinated to the American negotiators' desire for an accommodating settlement. In these cases,

the U.S. maritime representatives from the Department of Commerce have had to take a back seat with little, if any, power to intervene on behalf of the needs or problems of the U.S. merchant marine; and

Whereas, Two examples vividly illustrate the harm that has been caused the U.S. merchant marine by this government policy of downgrading the importance of the merchant marine representative when international maritime agreements are negotiated:

(1) During recent Intergovernmental Maritime Consultative Organization (IMCO) meetings, the U.S. delegation, led by the Environmental Protection Agency, sought to negotiate an international treaty on ocean pollution that would have left the United States fleet in a hopelessly uncompetitive position in regard to the rest of the world's fleets. Only the intervention of concerned members of Congress enabled the U.S. maritime industry to win the adoption of a new U.S. position at the IMCO meeting which adequately protected the U.S. fleet. It was apparent that the EPA official heading the delegation to the IMCO Conference was only concerned with the environmental safeguards of the treaty and had no realization or concern over its dire effects on the U.S. fleet.

(2) The most common international negotiating agency for the U.S. and the one that has given the U.S. merchant marine the most problems is the State Department. The Department has long been opposed to all efforts to aid or strengthen the U.S. merchant marine. As an example, the Department, negotiating for the United States at the International Conference on a Code of Conduct for Liner Conferences, opposed a provision to share cargo, 40 percent to the shipping and receiving nation's fleets and 20 percent to third flags. This formula, which has been adopted by 87 world nations, was opposed by the United States in spite of the tremendously advantageous effect it could have had on the growth of the U.S. liner fleet; and

Whereas, These and other examples highlight the need for the nation's chief maritime agency, the Maritime Administration of the Department of Commerce, to be the chief U.S. representative to international conferences where the welfare of the U.S. merchant marine is at stake; therefore, be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, urge the U.S. Congress to require that the U.S. Maritime Administration in the Department of Commerce,

which has the expertise and staff to deal effectively with maritime matters, be the chief negotiator for the U.S. to international maritime conferences and conventions.

Referred to Committee on Resolutions.
Adopted, p. 82.

Runaway Flag Vessels

Resolution No. 5—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Any assessment of the critical plight of the American-flag merchant marine must include the effect of American-owned runaway flag operations; and

Whereas, American-owned foreign-flag ships give their operators an unfair competitive advantage over vessels operating under the American flag. Runaway operators employ foreign seamen who are paid wages far below those considered fair by U.S. standards. These vessels are used by their American owners to evade payment of U.S. taxes. They further contain few of the costly yet essential environmental safeguards found on American-flag ships; and

Whereas, Spokesman for American-owned foreign-flag shipping is the American Committee for Flags of Necessity (ACFN). This Committee is composed of 11 international oil companies and a number of bulk shipping companies, all operating foreign-flag ships. It has fought all measures designed to increase U.S. flag participation in our export-import trade. It is vigorously opposing legislation presently before Congress to reserve 20 percent of U.S. oil imports for U.S. flag ships. Already the Committee has sent letters to every congressional sponsor or co-sponsor of the oil import bill condemning them for their action. The specious arguments in this letter were strongly answered by Congressman John Dent (D-Pa.). It is likely that other congressmen will seek to counteract the Committee's propaganda; and

Whereas, The misnamed "American" committee has long been a foe of the American merchant marine and its workers. Formed in 1958, the Committee has, from the outset, been dedicated to preventing the U.S. merchant marine from carrying a fair share of U.S. ocean commerce and thus increasing the share of U.S. cargo, particularly oil, carried by oil company runaway flag vessels registered in Liberia and Panama; and

Whereas, It was the desire of these companies to stymie growth of the American merchant marine that led to creation of the "American" Committee. First chairman of the ACFN, a runaway flag tanker

owner, described formation of the ACFN in his recent book, the Great Pan Hon Lib Controversy:

"... no one could dispute (the) suggestion that a new and entirely separate organization should be formed to represent American owners of Pan Hon Lib ships. . . . The proposal was put to the meeting and unanimously approved. Thus was created an organization, at the outset representing about 5,000,000 DWT of American controlled Pan Hon Lib shipping, which immediately became the rallying point of the American owners."

Thus, since 1958, the American Committee has been in the forefront of efforts to protect and encourage American-owned runaway flag vessels.

The American Committee is composed of 14 major international runaway flag shippers. They are:

American Oil Company, Atlantic Richfield, Chevron Oil (Standard Oil of California), Cities Service, Exxon, Getty Oil, Gulf Oil, Mobil Oil, Phillips Petroleum, Texaco, Union Oil, Alcon Steamship, Marine Transport Lines, National Bulk Carriers; and

Whereas, Comparison of U.S. and foreign fleets of oil company members of the ACFN shows their foreign fleet is composed of 365 vessels versus 121 in their U.S. fleet. In terms of tonnage, this foreign fleet is seven times as large as the U.S. fleet. Almost every new vessel of these companies is built by foreign yards, registered in Liberia or Panama and is crewed by low wage foreign seamen; and

Whereas, This is the main reason why the U.S. has become increasingly dependent on foreign-flag ships to carry its oil imports and why less than 5 percent of U.S. oil imports are carried on U.S. ships. In addition, while the merchant marine program under the 1970 Act has been tremendously successful, none of the major U.S. oil multinationals have participated in the program by attempting to once again become solely American-flag operators. Instead, they have pushed for exemptions that would effectively gut the 1970 Act. These exemptions, if enacted, would enable them to continue operating both a foreign fleet and a subsidized U.S. fleet; and

Whereas, The American Committee for Flags of Necessity is thus waging a self-serving campaign against oil import cargo preference legislation. It chooses to fight to keep the American-flag fleet as small and as weak and with as little cargo as

possible. It is essential that America end its dependency on U.S. owned foreign-flag runaway vessels; therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, is determined to expose operations and goals of the American Committee for Flags of Necessity and to show the entire nation the American Committee is not "American" but rather dedicated to the destruction of a viable American-flag merchant marine; and be it further

Resolved, That Congress enact legislation taking away from the international oil companies all tax advantages on foreign operations, including the operation of foreign-flag ships.

Referred to Committee on Resolutions.
Adopted, p. 82.

The Need for Deepwater Ports

Resolution No. 6—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Dependence of the United States on imported petroleum has been increasing at a rapid rate—from about 24 percent of domestic demand in 1967 to more than 33 percent today. By the 1980's imported oil will supply this nation with more than half its total requirements. Of this 12 to 15 million barrels of oil per day, from six to eight million will come from the Persian Gulf and North Africa; and

Whereas, North African and Persian Gulf routes to North Atlantic ports of the United States involve round trips of up to 24,000 nautical miles. The best suited and most economical vessels for such voyages are those in the 280,000 to 350,000 DWT class; and

Whereas, Today, no East or Gulf Coast American port is capable of handling tankers larger than 80,000 DWT. The Department of Interior has forecast that if East Coast port facilities are not enlarged to handle large tankers, there will have to be a 265 percent increase in the number of tankers serving U. S. ports by the early 1980's; and

Whereas, Without deepwater port facilities, this country will continue to depend on smaller and more costly tankers to supply its oil needs. It costs approximately 50 percent more to import oil on smaller tankers than on supertankers. For example, oil shipped from the Persian Gulf to the U.S. East Coast aboard a 65,000 DWT tanker costs \$9.63 a ton, compared to \$6.71 a ton if shipped aboard a 250,000 DWT supertanker. Thus, U.S. supertankers and U.S. deepwater port facilities would give American consumers the benefits of economics of scale now being

enjoyed by citizens of other nations; and

Whereas, Use of large numbers of small foreign-flag tankers to carry oil has already created a safety and environmental hazard that will only increase as our reliance on imported oil increases. Construction of deepwater port facilities off the coasts of the United States would considerably reduce the danger of environmental pollution by reducing the number of vessels traveling in U.S. waters and by allowing the use of environmentally safer U.S. supertankers; and

Whereas, Deepwater port facilities would also reduce the high costs and environmental impact of dredging existing ports; and

Whereas, This nation has three alternatives regarding superports. It can do nothing, which would seriously increase the likelihood of oil spillage due to port and terminal congestion and ship collisions. Or, the United States can stop importing oil, thus ending the threat of oil spills, but also creating a massive fuel shortage; and

Whereas, The third alternative is to begin construction of deepwater port facilities off the coasts of the United States. This is the only alternative that offers a logical balance among our many environmental, economic and energy requirements; therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, support planning, development and operation of offshore terminal facilities to provide the United States with an economically sound and environmentally safe approach to handling large volumes of petroleum imports necessary to meet the growing energy needs of America.

Referred to Committee on Resolutions.
Adopted as amended, p. 82.

United States Merchant Marine: Needs for the 70's

Resolution No. 7—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The importance of fostering a strong, balanced and competitive U.S. merchant marine was proclaimed a national policy of the United States through passage of the 1936 Merchant Marine Act. The Act set forth the following national priorities for the U.S. merchant marine:

"It is necessary for the national defense and development of its foreign and domestic commerce that the United States shall have a merchant marine sufficient to carry its domestic waterborne commerce and a substan-

tial portion of the waterborne export and import foreign commerce of the United States and to provide shipping service essential for maintaining the flow of such domestic and foreign waterborne commerce at all times, capable of serving as a naval and military auxiliary in time of war or national emergency, owned and operated under the United States flag by citizens of the United States insofar as may be practicable, composed of the best-equipped, safest and most suitable types of vessels constructed in the United States and manned with trained and efficient citizen personnel."; and

Whereas, The 1936 Act was amended by the passage of the 1970 Merchant Marine Act which established the framework for new efforts to modernize and revitalize the U.S. merchant marine. However, much remains to be done if the national priorities for the U.S. merchant marine set forth in the 1936 Act and maintained in the 1970 Act are to be achieved. These are the tasks that still must be accomplished:

1. Development of a strong, balanced U.S. merchant marine through continued operating and construction subsidy programs and other financial incentives designed to achieve competitive parity between the U.S. and foreign-flag fleets.
2. Adoption of legislation to provide assurance of adequate cargo for U.S. flag vessels, particularly H.R. 8193, which would require that a fair share of U.S. oil imports be carried on U.S. flag tankers.
3. Expansion of the practices of bilateral shipping agreements between the United States and its trading partners. At a time when the great majority of the world's nations have endorsed the concept of bilateralism as a primary method of strengthening their merchant fleets, it is essential that the United States not lose this opportunity to reserve a fair share of its trade for U.S. ships.
4. The nation must end its dependency on foreign-flag vessels for the importation of oil and other vital foreign raw materials. These runaway flag vessels, owned by U.S. companies but registered in countries where taxes and regulations are virtually non-existent, endanger the nation's security in an emergency. The idea that these foreign-flag vessels, manned by foreign seamen who owe no loyalty to the United States, are under effective U.S.

control is a myth that does not stand up to the realities of the 1970's. International law puts these vessels under the control of the country in which they are registered.

5. All tax laws which allow the operators of foreign-flag vessels to receive benefit from foreign operations which are not available to U.S. flag operators should be repealed.

6. The Virgin Islands, which are currently exempt from the Jones Act requirement that shipping between U.S. contiguous and non-contiguous areas be on U.S. flag vessels, should be placed under the requirements of this Act. This step would create a significant new source of bulk cargoes for the U.S. fleet.

7. New U.S. tanker construction must be started to meet U.S. oil import needs, both from foreign sources and from the North Slope of Alaska. Present construction of U.S. tankers is not sufficient to meet both these demands.

8. In view of the critical oil shortage facing the United States, it should be the national policy that no domestic oil be exported to foreign nations.

9. Development and construction of nuclear powered vessels should be started to insure the future competitiveness of the U.S. merchant marine.

10. Deepwater ports, to be located on all the coasts of the United States, are essential if the huge amounts of foreign oil the nation will need in the future are to be imported in the most efficient, safest and economical manner. Legislation should be immediately passed facilitating the construction of these ports.

11. The National Maritime Council, which has demonstrated that labor, management and government can work together to achieve a strong U.S. merchant marine, should continue to have support and aid of all segments of the U.S. maritime industry.

12. Finally, it is imperative that bureaucratic encumbrances that have hindered the growth of the U.S. merchant marine be eliminated. In the past, these bureaucrats have undermined the intent of the law in regard to the U.S. merchant marine. All branches of government must actively support the President's program to revive the American merchant marine; therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federa-

tion, AFL-CIO, pledge its support to these goals and urge that appropriate steps be taken to accomplish them.

Referred to Committee on Resolutions.
Adopted, p. 82.

Oil Imports

Resolution No. 8—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The United States, with only 6 percent of the world's population, now consumes 33 percent of the world's energy and is the world's leading importer of oil. In 1972, this country imported 27 percent of the oil it required for a total of 4.7 million barrels per day. For 1973, even the most conservative estimates forecast an American dependency of 33 percent on foreign oil. Assuming present import restrictions do not change, the U.S. will require approximately 6 million barrels of foreign oil each day; and

Whereas, If present trends continue, we will be dependent on foreign sources for at least one-half of our oil requirements in the 1980's; and

Whereas, The U.S. dependency on foreign oil severely threatens the nation's political and economic freedom of action. We have discovered how nations owning oil reserves developed by American oil companies will use their oil as a weapon in an attempt to influence our foreign policy; and

Whereas, The United States now knows that upon threat and demand of Arab oil exporting nations, U.S. allies in the Western Hemisphere and Europe will decrease or stop the flow of their oil to the United States, further worsening our supply crisis; and

Whereas, This fact also tells us that similar threats could result in a boycott of the United States by nations that control the foreign-flag tankers that carry the oil to our shores. At that time, the people of the United States will experience the full ramifications of America's dependency on foreign oil and foreign ships; and

Whereas, Legislation has been introduced in the United States House of Representatives and Senate that could rectify our present 95 to 97 percent dependency on foreign-flag tankers for the carriage of our oil imports. H.R. 8193 and S. 2089 would require 20 percent of America's oil imports be immediately transported on privately owned U.S. flag vessels to the extent that the vessels are available at fair and reasonable rates. This reserved share would increase to 25 percent after June 30, 1975, and to at least 30 percent

after June 30, 1977, providing that the Secretary of Commerce makes a determination that sufficient U.S. tonnage exists to carry the increased amounts; and

Whereas, H.R. 8193 was introduced by Congresswoman Leonor K. Sullivan (D-Mo.), chairman of the House Merchant Marine and Fisheries Committee. Some 220 Congressmen have sponsored or co-sponsored similar legislation. S. 2089 was introduced by Senators Warren G. Magnuson (D-Wash.), chairman of the Senate Commerce Committee, and J. Glenn Beall, along with Senators Henry M. Jackson (D-Wash.) and Charles McC. Mathias (R-Md.); and

Whereas, These Congressmen and Senators recognized the importance of a strong American-flag merchant marine to the political, economic and defense needs of our country. They also realize, as did the President's Commission on American Shipbuilding, that the increasing pressure from oil-producing nations to participate in shipping their exports and the reluctance of U.S. oil companies to employ American-flag tankers to carry oil imports, make it necessary to reserve a portion of oil imports for U. S.-flag tankers; and

Whereas, This legislation guarantees the citizens of the U.S. that vitally needed oil imports will be transported on U.S. tankers. It will also provide much-needed jobs for American workers. Over 45 thousand seafaring, shipbuilding and allied industry jobs would be initially created by this legislation, rising to over 65,000 by 1985; and

Whereas, In addition, there are other benefits to our nation from enacting this legislation:

The danger to the United States of economic and political blackmail by nations controlling the vessels engaged in the U.S. oil trade would be lessened.

America's marine environment will be better protected through the use of U.S.-flag tankers. Safety and manning standards imposed on U.S. tankers are the most stringent in the world; and

Whereas, One of the most important advantages of this legislation is that it provides one means to begin curbing America's rampant inflation. It is impossible for **inflation to be brought under control** in this country as long as the American dollar remains unstable in the international money market. To correct this situation, however, the nation must first reverse the trend of continued balance of payments deficits; and

Whereas, The single largest commercial balance of payments deficit item is the

cost we pay for foreign oil—an estimated \$7.5 billion in 1973. The second largest commercial balance of payments deficit item will soon be the amount we pay for bringing this oil to our shores; and

Whereas, In 1972, the balance of payments deficit caused by the almost exclusive use of foreign-flag tankers to carry U.S. oil imports amounted to more than \$500 million. In 1973, this tanker-caused deficit probably will exceed \$600 million. By 1980, using Department of Interior oil import projections, and with no increases in U.S.-flag carriage, the foreign tanker deficit is expected to jump to more than \$2.5 billion; and

Whereas, The balance of payments deficit caused by the use of foreign flag tankers is controllable and this nation must act at once to control it by enacting legislation to increase the amount of imported oil carried by American-flag tankers; and

Whereas, Sponsors and co-sponsors of this legislation have realized one further point. Namely, that the United States can attain these benefits at no cost to the American consumer. In fact, by eliminating the danger of the consumer being forced to assume the cost of whatever the foreign shipper wishes to charge for transporting the oil, this legislation is actually a consumer protection measure; and

Whereas, The AFL-CIO in its resolution on energy adopted at its 10th Constitutional Convention in October, 1973, urged Congress to enact this legislation so as to guarantee the development "of an American tanker capability that would be in the best interests of the national security, the economy, the environment and a more favorable balance of payments position."

For these same reasons, this legislation needs the support of all Americans; therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, strongly urge Congress to enact H.R. 8193 and S. 2089, so as to provide the United States with the numerous benefits which would accrue to the consumer, to the economy and to our national security as a result of the development of a U.S.-flag tanker fleet of sufficient magnitude to carry a significant portion of America's oil imports.

Referred to Committee on Resolutions.
Adopted as amended, p. 82.

Repeal of Taft-Hartley 14 (b)

Resolution No. 9—Presented by Marine Cooks and Stewards Union, San Francisco.

Whereas, The onerous state "Right to Work" laws that have resulted from Section 14(b) of the Taft-Hartley Act continue to plague workers in 19 states. In authorizing the states to legislate compulsory open shops despite collective bargaining agreements to the contrary, the framers of Taft-Hartley created a confusing, unfair and economically damaging situation; and

Whereas, By waving the flag of "voluntarism" industry has convinced the legislatures of 19 states to adopt laws outlawing the union shop; and

Whereas; Most state legislatures, however, have come to recognize the harmful effects of "Right to Work" laws. Only one state has adopted such a law since 1958 and none has been added in the last decade; and

Whereas, "Right to Work" in these states does not guarantee anyone a job. It only gives the employed worker the "right" to work at low wages under substandard conditions. Only one such state is above the national average in per capita personal income. In all 19 states banning the union shop the average weekly wages of production workers were 15 percent below the average for all non "right to work" states. Only two of the 19 states had a public school per pupil expenditure higher than the national average. All 19 combined were a dismal 26 percent lower than the average per pupil expenditure in all non "right to work" states; and

Whereas, These and other indicators consistently show these 19 states to be at the bottom of the economic ladder; and

Whereas, Leader of the forces committed to using 14(b) to weaken unions is the anti-union National Right to Work Committee. Union funds and manpower are continually being drained in a running battle to stop these union-busting activities; and

Whereas, Enlightened management, religious leaders, civil rights spokesmen, farm groups and statesmen of both parties agree with the trade union movement that Section 14(b) should be repealed; therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, call upon Congress to immediately repeal Section 14(b) of the Taft-Hartley Act and until this is accomplished pledge to work diligently with the AFL-CIO to insure that no further state "Right to Work" laws are passed.

Referred to Committee on Resolutions.
Adopted, p. 33.

National Health Security and the PHS Hospital System

Resolution No 10—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The nation's health care system continues to be plagued by the dual problems of inadequate service and exorbitant costs. These two problems, which have long been an obstacle to a first class medical system in the United States, have left this nation's health care mechanism fragmented and unresponsive to the desperate health needs of millions of Americans. American workers particularly because of occupational accidents and injuries, have frequent contact with the inadequacies and high costs of the nation's medical system; and

Whereas, It is essential that if this situation is to be corrected that a system of National Health Insurance be enacted by the Congress. Such a system would be designed to:

Reduce the cost of health care, particularly catastrophic illnesses which each year wipe out all the financial security of thousands of families. The nation's present antiquated system is expected to cost Americans \$100 billion in 1974.

Provide needed health manpower to cope with the current acute shortage in doctors, nurses and other personnel throughout the nation. Many communities continue to lack the services of a full-time doctor or a hospital within a reasonable distance.

Modernize the nation's archaic health care system, in order to not only make treatment more efficient, but to reduce the duplication of efforts and the expense of the current system.

Whereas, All of these problems could be remedied by a program of national health security that would guarantee every American, affordable, quality and readily available medical care that would eliminate the fear that many Americans now hold about being ill or injured; and

Whereas, The model for such a system exists today in the care provided to U.S. merchant seamen in the Public Health Service hospital system. These hospitals and clinics, located in cities throughout the nation, have long provided U.S. seamen with comprehensive health care at a low cost and in a rapid and professional manner; and

Whereas, While originally set up primarily to serve merchant seamen, the hospitals also serve Coast Guardsmen and other

military personnel, the military dependents and retirees and many other groups. The hospitals have assumed a leading national role in such areas as cancer research, innovative health services, training, and more effective hospital administration. In short, these facilities have been a model for the type of system envisioned within a national health care system. And all of these goals were achieved at a far more modest cost than is attainable in the current fragmented and unproductive private medical sector; and

Whereas, In spite of this superlative performance by the PHS hospitals and their innovative health care role, they are in danger of being closed by the Administration. For a number of years, this Administration and previous ones have been attempting to close these hospitals and transfer their patients to community hospitals; and

Whereas, Congress has strongly opposed this action. By Joint Resolution and the passage of legislation, Congress expressed its opposition to the closure and provided safeguards to insure that the Administration could not hastily close the hospitals; and

Whereas, Again this year, faced with Administration notification that the hospitals were to be closed, the Congress approved a Joint Conference Report that characterized the Administration's proposals as not meeting the requirements of the previously enacted law. The Conference Report was in the Emergency Medical Services Act, a bill which also contained an amendment to keep the PHS hospitals operating at full capacity. The bill was overwhelmingly passed by the Congress but was later vetoed by the President. The Senate overrode the veto but the House failed, by five votes, to also override it; and

Whereas, The Congress then again acted to save the hospitals. Led by Senator Warren Magnuson (D.-Wash.), the Senate added to the fiscal year 1974 Military Procurement Bill the PHS provision that had been in the vetoed EMS bill. It passed the Senate and the House and was sent to the White House, and was finally signed into law; and

Whereas, Thus, for the first time in a decade, the eight Public Health Service hospitals had a firm legal basis to continue to operate and to serve their beneficiaries. In the future, if the PHS hospitals can be modernized and their missions expanded, they can become even more productive and beneficial to the nation's health care system; therefore be it

Resolved, That the Tenth Biennial Convention of the California Labor Federation, AFL-CIO, strongly urge the Congress of the United States to reject all future HEW plans to close or transfer the PHS hospitals, and urge that legislation be adopted to provide funds to modernize the hospitals; and be it further

Resolved, that the California Labor Federation, AFL-CIO, also strongly support the creation of a national system of health security that will provide all Americans with the same type of quality, low cost, and readily available medical care now obtained by merchant seamen in PHS hospitals.

Referred to Committee on Resolutions.
Adopted as amended, p. 32.

National Health Security

Resolution No. 11—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Now that it has become evident to the special interests of big insurance and medical powers that the need and clamor for national health care for the entire populace is inevitable and will not be denied, this powerful coalition of profiteering, through their puppet spokesman, Richard Nixon, want a fat slice of a program that truly should be a public trust and utility; and

Whereas, Under the facade of free enterprise rhetoric, these selfish interests, (the very same ones who fought and lobbied against Social Security and then Medicare, but now are reaping enormous profits from Medicare), are still placing dollars and profit above the need and health of the nation, with the introduction of health care legislation that will still include open season for overcharges and waste and whose delivery systems and application are an invitation to skyrocketing charges and fees; and

Whereas, The Kennedy-Griffiths-Corman bill is designed for health care without profit motives; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, accelerate its program of making aware to

the citizenry the need for enactment of National Health Security such as the Kennedy-Corman-Griffiths Bill and that the California Labor Federation be commended for the yeoman work they have already performed in this field.

Referred to Committee on Resolutions.
Adopted as amended, p. 32.

National Disability Insurance

Resolution No. 12—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, All of the fifty states of the United States have unemployment insurance programs. Although, in some instances they are greatly dissimilar and inequitable, all fifty programs are under the aegis of the federal government designed that workers, unemployed through no fault of their own, may receive unemployment insurance compensation, meager and of as short duration as it is. Consistent, however, with all states is an eligibility requirement that the unemployed worker must be ABLE and available for work. Thus, a worker unemployed through no fault of his own and by reason of injury or illness that prevents him from working, is not eligible for unemployment insurance unless such illness or injury occurred on the job or was work-connected (Workmen's Compensation); and

Whereas, Workers need unemployment insurance to prevent economic disaster while unemployed. More so, workers need disability insurance (in lieu of unemployment insurance) to prevent economic disaster while unemployed because of illness or injury. An ill or injured unemployed worker has the same financial commitments, plus medical bills, as the able unemployed worker but is not even eligible for regular unemployment insurance benefits because he is not able to work; and

Whereas, Only six states have temporary disability insurance programs coordinated with unemployment insurance. This travesty and utter disregard for the working men and women in forty-four states is a condition long neglected and shoved under the rug. Claims that priority efforts

should go for National Health Security are not valid anymore than a slackening of cancer research programs would be because of a priority moon landing program. Both can be done; both have to be done; therefore be it

Resolved, that this Tenth Convention of the California Labor Federation, AFL-CIO, call upon the National AFL-CIO to sponsor, initiate, and provide leadership for a vigorous campaign calling for the U.S. Congress to enact a uniform temporary disability insurance law that is coordinated with unemployment insurance.

Referred to Committee on Resolutions.

Adopted as amended, p. 28.

Uniform Unemployment Insurance

Resolution No. 13—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs.; Los Angeles; San Francisco Jt. Bd. of Ladies' Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Unemployment insurance laws, although under the supervision and guide lines of the federal government differ, are varied and are inconsistent with each other regarding coverage, reciprocity, taxation, benefits, duration, eligibility, computation, payments, appeal processes, disqualifications and administration; and

Whereas, Only eleven states have dependency allowances and also with as many variables as there are programs; and

Whereas, The resultant confusion, delays and interpretation of these fifty different state unemployment insurance codes have been costly and with basic serious effects. They foster a deprivation of benefits when and where they are needed and are time consuming and degrading to the applicant. They make a mockery of a program that was originally designed to alleviate economic stress during times of unemployment. The lack of uniformity in these fifty different codes denies benefits in one state but pays benefits in another state. There are great differences in the nature and extent of disqualification as well as their duration and purging applications. Even the maximum weekly benefits payable vary as much as \$80.00 per week between states; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, call upon the National AFL-CIO to sponsor federal legislation calling for the enactment of a uniform unemployment insurance code applicable to all states, and which will include dependency allowances, limitations on disqualifications because of strike action, taxation on credible wages commensurate with Social Security, benefit payments reflecting 75% of basic weekly earnings and payments up to 39 weeks annually.

Referred to Committee on Resolutions.

Adopted, p. 28.

Imports

Resolution No. 14—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, The continuous increase of foreign garment production, and the unrestricted and unregulated imports of these products are deteriorating the California Garment Industry to the point of utter destruction; and

Whereas, The ruthless onslaught of multinational activity and yes, aided and abetted by the present federal administration, is slowly but surely making of this country a land of distributors instead of producers; and

Whereas, Legitimate employers are failing, hundreds of thousands of jobs are being lost and hundreds of thousands of new jobs (commensurate with population increase) are not being generated; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, openly proclaim the apparel import problem as a top priority and accelerate its activity through the political-educational processes of interviews and endorsement of candidates regarding their position and stand on unregulated and unrestricted apparel imports.

Referred to Committee on Resolutions.

Adopted, p. 27.

Minimum Wage

Resolution No. 15—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512,

Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, It is now very evident to even the most sublimated die-hards that wages and prices are not part of the same vicious cycle and that the myth that higher prices were ever justified due to any increase in wages has to be exploded once and for all; and

Whereas, It is equally painfully evident that wage increases have never kept pace with increasing prices or the cost of living and that the gap is ever widening. Built-in, deliberate maintenance of unemployment percentages, subsidizations, tax breaks and loopholes, flagrant disregard of natural economic laws of supply and demand by synthesizing shortages and availability of goods, production and services are the tools of spiralling inflation. The Reagan Administration and their special interests are the architects and wielders of these tools, with the public and laboring force the victims; and

Whereas, No minimum wage, past, present, or future can maintain a modicum of legitimacy or justification unless it has built-in safeguards geared to increased cost of living and prices. As ridiculous as a \$2.00 minimum wage is, any other minimum wage without an escalator geared to the cost of living index is equally so; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge the enactment of state legislation revising and updating the minimum wage law to \$3.00 per hour with an escalator clause geared to trigger and reflect the cost of living index on a quarterly basis.

Referred to Committee on Legislation.
Adopted, p. 44.

Impeach Nixon

Resolution No. 16—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council

of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, There is increasing belief that our country came within a hair of a totalitarian take-over. As incredulous as it may be, this man still sits in the White House, is still the commander-in-chief of the armed forces, vetoes legislation raising the minimum wage which would alleviate some of the poverty distress on the fantasy that it is inflationary, vetoes a gasoline rollback on the grounds it would ruffle the feathers of the oil barons, evades income taxes with brazen impunity, passes the buck to his cohorts and underlings when they are caught but mouths platitudes of responsibility, defies the duly elected representatives of the people with claims of "separation of powers" and "presidential confidentiality," repeats his defiance to the judicial system with similar claims, thus setting himself up as above the law; and

Whereas, This regal ruling by divine right has no place in our democracy. The calamitous conclusion is that if there was a semblance of validity in his stand of "separation of powers," he would indeed be not "impeachable" under that premise; and

Whereas, That Nixon will be dethroned is a foregone conclusion. That he will drag the country down to utter chaos and bankruptcy, in the process, is the real peril; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, stand as a representative voice demanding Nixon's impeachment now.

Referred to Committee on Resolutions.
Adopted, p. 83.

National Garment Industry Homework Act

Resolution No. 17—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, One of the easiest means of circumventing labor laws, exploiting the already exploited minorities, violating sanitary and safety working conditions,

hiding profiteering, evading taxation, and denying and/or paying decent wages (and without recourse or redress) is in the nefarious utilization of industrial garment homework; and

Whereas, Capitalizing on the most basic fears of the most vulnerable minorities, many with language barriers, immigration problems and serious financial difficulties, totally ruthless and unscrupulous garment employers are having produced, in bedrooms and kitchens, hundreds of millions of dollars of garments under unsanitary, unsafe and uncontrolled labor conditions; and

Whereas, This malignant blight on the garment industry is extending and perpetuating the sweatshop with ever increasing unemployment insurance and welfare recipients, laid off for lack of work because legitimate employers cannot compete with the traffickers in the industrial homework black market; and

Whereas, The audacity and avarice of these modern slavers have no bounds and are even openly advertising in foreign language papers. Unless there is vigorous law enacted and enforced the garment industry will sink into indentured serfdom; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge the National AFL-CIO to submit and sponsor legislation for federal enactment of a strong, enforceable, anti-industrial garment homework act.

Referred to Committee on Resolutions.
Adopted, p. 83.

National Profiteering Act

Resolution No. 18—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Consumer protection laws, truth in packaging laws, anti-trust laws and natural laws of supply and demand, all notwithstanding; excessive profiteering and price gouging is rampant throughout the country, be it lumber, oil, hard goods, soft goods, or services; and

Whereas, With the lame, shopworn, ly-

ing excuse of high labor costs being the reason for inflated prices having less and less impact, deliberately manufactured shortages and sublimated panic buying through high pressure advertising propaganda, has fed the inflation monster to the point where legitimate business practices or percentages of profits no longer exist and 100% to 1000% profit is now the norm. The facade that this is free enterprise is not even foisted any more and higher prices are blatantly and flagrantly simply demanded; and

Whereas, The Nixon Administration, that let loose this rampage while presenting salving platitudes that eventually the laws of supply and demand will seek its own level and even things out, will be long gone before this miracle would take place, but the country will be sapped and the average workingman's purchasing power will have gone down the drain; and

Whereas, Excessive profiteering over and above the percentages of profit of the 1960-1965 level must be curtailed with prices rolled back, and a 100% excess profit tax instituted without loopholes and gimmicks; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge the National AFL-CIO to sponsor federal legislation calling for the enactment and vigorous enforcement of a National Anti-Profiteering law.

Referred to Committee on Resolutions.
Adopted, p. 27.

Usury

Resolution No. 19—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Usurious interest and shylock practices have throughout civilization, brought religions and nations to their knees and to extinction; and

Whereas, The time-honored legitimate rates of interest that have helped this country grow, achieve productivity and leadership in the world, both free and enslaved, is now a thing of the past and historical in nature; and

Whereas, Laws that identified usury, if interest was over 10% annually, have been supplemented, implemented, violated, modified, gimmicked and prostituted with unpaid balance deviation, compounding methods, points, fees, prime lender considerations, tight money, loose money and insurance costs, to the point that money lenders and extenders of credit together with the insurance companies, the multi-nationals and oil combines, control and literally own the wealth of the country. Twelve percent for home mortgages, 18% for a car loan and 23% for a charge account is now very normal and very shocking; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge the National AFL-CIO to sponsor legislation for federal enactment, re-instituting that all lending institutions, banks, and savings and loan associations, mortgage companies, insurance companies, credit and charge accounts and automobile and appliance loans are in federal violation of usury if the total interest charge exceeds 10% per annum.

Referred to Committee on Resolutions.
Adopted, p. 32.

Repeal Section 14 (b) of Taft-Hartley Act

Resolution No. 20—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, As long as the right to slave (right to "work") section remains in the law, the true rights of workers are subverted and human social progress remains hampered and impeded; and

Whereas, The lowest wages, the most meager of benefits, the most repressive of unemployment insurance eligibility standards and the worst working conditions prevail and flourish in those states where 14 (b) exists and does its evil work; and

Whereas, The captive audience syndrome, organization effort restrictions and the continued exploitation of workers under these indecent measures makes it necessary to fight for repeal of 14 (b) without abatement; therefore be it

Resolved, That this Tenth Convention

of the California Labor Federation, AFL-CIO, continue its fight and stand to urge Congress to repeal 14 (b).

Referred to Committee on Resolutions.
Filed, p. 33.

Social Security Changes

Resolution No. 21—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Major improvements in the Social Security system are very necessary if there would indeed be social security for the senior citizens. As it exists now the only security is the assurance to remain in the poverty level because of the meager fixed income (in most cases, the only income) Social Security represents; and

Whereas, As exists with most wage earners, no occasional increase can match, nor did they ever, the rising cost of living or the present runaway inflation; and

Whereas, Liberalization of the system is needed in three basic areas namely, eligibility requirement, increases, as well as escalator increases geared and triggered to the cost of living index, and availability of retirement at age 60; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, call upon the National AFL-CIO to most strongly urge Congress for a complete re-evaluation of the Social Security Act for the purpose of amending the Act with greater liberalization in retirement age, benefits and eligibility.

Referred to Committee on Resolutions.
Adopted, p. 32.

Anti-Strikebreaking Law

Resolution No. 22—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment

Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, A strikebreaker, a scab, is a thief and a usurper who has stolen and taken over someone else's job or means of livelihood. When an impasse of such gravity occurs that necessitates strike action, the striker is withholding his skills, and labor in the trust and anticipation of amicable eventual settlement, for a fairer share for his toil; and

Whereas, He is not abandoning his job by exercising his constitutional right to strike. The N.L.R.B. and the Department of Employment both identify the striking worker as being connected with his job; and

Whereas, To purloin his job or to conspire to take his job during his travail, by using scabs and strikebreakers is as criminal an act as could be perpetrated against a fellow citizen and deserves mete punishment. The absence of such a law is tantamount to government aiding and abetting the deprivation of the rights of protesting workers who have put their livelihood on the line; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, initiate and urge the passage of state legislation that will outlaw any conspiracy to use or the hiring of, by the employer or his agent and/or the actual working of the strikebreaker or scab, wherever a duly sanctioned strike by a bona fide labor union is in progress.

Referred to Committee on Legislation.
Filed, p. 44.

Public Utility

Resolution No. 23—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Private enterprise as part of the American system is an established fact. As long as it affects certain specific segments or groups or areas, the realm of justification may contain validity for its continuance in such form, with monopoly and anti-trust laws safeguarding the specified utilization; and

Whereas, Enterprise or industry or serv-

ice however, having a direct effect and reaction on the entire nation and citizenry is no longer of a private nature of the personal candy store or an individual or groups, that sets profits and business practices above the public good or the public need; and

Whereas, Our government, in protecting the concept of private enterprise paid General Motors \$33,000,000 in reparations for damage caused by Allied military attacks on G.M. aircraft and motor properties in Nazi Germany. Those attacks, in World War II, were to prevent production of G.M. aircraft and motors being built to destroy us and the world, and feeding the Nazi war machine; and

Whereas, On the other hand, when our government asked Exxon Oil to deliver oil to our American Naval 6th fleet in the Mediterranean during the Yom Kippur War crisis, Exxon refused. Yet in 1949 G.M., was convicted of criminal conspiracy for conspiring with Standard Oil, Firestone Tires and others in monopolizing the sale of buses (the most widespread use of public transportation in the country); and

Whereas, The hue and cry of the health needs of the populace is forcing the eventual legislation of National Health, but in spite of its nationwide effect on the entire citizenry, bold attempts are still being put forth to put such a public trust and utility into the avaricious hands of private enterprise; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, sponsor and urge the state to enact legislation calling for the establishment as a public utility, any enterprise, industry or service affecting and having a direct reaction with the entire state and citizenry; and be it further

Resolved, That oil and related energy resources and medical and health care facilities and delivery systems be identified as functionaries for the public good and be declared public utilities by the Congress of the United States and that this Tenth Convention urge the National AFL-CIO to vigorously campaign for similar legislation by the federal government and the Congress of the United States.

Referred to Committee on Legislation.
Adopted, p. 44.

Mexican-Americans in California

Resolution No. 24—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist.

Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Mexican-American language, culture, history and tradition form a rich portion of the heritage of America; and

Whereas, Now and in the past, the life and toil and struggle and sacrifice and service of Mexican-Americans have contributed to the development of the West and the U.S.; and

Whereas, Spanish should be respected for everyday use in community life, honored with official status in government and institutional activity, and in other ways given recognition for use in formal transactions; and

Whereas, In harmony with this aim, Spanish should be taught in the schools as an optional basic language as well as a bridge language to English, for those communities and individuals aspiring to such instruction; and

Whereas, The Mexican-Americans or Spanish-speaking people are California's and the West's most numerous disadvantaged minority; and

Whereas, Mexican-Americans are subjected to prejudice and discrimination in employment, housing, education, public accommodations, administration of justice and other areas of community life; and

Whereas, Mexican-Americans are generally under-represented in elected public office, in appointive government posts, in the governance of agencies, in the direction of institutions of political and public power affecting themselves and the larger community; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, favor programs to eliminate from every aspect of civic life, all forms of discrimination and prejudice against Mexican-Americans; to inform the public about America's Mexican-American cultural heritage and the value of the Spanish language; to establish Spanish as a second language for everyday use and for formal transactions; to provide public school educational opportunities which will develop the Spanish language skills of members of families with Spanish speaking background; to promote fuller Mex-

ican-American representation in government office and community institutions.

Referred to Committee on Resolutions.

Adopted as amended, p. 42.

N.A.A.C.P.

Resolution No. 25—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, The National Association for the Advancement of Colored People (N.A.A.C.P.) is immersed in the life of the Negro community, is rooted in the tradition of struggle for human rights, has left its imprint on the course of history and maintains an ongoing moral and practical influence on national developments; and

Whereas, The N.A.A.C.P. is a representative, inclusive, dynamic organization of the Negro community in its human relations and civil liberties concerns; and

Whereas, Through its chapters and other local, area, regional and national organizational and membership bodies and activities—which are open to all regardless of race—the N.A.A.C.P. provides for mass grass roots participation in its efforts throughout the nation; and

Whereas, The N.A.A.C.P. conducts a comprehensive campaign for defense of individual rights against encroachment by means of court action and has achieved historic legal precedents which made the liberties of all persons more secure; and

Whereas, The National Convention of the N.A.A.C.P. each year reaffirmed its faith in the ideal of integration rather than separatism in American life, and re-dedicated itself to eradicating all forms of discrimination and prejudice based on race, color, religion, ethnic origin or ancestry; and

Whereas, The N.A.A.C.P. has engaged in cooperative action with the AFL-CIO and ILGWU on many programs and projects of common interests; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, reaffirm its endorsements of the N.A.A.C.P.; reiterate its policy of seeking

areas of cooperation; and favor continuing support by local unions.

Referred to Committee on Resolutions.
Adopted, p. 84.

The A. Philip Randolph Institute

Resolution No. 26—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, The A. Philip Randolph Institute is the authentic voice of black workers in the American labor movement; and

Whereas, The A. Philip Randolph Institute is dedicated to achieving full and equal participation in the labor movement for black workers and all others regardless of race, color, creed, or sex; and

Whereas, The A. Philip Randolph Institute believes that the labor movement must be the fundamental instrument for achieving full rights and equality for black and other minorities, just as labor must be the main force in advancing the rights and standard of living of all workers, and the leading element in social progress for all people; and

Whereas, The A. Philip Randolph Institute believes that all workers have a common bond of mutual interest, joint concern, and social destiny which transcends differences among them; and

Whereas, The A. Philip Randolph Institute believes that it is the historic role of the labor movement to lead the forces re-shaping and re-forming society in a progressive direction through collective bargaining, legislation, education and co-operative community action; and

Whereas, The A. Philip Randolph Institute believes that black workers will assume their full and rightful place in the labor movement and in labor's leadership role with the support of labor itself; and

Whereas, The A. Philip Randolph Institute is opposed to all forms of Communist and Fascist totalitarianism and believes that the struggle for democratic societies and free labor movements everywhere in the world must be the concern of American labor as well; and

Whereas, The A. Philip Randolph Insti-

tute trains leadership, promulgates legislative programs, provides institutions for systematic consultation and programming with labor, fosters political action, and engages in other work with organized labor; and

Whereas, The A. Philip Randolph Institute was created in the image of A. Philip Randolph, a gentle, great and good man who devoted his long life to working with-in labor for freedom, equality, and social justice for all, as a trade unionist and Socialist; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, express its sympathy with the A. Philip Randolph Institute purposes, philosophy and program and pledges its continuing support to its work.

Referred to Committee on Resolutions.
Adopted, p. 84.

Histadrut

Resolution No. 27—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Histadrut, the General Federation of Labor in Israel, is a proud constituent member of the free trade union movement of the world; and

Whereas, Histadrut has been a leading force in the founding and building of Israel as a democratic society; and

Whereas, Histadrut has served Arab and Jew alike within the state of Israel; and

Whereas, As an architect of the State of Israel, Histadrut made the barren deserts fruitful, built industries, trained and found jobs for hundreds of thousands of new immigrants and provided economic, cultural, educational and social welfare benefits to all its members regardless of race or creed; and

Whereas, Histadrut has not only developed new areas in Israel, but has extended guidance and assistance to nations in Africa, Asia and Latin America and stands as a beacon of progress and social justice rooted in freedom and the democratic way of life; and

Whereas, As one of the finest examples of international labor solidarity, the

American trade union movement, through the American Trade Union Council for Histadrut, has been extending wholehearted moral and financial cooperation to Histadrut; and

Whereas, Histadrut is dedicated to maintaining social democracy and free trade unionism in Israel in the midst of Israel's battle for survival against enormous odds; and

Whereas, Histadrut has pioneered in applying the fundamental labor and social democratic concept of a democratic nation defending itself as a "people under arms," fighting its battles without curtailing democratic processes and institutions and without permitting political domination by a professional military elite; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, extend fraternal greetings to Histadrut, express its solidarity with Histadrut's struggle to defend Israel in this period of historic crisis; pledge unstinting support to Histadrut's battle to develop a model democratic society and adhere to its ideals even amidst an era of war, and recognize that this combined effort by Histadrut is perhaps without parallel in human history.

Referred to Committee on Resolutions.
Adopted as amended, p. 84.

Unregulated Influx of Illegal Aliens

Resolution No. 28—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, The unabated and continuous flow of illegal aliens has created a proliferation of unemployment and subsequent welfare recipients amongst the citizenry connected with the apparel industry. Unchecked at the borders the coyote smugglers are having an enormously profitable field day and the token sporadic raids, although dramatic, are as effective as an aspirin for a brain tumor; and

Whereas, The obvious result is an equally unchecked deterioration of legitimate job opportunities due to the utilization and exploitation of illegal aliens with

lowered wage standards, miserable and unsanitary working conditions and instability in the industry; and

Whereas, Approximately 50 million dollars of unemployment insurance has been paid out to laid off garment workers in the Los Angeles area in the last five years whose jobs have been lost or curtailed by this unchecked flow of exploitive slave labor from across the border; and

Whereas, With this erosion of decent job opportunities there ceases to be any attraction for the citizenry to go into or seek employment in the garment industry. Poverty earnings, basic minimum wages at best, are the norm rather than the exception. Through the practice of exploiting the illegal alien, an ever growing labor pool without regulation, recourse or redress, progress in the garment industry is in reverse at an accelerating rate. The garment industry is declining into the sweatshop serfdoms of 75 years ago; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, adopt a firm and positive position regarding the prevention of any further unregulated influx of illegal aliens.

Referred to Committee on Resolutions.
Adopted, p. 27-28.

Assembly Bill 4464

Resolution No. 29—Presented by International Ladies Garment Wkrs., Locals 55, 84, 96, 97, 270, 271, 293, 451, 497, 498, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Dist. Wkrs. No. 214, Cloakmakers No. 8, San Francisco; Ladies Garment & Accessory Wkrs. No. 482, Designers Guild-Ladies Apparel Wkrs. No. 452, Cloakmakers No. 58, Los Angeles; So. Calif. Dist. Council of Garment Wkrs., Los Angeles; San Francisco Jt. Bd. of Ladies Garment Wkrs.; and the Los Angeles Jt. Bd. of Ladies Garment Wkrs.

Whereas, Illegal homework has exploded on the industrial scene with all of the ruthless practices of undercutting, undermining and underpaying working standards and conditions; and

Whereas, Illegal industrial homework is now responsible for over 100 million dollars of annual apparel production in the Los Angeles area alone; work that is mostly unaudited, unlicensed, unregulated, unlawful and untaxed; and

Whereas, Illegal homework, to maintain its clandestine anonymity is usually performed in slum areas, in bedrooms and kitchens infested with rats and roaches totally oblivious to sanitary regulations

and are breeding grounds for contagious diseases that can be transmitted through fabrics; and

Whereas, This vicious and exploitive practice of illegal homework is usually performed by the utilization of the most exploited of people, the illegal alien who in order to have a semblance of existence works for these slave traffickers for less than minimum wages, or any other labor law conditions and without redress or recourse for any violation they are subject to; and

Whereas, The spreading blight of illegal industrial homework is directly reflected on the fact that over one million weeks of unemployment insurance have been paid out to laid off garment workers in the last 5 years in the Los Angeles area, laid off for lack of legitimately paying work in clean sanitary shops; and

Whereas, The loss of job, the loss of revenue for unreported taxes in all fields, the loss of economic purchasing power that could be generated are the direct result of an ineffective, unenforceable, weak statute that the present law represents; and

Whereas, For over 30 years California has languished sleepily with this Homework Act that was mere tokenism, geared more for mollification for violations than an instrument for public good, honest competitive economy, legitimate business practices, health and sanitary safeguards and growth progress, so vitally needed to put a halt to the malignancy and the resultant economic and moral misery that illegal homework breeds; and

Whereas, AB 4464 is the first major step in a generation designed to eradicate through the legislative and law enforcement processes the vicious and exploitive practice of illegal industrial homework; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, publicly and vigorously utilize its good offices to call on each and every affiliate to mount an extensive campaign urgently seeking of the legislators of the State of California Assembly and Senate their strong affirmative stand to assure passage of AB 4464.

Referred to Committee on Legislation.
Adopted, p. 59.

Public Development Agencies

Resolution No. 30 — Presented by State Building & Construction Trades Council of California, Sacramento.

Whereas, The ecologists, conservation-

ists and the no-growthers have combined to exert overwhelming pressure on local city councils and planning commissions in many areas of the State; and

Whereas, The cost of land appropriate for development has skyrocketed in price; and

Whereas, Environmental reports, permits and hearings on any proposed development make it both time consuming and expensive; and

Whereas, These above facts have all but forced the small and moderate sized builder and developer out of the market; and

Whereas, This leaves the development of residential housing to the very large national and international corporations who have no local base or allegiance; and

Whereas, It is not in the interest of the Building Trades Craftsmen to be dependent on the whims and profitability of these large corporate entities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce and support legislation to provide financing and power for public development agencies to acquire and sell land to private builders and developers who shall build and develop according to planning proposed by the local Public Development Agency.

Referred to Committee on Legislation.
Adopted, p. 43.

Jury Duty

Resolution No. 31 — Presented by State Building & Construction Trades Council of California, Sacramento.

Whereas, Jury duty is avoided by most working people because of the financial burden; and

Whereas, The jury system in this country is under attack by right wing and elitist forces; and

Whereas, It is to the benefit of all working people to be tried when necessary by a jury of their peers; and

Whereas, As representatives of working people, we must preserve this system of justice; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce and support legislation making three-fourths of regular individual wages in unemployment insurance available to all workers who serve on juries.

Referred to Committee on Legislation.
Adopted, p. 71.

Include Tips and Gratuities as Wages in Computing Contributions to U.I. Fund

Resolution No. 32—Presented by Dining Room Employees, Local 9, San Francisco.
Whereas, Under existing law, "contribu-

tions" 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 of 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 unemployment disability benefits provided by law; and

Whereas, Employees working in tipping classifications are required by federal law to report to his employer 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; and

Whereas, The intent of this Resolution would have become law through the good efforts of the California Labor Federation in 1972, except for the nefarious action of Gov. Regan's veto; 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 upon adoption by the California Labor Federation, AFL-CIO, at its Tenth Biennial Convention, the California Labor Federation take all necessary actions to secure passage of the intent of this resolution at the forthcoming session of the Legislature.

Referred to Committee on Legislation.
Adopted, p. 71.

Union Wages for Public Printing

Resolution No. 33—Presented by Los Angeles Typographical Union No. 174, Los Angeles.

Whereas, It is in the best interests of the workingman and woman as well as in the best interests of the taxpayer to retain as much work as possible within the State of California; and

Whereas, Presently much work is being awarded to printing firms outside the State of California at much lower than the prevailing rates within our State; and

Whereas, Often this work is being done in non-union and sometimes in struck plants in the South; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, propose to the California Legislature:

Government Code, Section 14784.05. No state agency, including any state university or college and the University of California, shall award a contract for printing or binding unless it provides for the payment of no less than the rate of wages and fringe benefits paid at that time by the State Printer pursuant to Section 14786.

Referred to Committee on Legislation.
Adopted, p. 70.

Appoint State Printer Pursuant to State Civil Service Act

Resolution No. 34—Presented by Los Angeles Typographical Union No. 174, Los Angeles.

Whereas, The best interests of the people of the State of California were better served when the State Printer was appointed pursuant to the State Civil Service Act; and

Whereas, Since the adoption of the law allowing appointment by the Governor, the people of California have not been as well served; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, propose to the California Legislature adoption of the following legislation:

Government Code, Section 14872. There is in the Department of General Services a State Printer, who shall be appointed pursuant to the State Civil Service Act.

Referred to Committee on Legislation.
Adopted, p. 70.

Outlaw Professional Strikebreakers

Resolution No. 35—Presented by Los Angeles Typographical Union No. 174, Los Angeles.

Whereas, For a number of years Organized Labor has been seeking legislation

banning the use of professional strikebreakers in the State of California; and

Whereas, Such efforts have resulted in near accomplishment on more than one occasion; and

Whereas, Now the threat of professional strikebreakers has become real to unions other than the Printing Trades, such as the Building Trades, Steelworkers and Butchers; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, propose adoption of such protective legislation by the California Legislature.

Referred to Committee on Legislation.
Filed, p. 44.

Oppose Proposition No. 17

Resolution No. 36 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The new Melones Dam on the Stanislaus River was authorized by Congress of the United States in 1944; and

Whereas, The project was reauthorized by Congress in 1962 as a project with a reservoir containing 2,400,000 acre feet of water which would be more beneficial to the people of the State of California and the nation with the additional water yield, and the production of 430 million kilowatt hours of non-polluting, hydroelectric energy, and the creation of a recreational area unmatched in the Central Valley of California; and

Whereas, Water releases from the enlarged reservoir will improve a near dormant fishery in a 55-mile stretch of the Stanislaus from Goodwin Dam to its confluence with the San Joaquin River, will improve water quality in the lower Stanislaus and San Joaquin and the Delta and the San Francisco Bay Ecosystem; and

Whereas, The recreational ventures planned for this project will accommodate more than 4 million visitor days as opposed to the 80 thousand ultimate now possible in the river system; and

Whereas, The Federal District Court in San Francisco issued a decision on an environmental lawsuit to allow the United States Army Corps of Engineers to proceed with the construction of the project, a decision which was upheld by the Ninth Circuit Court of Appeals and the Supreme Court of the United States; and

Whereas, More than \$64 million has been expended on the project since construction started in 1966 and delays caused by environmental lawsuits have caused project costs to escalate by more than \$26 million; and

Whereas, The project has the approval of Congress, the Courts, State Administration, State Water Resources Control Board, and the Legislature; and

Whereas, Court decisions notwithstanding, a group of commercial rafting companies and a small group of environmentalists have banded together, calling themselves the "Friends of the River," to qualify an initiative petition for the November ballot to make a major portion of the Stanislaus a Wild River under the 1972 Wild and Scenic Rivers Act; and

Whereas, The Stanislaus is not a wild river in the true sense of the Act because it now contains 13 dams, two of which were completed in 1957, providing the nine miles of white water for the commercial rafting companies; and

Whereas, Improvement of the fishery, preservation of the shoreline of the river in its present natural state for 55 miles, improved access to the river for the public to enjoy environmental and recreational facilities are important to all Californians; therefore be it

Resolved, That the delegates to the Tenth Convention of the California Labor Federation, AFL-CIO, go on record as opposing Proposition #17, and the delegates urge their respective membership to turn down this initiative (Proposition #17) which will deprive millions of people of their rightful recreational privilege for the selfish interests of a very few.

Referred to Committee on Resolutions
Adopted, p. 27.

Support Consumer Protection

Resolution No. 37 — Presented by Int'l Assn. of Machinists & Aerospace Workers Local No. 706, Barstow.

Whereas, The State of California now has a Department of Consumer Affairs, having the responsibility of investigating consumer complaints in connection with fraud, shoddy merchandise, poor or overpriced professional services, etc., then taking action to see that the consumer is compensated for his loss, and the wrong-doer is properly punished; and

Whereas, Because of understaffing, there is a back-log of 6 months or more between the time a complaint is filed and the time any attention is given to the complaint; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge their executive officers and delegates to contact their state legislators urging the provision of more funds and manpower to the Department of Consumer Affairs.

Referred to Committee on Resolutions.
Adopted, p. 33.

Support Implementation of Community Facilities

Resolution No. 38 — Presented by Int'l Assn. of Machinists & Aerospace Workers Local No. 706, Barstow.

Whereas, There is now, at both the state and federal levels, legislation which would provide for public works projects to needy communities throughout the country to build or modernize sewage and/or water works; and

Whereas, Grant and loan funds at both state and federal levels have been frozen by said administrations, thus not allowing the projects to be carried out; and

Whereas, This would provide many jobs for local unemployed craftsmen, as well as making much needed improvements to the community; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge their executive officers to make every effort to try to expedite the early availability of funds for these types of projects, worthy and needed both economically and healthwise.

Referred to Committee on Resolutions.
Adopted, p. 83.

Oppose Export of U.S. Funds and Technology

Resolution No. 39 — Presented by Int'l Assn. of Machinists & Aerospace Workers Local No. 706, Barstow.

Whereas, The export of U.S. capital and technology by multinational U.S.-based corporations and banks to foreign subsidiaries is costing the U.S. economy thousands of jobs and threatening the nation's financial solvency; and

Whereas, Two years ago the Burke-Hartke Bill received whole-hearted support of this California Labor Federation, yet the export has been doubled and tripled, with no slackening in sight, many of our members have lost their jobs caused by export of their jobs to cheap labor countries; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, again urge their executive officers to make every effort to secure protective legislation in this matter, and that all delegates take the message back to their membership to write their legislators to support any legislation which will prohibit the export of our technology and funds, and will properly tax the income of U.S. corporations and banks engaged in these operations.

Referred to Committee on Resolutions.
Adopted, p. 28.

Occupational Safety and Health (Cal/OSHA)

Resolution No. 40 — Presented by Int'l Assn. of Machinists & Aerospace Workers Local No. 706, Barstow.

Whereas, In 1970 the U.S. Congress enacted legislation having as its intent the requiring of all employers to provide a clean, safe, and healthful place of employment, and in 1972 the California Legislature passed A.B. 150 which authorized the California Division of Industrial Safety, and the Department of Health to make inspections of work places, and levy penalties if not in compliance. This legislation was heavily supported by most labor organizations; and

Whereas, After the passage of another year's time little, if any, action is noticeable over the many toxic, hazardous, injurious chemicals, methods, and processes which have been introduced into the home and workplace; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, urge its executive officers to explore every avenue available to them to try to secure prompt and efficient handling of health and safety complaints from workers or their organizations, to support legislation for more inspectors, and support legislation for more public information about toxic chemicals and processes used in the workplace and home.

Referred to Committee on Legislation.
Adopted, p. 44.

Support California Maritime Academy

Resolution No. 41—Presented by Sailors Union of the Pacific; Marine Firemen's Union; Marine Cooks & Stewards Union, San Francisco.

Whereas, The California Maritime Academy has for forty years been producing high quality Mates and Engineers for the maritime industry of California; and

Whereas, The maritime industry of California creates thousands and thousands of jobs every year for workers to not only work on the waterfront but work in connected and related industries; and

Whereas, The California Maritime Academy is continuously engaged in a program of self-evaluation so as to enable it to best meet the needs of a constantly changing and developing industry; and

Whereas, The governing board, administration, and staff have constantly worked cooperatively and closely with the maritime industry to anticipate its needs in the technological field and in the manpower field; and

Whereas, The California Maritime Academy has developed a policy of a completely integrated training program, and with this policy, has worked closely in cooperation with the maritime unions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, convened at San Diego for the Tenth Biennial Convention, go on record as pledging its full support of the California Maritime Academy to aid it in accomplishing its mission, which is of such vital importance to the entire maritime industry in the State of California.

Referred to Committee on Resolutions.
Adopted, p. 82.

Child Care

Resolution No. 42—Presented by Office and Professional Employees Local No. 3, San Francisco.

Whereas, Women constitute some 40% of the work force and the number of women workers is increasing; and

Whereas, Women who are heads of households and other women workers are dependent upon adequate child care facilities to enable them to work; and

Whereas, New federal guidelines limit the use of state and federally funded child care centers to families earning \$430.00 a month or less; and

Whereas, Implementation of these guidelines will tend to force more families onto welfare, and strain the resources of families now barely above poverty levels; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, commit itself to support for legislation to increase state and federal funding of child care centers without prohibitive guidelines such as unreasonable income limitations, one- or two-parent households, and welfare recipient status.

Referred to Committee on Resolutions.
Adopted, p. 30.

Coalition of Labor Union Women

Resolution No. 43—Presented by Office and Professional Employees Local No. 3, San Francisco.

Whereas, Only four million of the thirty-four million women in the work force are union members; and

Whereas, The Coalition of Labor Union Women has been organized to encourage women to become part of the labor movement, to increase their participation in unions, to focus attention on the special needs of women workers in the workplace and in the legislative arena; and

Whereas, The Coalition of Labor Union Women seeks to fulfill its goals within the framework of the trade union movement; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, go on record in support of the Coalition of Labor Union Women, and urging its affiliates to cooperate with state and local chapters of C.L.U.W.

Referred to Committee on Resolutions.
Adopted, p. 30-31.

Create California Free Ports

Resolution No. 44—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The tax assessors of four of California's 58 counties have initiated ad valorem inventory taxation of cargo shipped in world commerce through California when the merchandise is removed from the steamship containers but still is in original packages; and

Whereas, Such arbitrary practices, unless promptly stopped, will eventually expand throughout California and place this state at a competitive disadvantage with diversion of import cargoes to other states to avoid the extra cost resulting from this unique taxation in California, adversely affecting our export trades; and

Whereas, The steamship containers must be considered as instruments of commerce, not as packages as construed by the cited tax assessors above; and

Whereas, Uniformity of treatment, consistencies of practice, and anticipation of cost are initial to orderly trade (Washington and Oregon have been providing this with their free port laws guaranteeing no tax on imports handled, stored or processed in those states when ultimate destination is elsewhere); therefore be it

Resolved, That remedial legislation in California to remove this practice and bring this state to conformity with all other states be enacted and that we support the Senate Select Committee on Maritime Industry, headed by Milton Marks, representative of San Francisco, and urge that the free port system as adopted in the State of Oregon be also adopted in the State of California.

Referred to Committee on Legislation.
Adopted, p. 59.

Eliminate Section 2677 of Unemployment Insurance Code

Resolution No. 45—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Section 2677 of the Unemployment Insurance Code presumes the dis-

qualification 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, The intent of the State disability program is to provide benefits to the disabled worker upon medical certification of inability to work; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek legislation to secure the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 43.

Overpayments

Resolution No. 46—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Following the U.S. Supreme Court decision in the case of Java and Hudson vs. the Department of Employment, the California Department of Human Resources Development changed its policy with respect to the waiver of overpayments; and

Whereas, Claimants are now assessed overpayments when they are without fault in the receipt of these benefits; and

Whereas, The California Department of Human Resources Development now actively pursues the collection of these overpayments; and

Whereas, This policy of the California Department of Human Resources Development is contrary to the intent of the Court, as expressed in dicta, in the Java case; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation providing for the amendment of Sec. 1180 of the Unemployment Insurance Code to provide that no overpayment shall be assessed for any benefits paid pursuant to determination or decision favorable to a claimant where the claimant is without fault, and that if a subsequent decision reverses a determination or decision favorable to a claimant, benefits shall cease as of the beginning of the week following the date of the decision.

Referred to Committee on Legislation.
Adopted as amended, p. 71.

Transportation Time to Place of Employment

Resolution No. 47—Presented by Los Angeles County Federation of Labor, Los An-

geles.

Whereas, For many years it has been the policy of the Department of Human Resources Development and the Appeals Board to use a criteria of one hour travel time in determining suitability of employment; and

Whereas, This policy has now been abandoned; and

Whereas, The expansion of this transportation time limit causes an undue hardship on many employees and prospective employees, especially in light of the increasing number of part-time jobs as opposed to full-time jobs being offered to employees; and

Whereas, Travel in excess of two hours per day creates an excessively long work day; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation providing for the amendment to the Unemployment Insurance Code providing that any individual who leaves his job or who refuses a job where the transportation time from the individual's home to the place of employment is more than one hour by public transportation shall not be subject to disqualification under any provision of this article.

Referred to Committee on Legislation.
Adopted, p. 71.

Termination of Employment Through Resignation

Resolution No. 48—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Numerous situations have arisen where an employee submits a notice of resignation and the employer then terminates the employee prior to the effective date of resignation; and

Whereas, The separation from employment is a result of the employer's action; and

Whereas, The employee is unemployed at the time of separation through no fault of his own; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation for a provision to be added to the Unemployment Insurance Code to provide that in the case of the termination by an employer prior to the effective date of a notice of resignation, the separation shall be considered a discharge for other than misconduct.

Referred to Committee on Legislation.
Adopted, p. 71.

Add Dependency Benefits to Unemployment Insurance Code

Resolution No. 49—Presented by Los Angeles County Federation 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 Tenth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek the enactment of legislation for additions to the Unemployment Insurance Code to provide for dependency benefits as presently are enacted into the Michigan Unemployment Insurance Act, a minimum of \$5.00 additional added to the weekly benefit for each dependent, the total added benefits not to exceed \$35.00 weekly.

Referred to Committee on Legislation.
Adopted, p. 71.

Amend Sections 1253 C - 1257 B of Unemployment Insurance Code

Resolution No. 50—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The terms "refusal of suitable work" (1257 B) and "not available" (1253C) are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, In an eligibility determination for unemployment insurance benefits the two are often used in conjunction, in their efforts 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 Tenth Convention of the California Labor Federation, AFL-CIO,

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, AFL-CIO, authorize those officers to seek the enactment of legislation to prohibit the practice of imposing a disqualification under Section 1253 C and Section 1257 B of the Unemployment Insurance Code on the same set of facts.

Referred to Committee on Legislation.
Adopted, p. 71.

Respect Collective Bargaining Agreements

Resolution No. 51—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, It appears that the California Unemployment Insurance Appeals Board considers the terms of a bona fide collective bargaining agreement to be immaterial as to its decisions; and

Whereas, The California Unemployment Insurance Appeals Board thus does not give credence to the basis of employer-employee relationships and covenants; and

Whereas, It is not and should not be within the purview of the California Unemployment Insurance Appeals Board to ignore or rewrite basic agreements sustaining employer-employee relationships; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for appropriate amendments to the Unemployment Insurance Code to provide that the terms and conditions of collective bargaining agreements shall not be arbitrarily altered by decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.
Adopted, p. 71.

Support Public Education

Resolution No. 52—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Labor, from its inception as an organized force in American life, strove for the initiation of public education and has supported the expansion of the public school system and its accessibility to all; and

Whereas, Labor views education as providing opportunity for individual growth, development, expanded social opportunity, and self-improvement for all; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, reaffirm its sense of obligation for labor to take the leadership in supporting public education and strengthening the public school system; and be it further

Resolved, That this Tenth Convention favor continued improvement of public education for children, youth and adults through:

1. Equalization of financing of education among all school districts in California;
2. Expanding career education opportunities in extent and variety;
3. Increasing opportunities for lifelong education;
4. Enhancing human relations educations and experience in the schools;
5. Providing greater appreciation of the role of organized labor as a positive social, cultural, and human relations force in American life.

Referred to Committee on Resolutions.
Adopted, p. 56.

Career Education

Resolution No. 53—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Career education is a vital and integral part of educational opportunity which should be made available by public schools in a balanced program; and

Whereas, Organized labor, which favors public education in all its creative aspects, has helped to win a new understanding of the true values inherent in, and the full potential of, career education; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, favor expansion of career education opportunities in the public schools; and be it further

Resolved, That career education in the public schools should be understood and made available in all its present and potential dimensions including:

1. Preparation for and cooperation with apprenticeship programs under the guidance of labor-management-public interest entities; and
2. Exploration of and preparation for new careers; and
3. Development of new depth, diversity and richness of qualifications accompanying many occupations, which could be filled by persons with various

levels of educational preparation and background, to the mutual advantage of the individual and the industry or institution involved; and

4. Changing the nature of work and the work place to help make them a center of creative self-expression and enhanced economic usefulness.

Referred to Committee on Resolutions.
Filed, p. 56.

Against the Voucher Plan

Resolution No. 54—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Free, equal, universal, education through public schools open to all in America has been and remains a great cause of labor; and

Whereas, Labor has been the leading force in bringing about public schools, in supporting them, in fostering their expansion, in assuring that they provide ever wider and more various opportunities for all families to most effectively use and choose from among; and

Whereas, Public schools have frequently been attacked head on without success but are now being undermined by more disguised approaches; and

Whereas, The so-called "voucher" plan is one such means of undermining public schools, regardless of what may be the good intentions of some of the misguided proponents of vouchers; and

Whereas, The voucher system would dip into the public treasury to provide funds which would be diverted to use in private schools; and

Whereas, The voucher system is not only contrary to the principles of public education, but would also result in a drain on the total pool of public funds for public schools, encourage diversion of attendance from public schools, create a rivalry between public school systems and high pressure private schools; and

Whereas, The court decision in the *Serrano vs. Priest* case, which calls for equalization of financing of public schools in all school districts in the State, is of historic consequence in helping workers and low and moderate income families and their children; and

Whereas, Special interests should not be permitted to by-pass or nullify the effects of this decision by devices such as the voucher plan; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO,

declared its unequivocal opposition to any and all so-called "voucher" plans as contrary to the principles of public education and destructive of the public school system and its further improvement.

Referred to Committee on Resolutions.
Adopted, p. 56.

Mexican-Americans and Mass Media

Resolution No. 55—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Mexican-Americans comprise the largest single minority group of residents in California; and

Whereas, The vast majority of them use the Spanish language as the primary means of communication; and

Whereas, The mass media of television and radio make very limited use of Mexican-Americans of ability, talent and knowledge in their operations; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, call upon the television and radio industry in California to take affirmative action to bring into all phases of their operations cultural, educational and commercial people from the Mexican-American community so as to widen the scope of communication between our Mexican-Americans and the community at large.

Referred to Committee on Resolutions.
Adopted, p. 42.

Affirmative Action

Resolution No. 56—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, A residue of overt and covert discriminatory practices directed against particular groups in the population deprive many individuals in these groups of equal employment opportunity; and

Whereas, There has been a long history of prejudice and discrimination based on race, color, creed, national origin and ancestry and sex and many other factors unconnected with an individual's ability to function as a citizen and his right to equal employment opportunity; and

Whereas, Although law now requires equal employment opportunity, nevertheless inequality is still created by the handicaps imposed by past history, continuing discrimination, inadequate remedial action, poverty which limits ability to obtain training and education, and often an atmosphere of indifference or outright resistance; and

Whereas, In particular, in public em-

ployment careers where the government itself should set an example for the general community, action against discrimination still lags; and

Whereas, Labor is in the forefront of devising, initiating and supporting programs of affirmative action to overcome discrimination; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, favor the following program of affirmative action to promote equal employment opportunity and a rising standard of life for all:

1. Particular emphasis should be placed on programs to promote equality of opportunity in employment in governmental entities, in careers requiring some form of government licensing or approval for practice and in private employment in businesses or institutions contracting with or serving government entities; and

2. Federal/state government funds should be made available to assist such programs and should be allocated contingent on the pursuit of practices which are the outgrowth of affirmative action and equal opportunity; and

3. Federal and/or state standards should be established defining and requiring affirmative action at every federal, regional, state and local level of employment; and

4. Programs to assure equality of opportunity in employment should include on-the-job training and career ladders, outreach and recruitment, training and remedial training and ongoing education; and

5. Watchdog committees should be established at every federal, state, regional, county and local level—including representatives of organized labor and concerned community groups—to assess progress, report changes, submit recommendations, and serve as continuing consultative bodies to the appropriate government entities.

Referred to Committee on Resolutions.
Adopted, p. 42.

Revise Partial System in California Administrative Code

Resolution No. 57—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The "partial" system for unemployment insurance payments through the issuance of notices of reduced earnings by the employer was introduced

many years ago as a means of identifying claimants permanently connected with an employer, but laid off temporarily through lack of work; and

Whereas, The partial system, unrealistically identified that a layoff shall last no longer than two consecutive weeks, regardless of the nature of an industry, length of service of an employee, fluctuating economic conditions or the prohibitive costs of breaking in or training new personnel; and

Whereas, Title 22 of the Code of Civil Procedure spells out and is actually the manual of operations of the partial system in laying down the guidelines of the issuance of notices of reduced earnings; and

Whereas, At the end of two consecutive weeks of layoff and the issuance of two notices of reduced earnings, a claimant's status is automatically changed from "laid off" to "unemployed" regardless of the merits of each individual claimant or his connection with the industry or his employer; causing undue and excessive hardship on both the claimant and the employer; therefore be it

Resolved, that the Tenth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to seek legislation for amendment of the provisions of the partial system procedure now contained in 1326-8C of Title 22 of the California Administrative Code and that the language be modified whereby notices of reduced earnings issued by employers for laid off employees be honored for at least five consecutive weeks.

Referred to Committee on Resolutions.
Adopted, p. 28.

Quit Through Cause of Employer Operating in Violation of State or Federal Law

Resolution No. 58—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Statutes are enacted for the benefit of society; and

Whereas, It is obviously the intent of the legislature that there should be compliance with statutes; and

Whereas, The present application of the Unemployment Insurance Code aids an employer who is violating a statute; and

Whereas, An employee should not be penalized when the employer violates a statute; therefore be it

Resolved, that the Tenth Convention of

the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for the addition of a Section to the Unemployment Insurance Code which will provide for conclusive presumption that an individual who leaves his employment whenever the employer is operating in any violation of any state or federal law, has voluntarily quit with good cause.

Referred to Committee on Legislation.
Adopted, p. 71.

Showing of Present Injury to Employer's Interest as Cause for Discharge

Resolution No. 59—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The definition of misconduct under the Unemployment Insurance Code has long required a showing of willful and wanton disregard of the interest of the employer by the employee; and

Whereas, This had been interpreted as meaning a present injury to the employer or present disregard of his interest; and

Whereas, A recent Unemployment Insurance Appeals Board Decision has broadened this definition to provide that the disregard of the interest or the injury to the employer may be prospective and/or speculative; and

Whereas, It is inequitable and contrary to the intent of the Unemployment Insurance Code to penalize the employee based on the employer's random speculation; therefore be it

Resolved, that the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for amendment to Section 1256 of the Unemployment Insurance Code requiring that there be a showing of present injury to the employer's interest to establish a discharge for misconduct.

Referred to Committee on Legislation.
Adopted, p. 71.

Add Section 1253.3 of the Unemployment Insurance Code

Resolution No. 60—Presented by Los Angeles County Federation 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 should 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 Tenth Convention of the California Labor Federation, AFL-CIO, request its legislative representatives to seek legislation to add Section 1253.3 of the Unemployment Insurance Code to provide that a worker's illness consisting of less than the majority of days in the 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 as amended, p. 71.

Amend Section 2627 (b) of Unemployment Insurance Code

Resolution No. 61—Presented by Los Angeles County Federation 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 contradictory to the principle 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 . . ."; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation to amend Section 2627 (b) of the Unemployment Insurance Code to provide that benefits shall be payable from the first day of illness for any illness extending beyond seven days.

Referred to Committee on Legislation.

Adopted, p. 43.

Amend Section 1279 of the Unemployment Insurance Code

Resolution No. 62—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Section 1279 provides in part that "however, earnings up to twelve dollars (\$12.00) a week for which benefits claimed, will not be deducted from the claimants weekly benefit amount," and

Whereas, The economic structure of the State of California has tremendously expanded and living costs have risen since 1969 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 the Tenth Convention of the California Labor Federation, AFL-CIO, authorize the officers of the California Labor Federation to seek the enactment of legislation to amend Section 1279 to raise the amount stipulated in the Unemployment Insurance 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. 71.

Stenographic Reporting of Proceedings

Resolution No. 63—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The California Unemployment Appeals Board in some of the hearings held before its Referees is using recording equipment in lieu of stenographic reporting; and

Whereas, A task force has recommended that the Employment Development Department also use such electronic recording equipment in interviews; and

Whereas, Such equipment does not necessarily provide an adequate transcript due to the often occurring multiplicity of voices on the recording; and

Whereas, In order to provide due process, a detailed and complete record of any proceedings should be maintained; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to provide that all proceedings before the California Unemployment Appeals Board and any two party proceedings at the level of the department be reported by stenographic process.

Referred to Committee on Legislation.

Adopted, p. 71.

Illegal Detention

Resolution No. 64—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Section 1253 (c) of the Unemployment Insurance Code requires a claimant to be available for work during the entire week during which benefits are claimed; and

Whereas, An interpretation has been rendered which holds that if a claimant is unavailable for one or more days during any given claim week said claimant shall be disqualified; and

Whereas, This interpretation of availability has been applied to those situations where the claimant is illegally detained although he is subsequently found to be not guilty or that the legal detention has been improper; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to amend Section 1253 (c) of the Code providing that if the claimant is illegally detained or is legally detained and subsequently found not to be guilty, said detention shall not render him unavailable for the period during which the detention took place.

Referred to Committee on Legislation.
Adopted, p. 71.

Repeal Section 1264 of the California Unemployment Insurance Code

Resolution No. 65—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The interpretation of Section 1264 of the Unemployment Insurance Code had been the subject of much litigation; and

Whereas, It appears that the Section is not valid as it is written; and

Whereas, Section 1264 is discriminatory in its definition of major support of the family; therefore be it

Resolved, that the Tenth Convention of the California Labor Federation, AFL-CIO, seek the enactment of legislation to repeal Section 1264 of the Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 71.

Authorization in Writing for Unemployment Insurance Claim

Resolution No. 66—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, A claimant or an employer is entitled to be represented by any individ-

ual or organization of his choosing in matters arising under the code; and

Whereas, The claimant or employer should be afforded the easiest possible means of authorizing representation; and

Whereas, Claim matters can be expedited by direct notice to authorized representatives; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to amend the Unemployment Insurance Code to permit the claimant or employer to authorize in writing, for any particular claim, a representative to represent him and that upon such authorization the department shall submit copies of all notices and records pertinent to the particular claim to said representative; and be it further

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek to have the Employment Development Department provide forms for such authorization.

Referred to Committee on Legislation.
Adopted as amended, p. 71.

Unavailability Due to Personal Restrictions

Resolution No. 67—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Section 1253 (c) of the Unemployment Insurance Code provides that a claimant must be able and available for work; and

Whereas, This Section of the Code has been interpreted by the Appeals Board to mean that the claimant cannot restrict himself in any way and must meet what the Board considers to be community standards without regard to actual job potential; and

Whereas, The intent of the code is to provide benefits for those unemployed through no fault of their own who are seeking work; therefore be it

Resolved, that the Tenth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for an amendment to Section 1253 (c) of the Unemployment Insurance Code requiring that for a disqualification to be issued for unavailability due to personal restrictions or preferences of the claimant there must be a showing of a loss of specific work opportunities due to said restrictions or preference.

Referred to Committee on Legislation.
Adopted, p. 72.

California's Prepaid Medi-Cal Program

Resolution No. 68—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The Medi-Cal Reform Act of 1971 which was hailed by Governor Reagan as a great step forward in achieving good health care for the poor at reduced costs to the public has proven to be a dismal failure, providing only favoritism in handing out contracts, conflict of interest, shoddy health care and enormous profits for contractors; and

Whereas, According to the Joint Legislative Audit Committee on the basis of a study of fifteen plans under the Act, vast amounts of public money went to administration costs and profits with little devoted for actual medical service; and

Whereas, Reports disclose that many of the 210,000 Medi-Cal recipients in the program allowed themselves to be enrolled in it because they were deceived into believing that it was mandatory and no longer able to receive services from the medical facilities of their choice; and

Whereas, There have been many complaints by patients of inadequate facilities, no provision for emergency care, facilities too far removed from patients, inadequate or no transportation, shoddy medical practices; therefore be it

Resolved, that the Tenth Convention of the California Labor Federation, AFL-CIO, seek an in-depth investigation of the entire Medi-Cal program, including the prepaid health plans, by such appropriate investigative officials as the State Attorney General, the Los Angeles District Attorney, and the office of the State Auditor General; and be it further

Resolved, That officers of the California Labor Federation seek the enactment of state legislation which would amend the Medi-Cal Reform Act of 1971 to require the setting of adequate standards for the establishment of PHP's for Medi-Cal recipients and require continuing strict supervision and review of all such prepaid health programs, to bring quality health care to all Medi-Cal recipients.

Referred to Committee on Legislation.
Adopted, p. 44.

Collective Bargaining for Educational Employees

Resolution No. 69—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Collective bargaining is that tool which best enables the worker to con-

trol his working environment; and

Whereas, All workers are entitled to the protections of collective bargaining; and

Whereas, The right to bargain collectively was extended to most employees in private industry almost 40 years ago as a result of the passage of the National Labor Relations Act (Wagner Act); and

Whereas, Recent NLRB decisions have resulted in the extension of NLRA protections to workers in some private educational institutions; and

Whereas, California state courts have ruled that collective bargaining for public educational employees is illegal; and

Whereas, Legislation extending the protections of collective bargaining to educational employees in California has been adopted by the legislature but vetoed by the Governor; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support the extension of the protections of collective bargaining to all educational employees; and be it further

Resolved, That the California Labor Federation give the passage of a comprehensive collective bargaining law for educational employees its highest legislative priority; and be it finally

Resolved, That the California Labor Federation urge the AFL-CIO to act similarly on behalf of a federal comprehensive collective bargaining law for educational employees.

Referred to Committee on Legislation.
Filed, p. 44.

Support AID-United Givers

Resolution No. 70—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, During the year 1951, 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-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 or not 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, The employees of AID-United Givers have, during the fiscal year 1971/72, become affiliated with the Office and Professional Employees International Union, Local 30, AFL-CIO, CLC and are working under favorable conditions of a union contract with that organization, making AID-United Givers the only fund-raising organization in Southern California now totally unionized and using union label materials; and

Whereas, Because AID-United Givers is totally organized as to personnel and the use of materials with the union label, it should receive the unanimous support of all organized labor in the areas served by the organization; and

Whereas, During the fiscal year of 1973/74, AID-United Givers raised and distributed \$17,384,874.53 for the support of worthy charities in Southern California and throughout the United States; and

Whereas, AID-United Givers, in its 23 years of existence has raised and distributed more than \$238,984,874 for charitable purposes; and

Whereas, AID-United Givers' low operational cost of approximately 6.44 percent assures the donor that his contribution reaches its intended source—to help the needy; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, endorse the AID-United Givers program; and be it further

Resolved, That the California Labor Federation, AFL-CIO, advise its affiliated unions of the total unionizing of the AID-United Givers staff and its use of the union label and urge increased participation of its affiliated unions and their members in cooperation with the AID-United Givers staff in those industries now having AID chapters; and be it further

Resolved, That affiliated unions cooperate with the AID-United Givers staff in the bringing into the AID-United Givers program those industries or offices not now in the AID-United Givers program.

Referred to Committee on Resolutions.
Adopted, p. 84.

Support United Crusade, United Fund, Community Chest and Other Federated Fund-Raising Drives

Resolution No. 71—Presented by Los Angeles County Federation 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 United Crusade, United Fund, Community Chest 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 United Crusades, United Funds, Community Chests and their federated service agencies; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where United Crusades, United Funds, Community Chests and Councils, 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 United Crusade, Community Chest or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 84.

Comprehensive Employment and Training Act, 1973

Resolution No. 72—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The Comprehensive Employment and Training Act of 1973 has replaced the Manpower Development and

Training Act of 1962; and

Whereas, This Act provides for decate-
gorization of manpower programs, and the
decentralization of manpower program de-
livery systems; and

Whereas, It calls for the shift of the deci-
sion making process from the federal level
to the state and local levels where final
decisions in each program are the respon-
sibility of the prime sponsors; and

Whereas, The Comprehensive Employ-
ment and Training Act calls for the prime
sponsors, both state and local, to create
manpower planning councils with organ-
ized labor's participation, to assist in de-
veloping manpower programs and the al-
locating of funds, evaluation and monitor-
ing; and

Whereas, Job development and place-
ment should be an integral part of any
training program and organized labor has
a specific and important contribution to
make in that regard; and

Whereas, Organized labor has a respon-
sibility to be involved in manpower plan-
ning at all levels, on a continuing basis at
the state and local level, and also have a
strong concern for solving job related
problems; and

Whereas, Organized labor must be fully
informed about manpower so that union
policies and practices can be fully com-
municated to the prime sponsors, thereby
protecting the integrity of existing labor
agreements and wage scales; and

Whereas, The Human Resources Devel-
opment Institute, the manpower arm of
the AFL-CIO, has been working with local
unions in close cooperation in developing
manpower training programs and job
placement for the disadvantaged; there-
fore be it

Resolved, That the Tenth Convention of
the California Labor Federation, AFL-CIO,
call upon all unions in California to par-
ticipate in the development and operation
of local manpower planning councils; and
be it further

Resolved, That this Tenth Convention
urge all local central labor bodies in the
state to establish manpower committees
to fulfill labor's responsibility in the im-
plementation of the program; and be it
further

Resolved, That all unions be urged to
work through these established commit-
tees in dealings with the prime sponsors
and their designated sub contracting agen-
cies; and be it further

Resolved, All unions be urged to work

with and support the programs and utilize
the services offered by the AFL-CIO Hu-
man Resources Development Institute in
cities and counties where available.

Referred to Committee on Resolutions.
Adopted, p. 28.

Change Appellate Process and Appeals

Resolution No. 73—Presented by Los An-
geles County Federation of Labor, Los An-
geles.

Whereas, Unemployment insurance and
disability insurance are part of a broad
social insurance program in the State of
California designed to eliminate the hard-
ships of loss of employment by an em-
ployee through no fault of his own; and

Whereas, The Unemployment Appeals
Board is a quasi-judicial body created to
hear appeals from determinations as to
eligibility by the Department of Human
Resources; and

Whereas, Appeals from the decisions of
the Unemployment Appeals Board lie in
the Superior Court in a limited trial de
novo; and

Whereas, Delay in the final determina-
tion of rights exerts an extreme hardship
on the unemployed individual and fails to
meet the purposes for which it was de-
signed; and

Whereas, Appeals from the Workmen's
Compensation Appeals Board, which is the
third leg of a broad social insurance pro-
gram, lie directly to the Court of Appeals
and the Supreme Court of the State of
California by way of Petition for Writ of
Review and Petition for Hearing; and

Whereas, There being no good reason for
a slower appellate process in the cases of
unemployment insurance and disability in-
surance; therefore be it

Resolved, That the Tenth Convention of
the California Labor Federation, AFL-CIO,
authorize those officers to seek enactment
of legislation for changing the Appellate
process, providing that the Unemployment
Insurance Appeals Board shall attach to
all its decisions in which a request for
review may be taken an explanation of a
party's right to review, and shall provide
assistance to such party where necessary;
and

Requiring that a request for review shall
be filed within six months of the date of
the decision with the district court of ap-
peal nearest the residence or business of
the person requesting the review; and

Requiring that where the Director of
Human Resources Development seeks ju-
dicial review he shall do so within six
months rather than one year; and

Directing that the filing fees or other costs of any party shall be paid from the Unemployment Administration Fund.

Referred to Committee on Legislation.
Filed, p. 72.

Establish Child Care Centers

Resolution No. 74—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Our country's future depends upon the healthy growth of our children and their parents' contribution to society; and

Whereas, While there are over 5 million children of working families in the U.S. who need quality child care, only 1/5 of these children are being cared for in child care facilities; and

Whereas, Many parents, working to provide for their families' welfare, are forced to leave their young children without proper supervision, often alone or with house keys tied around their necks; and

Whereas, Women are hampered in their efforts to obtain gainful employment and promotion on the job because adequate facilities for child care are not available either in quantity or quality; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, initiate legislation to be introduced in the California Legislature to insure that comprehensive child care programs be made available to all the children of working families who so desperately need and want them; and be it further

Resolved, That the National AFL-CIO be requested to pursue similar legislation through the United States Congress; and be it further

Resolved, That the California Labor Federation, AFL-CIO, affirm that such legislation be given the highest priority for the benefit of working men and women in our state and nation, and that the Federation urge its affiliated unions to actively support and work for passage of such legislation; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge its affiliated unions to negotiate to include child care benefits in their contracts and programs.

Referred to Committee on Legislation.
Adopted as amended, p. 43.

Disability Benefits Resulting From Pregnancy

Resolution No. 75—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The California State Labor Code does not provide compensation for a temporary disability resulting from normal pregnancy and childbirth; and

Whereas, Disability benefits are available to workers for other non-job related disabilities, such as self-inflicted injuries, fights, hunting accidents, etc.; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to amend the California State Labor Code to include disability benefits for pregnancy and childbirth for both public and private employees who are now covered under the State Disability Insurance program.

Referred to Committee on Legislation.
Adopted, p. 43.

Affirmative Action on the Job

Resolution No. 76—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Despite the goals and efforts of many groups in the society, women workers continue to suffer from discriminatory practices in the workplace purely because of their sex; and

Whereas, They are consistently shown to be a disadvantaged group, concentrated in the lower paying jobs with the gap between the earnings of men and women widening; and

Whereas, Women workers receive few opportunities for promotion, are discouraged from seeking higher paying jobs and, in practice, are often barred from holding them; and

Whereas, Federal, State and Municipal governments are adopting Affirmative Action programs to meet the problems of hiring and promoting women workers. Some industries are following suit; and

Whereas, The society can best be served by the maximum use of the potential of its workers; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, urge its affiliates to develop Affirmative Action Programs to be included in the collective bargaining process with a view toward achieving:

- a—The hiring and promotion of women workers to jobs for which they are qualified by training and/or experience,
- b—Opening of opportunities for advancing women to better jobs by admitting them to new and existing training programs,
- c—Bidding on job openings by women

workers regardless of present employment in traditional jobs,

- d—Revision of descriptions in job classifications to properly reflect the responsibilities of the job and insuring adequate compensation for those responsibilities.

Referred to Committee on Resolutions.
Filed, p. 31.

Women Workers

Resolution No. 77—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The number and percentage of women in the workforce continues to increase steadily; and

Whereas, Similarly, women comprise an increasing number and percentage of the nation's union members; 20 percent nationally and 22 percent in California; and

Whereas, The attitude and practices of employers and labor organizations have failed to keep pace with this influx of women workers. Consequently, discriminatory practices continue in practice; and

Whereas, The Los Angeles County Federation of Labor, AFL-CIO, believes the labor movement should play an active role in the eradication of discriminatory practices against women workers in hiring, promotion, pay levels, opportunities for employment; and

Whereas, The special problems created by increased employment of women require immediate action; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, urge its affiliates when negotiating with employers to:

1. Evaluate all jobs as work with a rate of pay based on job content, skill and responsibility regardless of the sex of the worker doing the task.
2. Demand that promotions be granted on the basis of competence and qualifications and seniority rights.
3. Eliminate variations in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work laws.
4. Extend all contract rules and regulations heretofore applicable only to women and minors to the entire workforce.
5. Include hospitalization costs incurred for reasons of pregnancy in health and welfare plans.
6. Provide day care facilities for children of employed parents.

Referred to Committee on Resolutions.
Adopted, p. 31.

Equal Pay

Resolution No. 78—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The Equal Pay Act became law nationally in 1963. By its provisions, employers are required to pay men and women equally where the tasks performed are similar in skill, effort and responsibility. California, too, has an Equal Pay statute; and

Whereas, This law is designed to help eliminate one of the basic abuses against women workers namely, paying them less for work done than their male counterparts; and

Whereas, Unfortunately, millions of dollars are lost by women workers each year because of the failure of employers to observe the provisions of this Act and because of the shortage of enforcement personnel by the government agencies charged with this responsibility; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, recommend that its affiliates:

- a—Include a clause in all negotiated agreements providing for equal pay for equal work,
- b—Insure strict enforcement of these laws in all units under contract,
- c—Report all unresolved violations to the United States Department of Labor or the California Department of Industrial Relations (whichever is applicable) for processing.

Referred to Committee on Resolutions.
Adopted, p. 31.

Women in Unions

Resolution No. 79—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, In 1973 women constituted 38 percent of the workforce; and

Whereas, Millions of these working women are enrolled in the ranks of organized labor; and

Whereas, The contributions of women to the trade union movement are long, honorable and numerous; and

Whereas, The number and proportion of women actively participating in union activities and assuming leadership positions in local, state and national unions and labor bodies is not commensurate with the past contributions and present and future concerns of working women and the trade union movement; therefore be it

Resolved, That the California Labor Fed-

eration, AFL-CIO, urge all affiliated unions to actively encourage women unionists to attend union meetings and other activities and provide child care and other assistance which enables women trade unionists to become active members of their locals; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge affiliated unions to encourage women members to seek office in local unions; and be it further

Resolved, That the California Labor Federation of Labor, AFL-CIO, encourage women to apply for staff vacancies so as to increase the number of women on the state staff; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, urge all affiliated unions to seek out qualified women to assume organizing and other positions of authority on the staff of those unions.

Referred to Committee on Resolutions.
Filed with statement of support, pp. 31-32.

Tip Credit Toward U.I.-D.I. (In Support of AB 736)

Resolution No. 80—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, A la carte cash tips are excluded from the general definition of wages and are not used in the computation of benefit awards; and

Whereas, All tips are wages given in exchange for services, therefore come under the definition of wages as contained in sections 1252 and 1279 of the code; and

Whereas, Assembly Bill 1013 passed both the Assembly and the Senate but was vetoed by Governor Reagan in 1973; and

Whereas, Assemblyman Leon Ralph in his continued cooperation and efforts to eliminate such injustices perpetrated upon waiters and waitresses re-introduced AB 736, an act to amend sections of 926, 984 and 1085 of, to add sections 927, 976.2, 986.5, 987.5 and 1088.5 to, and to repeal section 927, of the Unemployment Insurance Code, relating to unemployment insurance cash tips credited toward computation of total benefit awards; and

Whereas, Employees engaged in the culinary crafts, such as waiters and waitresses, cry out for economic justice, and equal treatment under the law to specifically spell out in the Code that all tips and gratuities shall be computed as wages toward the base period computation of earnings for unemployment insurance benefits; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, instruct its legislative

representatives to continue the all-out, complete support of Assembly Bill 736, eliminating once and for all discriminatory and degrading double standards encompassed within the present unemployment insurance code.

Referred to Committee on Legislation.
Adopted, p. 72.

Raise Taxable Wage Structure

Resolution No. 81—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The taxable base for Disability Insurance was raised to keep up with increased costs and benefits, to \$8,000 and \$8,500 in 1973; and

Whereas, The creditable tax base for Unemployment Insurance taxes (employer paid) was and remains \$4,800 of annual earnings, an unfair figure, considering earning potentials and the high cost of living, and points to partiality on behalf of special interests; and

Whereas, The creditable tax base for Unemployment Insurance taxes should be, in order to insure equity, and in line with continuously rising costs; higher than Disability Insurance or Social Security tax basis which is now over \$9,000; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the Unemployment Insurance Code to raise the taxable base for Unemployment Insurance taxes to \$10,000 on employee earnings.

Referred to Committee on Legislation.
Filed, p. 72. See Policy Statement IV.

Amend Disability Insurance Hospitalization Payments

Resolution No. 82—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Charges and costs for hospitalization have in recent years soared to the point that could financially wipe out and put in debt for life the average disabled person requiring hospitalization; and

Whereas, Such charges and costs in many instances exceed the amounts payable on behalf of those who are even fortunate enough to have some insurance; and

Whereas, The present \$12.00 per day hospitalization benefit payment identified in the Unemployment and Disability Insurance Code is inadequate and antedated; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to Section 2801 of the Unemployment Insurance Code to raise the hospitalization payments from \$12.00 per day to \$50.00 per day.

Referred to Committee on Legislation.
Filed, p. 43. See Policy Statement V.

Refusal to Cross Established Picket Lines

Resolution No. 83—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, In the event a labor dispute exists, referrals by Human Resources Development Dept. to alleged job openings at such place are not deemed suitable employment and no referrals are made; and

Whereas, Such policy is indicative that the State is acting in a neutral manner and is not, nor intends to aid or interfere with the trade dispute; and

Whereas, The crossing or refusing to cross established picket lines by people unrelated to the dispute should have at the very least the same rights of opinion as the State has in their interpretation of suitability, without the threat of penalty through denial of unemployment insurance benefits, if so exercised; and

Whereas, By such interference with the individual's right of decision through denial of unemployment insurance benefits to those refusing to cross a picket line, the State is aiding and abetting the breaking of strikes; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the amendment of the Unemployment Insurance Code to provide that respecting an established picket line shall not disqualify any person in determining eligibility for unemployment insurance benefits.

Referred to Committee on Legislation
Filed, p. 73. See Policy Statement IV.

Meaning of Supplemental Benefits

Resolution No. 84—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment Insurance Benefits have not been increased commensurate with the rise and cost of living; and

Whereas, Some employers have implemented plans to augment or provide funds to those who are unemployed; and

Whereas, The Unemployment Insurance Code was amended to permit such em-

ployer plans without resultant disqualifications; and

Whereas, The Unemployment Insurance Appeals Board in a recent decision has partially negated the intent of the Unemployment Insurance code; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the addition of language to Section 1265 of the Unemployment Insurance Code which will clarify the intent and meaning of supplemental benefits and to provide that such payments shall not be disqualifying whether the benefits are paid in addition to unemployment insurance benefits or whether the employer benefit is reduced by the amount of unemployment insurance benefits received.

Referred to Committee on Legislation
Adopted, p. 73.

Collective Bargaining for Public Employees

Resolution No. 85—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Meyers, Milias, Brown Act has proven to be ineffective in establishing meaningful negotiations between public agencies and their employees; and

Whereas, In almost all cases, public agencies have been unwilling to enact local laws or ordinances to make the act truly effective; and

Whereas, Most negotiators have found their efforts at "meeting and conferring in good faith" frustrated by "employees" assigned by public agencies, who have no authority to negotiate; and

Whereas, In their frustration, public employees have resorted to strikes and slowdowns throughout California, at great cost to themselves and the public; and

Whereas, Before conceding terms required of them by law, many public agencies have forced their employees' unions into court to seek redress, at great expense and loss of time; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, seek state legislation to provide collective bargaining rights for all public employees in the state; and be it further

Resolved, That said legislation contain provisions for bargaining rights for all public employees equal to those enjoyed in the private sector.

Referred to Committee on Legislation.
Adopted, p. 59.

Good Cause to Refuse Job Offer

Resolution No. 86—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, A recent Unemployment Insurance Appeals Board decision has held that it was not good cause to refuse a job through an employment agency when a lesser rate of pay was offered because of the agency than would otherwise have been paid; and

Whereas, This penalizes the individual for using all means available to seek work; and

Whereas, The employer should not be able to discriminate as to rates of pay; and

Whereas, An employee should be able to command a wage commensurate with his skills and the prevailing rate in the industry; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the addition of new language to the Unemployment Insurance Code which will provide that Section 1, Section 1257.5 is added to the Unemployment Insurance Code, to read: "If a job offer is made through an employment agency for which the individual is required to pay a fee or incur a withholder of part of his wages as payment for the referral of such job, the refusal of such job offer shall be deemed to be a refusal with good cause."

Referred to Committee on Legislation
Adopted, p. 73.

Control Oil Monopolies in California

Resolution No. 87—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The major giant oil companies control oil and natural gas production, refinery, and marketing to the detriment of independent producers and ultimately, the prices paid by consumers; and

Whereas, The continued existence of independents at all levels of drilling, refining, transportation and marketing, has been seriously threatened in recent months and, if allowed to continue, will mean complete and strangling control by the oil monopolies; and

Whereas, Current skyrocketing prices of all petroleum products fall heavily on the living costs of the working people; and

Whereas, Putting the regulation of the petroleum corporations under the Public Utilities Commission would help break up

the monopolistic operations of the oil companies by exerting some control over retail prices; and

Whereas, Under such regulations the oil industry would be required to justify increases at public hearings, thus hopefully releasing statistics which have been kept from the American public; and

Whereas, Higher cost of fuel and petrochemical products are passed on to the market place reflecting higher costs for everything the consumer must buy, therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, initiate, support and seek enactment of legislation to place regulation of the petroleum corporations in California under the Public Utilities Commission; and be it further

Resolved, That the California Labor Federation, AFL-CIO, and its affiliated unions actively support the ballot measure known as the Oil Initiative, which will accomplish the same goals.

Referred to Committee on Legislation.
Adopted as amended, p. 44.

State and Local Regulatory Agencies and Consumers

Resolution No. 88—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Many state governmental agencies, such as the Department of Agriculture, Department of Health, the Department of Consumer Affairs, Divisions of Real Estate and Insurance and the Public Utilities Commission, have areas of regulatory importance under their jurisdiction, in which the welfare of consumers is affected by either the need for action or the lack of appropriate action; and

Whereas, These agencies have been far more responsive to the economic interests of businesses and professions they are mandated to regulate rather than the consumers they are supposed to protect; and

Whereas, Only organized consumer strength can have an impact of affecting the decisions of the state agencies to bring from them consumer-oriented decisions; and

Whereas, While regulation by the Public Utilities Commission has certainly not proven to be a totally satisfactory solution to consumer protection, it does have an effect of bringing economic products of the industry into public view; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO,

support and work for the following:

1. Development of the Consumer Federation of California, with which organized labor is affiliated, into a strong statewide organization to represent the views of consumers before the legislative and administrative bodies, to bring about real and effective consumer representation on all State Boards and Commissions having the responsibility of consumer protection.

2. Work for adequate funding of state regulatory agencies so that the level of staffing will be adequate for the policing job when the will is there to do so.

3. That the Consumer Federation of California develop a program with the State Administration which will take office in January 1975, to strengthen the State Department of Consumer Affairs toward a goal of being truly concerned with the field of consumer protection, rather than the promotion of economic bias for business and the professions which it is supposed to regulate.

4. That all local central bodies be urged to develop county and municipal bureaus of consumer affairs, geared to accept and resolve consumer complaints in cooperation with local law enforcement agencies.

Referred to Committee on Resolutions.
Adopted as amended, p. 33.

Amend Unemployment Insurance Code Regarding Publicity of Court Decisions

Resolution No. 89—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Unemployment Insurance Appeals Board widely publicizes its decisions, whether Precedent or Standard, on Appeal cases which come before it; and

Whereas, Because these decisions are so widely disseminated, the public receives the impression that such decisions are the last word in the matter; and

Whereas, Frequently because the Unemployment Insurance Appeal's Board majority is motivated by bias and wishful thinking rather than soundly ground in law and justice in reaching its conclusions, its decisions are overruled by the courts; and

Whereas, Individuals not aware that the decisions are set aside risk waiving their own rights because of erroneous understanding of which precedent applies to their own cases; and

Whereas, This kind of misunderstanding can be overcome only if the new precedent set by court is at least as widely publicized as the original rejected precedent

was; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, call upon the Unemployment Insurance Appeals Board to provide the same broad publicity to cases where its decisions are overruled by the courts as it has given to the original decision; and be it further

Resolved, That this Convention instruct its officers and Executive Council to seek either legislation or, if appropriate, regulation through the California Administration Code to require Unemployment Insurance Appeals Board to provide this publicity.

Referred to Committee on Legislation.
Adopted, p. 73.

Increase Membership and Participation of Women in Unions

Resolution No. 90—Presented by California Federation of Teachers, AFL-CIO, Burbank.

Whereas, The Coalition of Labor Union Women has been organized by union women to involve women more fully in their unions and to help unions be more responsive to their women members; and

Whereas, CLUW has as its prime objective bringing more women workers into labor unions; and

Whereas, A large number of union women are actively involved in organizing CLUW Chapters; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, endorse the Coalition of Labor Union Women and support the organization of CLUW chapters in California.

Referred to Committee on Resolutions.
Filed, p. 31.

Pregnancy as Temporary Disability

Resolution No. 91—Presented by California Federation of Teachers, AFL-CIO, Burbank.

Whereas, Normal pregnancy constitutes a disability for job related purposes, but is specifically excluded under most disability plans; and

Whereas, Such exclusion discriminates against women workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation similar to SB-1565 of the 1973-74 legislative session to provide that (1) the length of maternity leave is at the discretion of the employee and her physician and (2) pregnancy shall be treated as any other temporary disability under any insurance or sick leave plan provided by the employer.

Referred to Committee on Legislation.
Adopted, p. 43.

Bilingual-Bicultural Education

Resolution No. 92 — Presented by California Federation of Teachers, AFL-CIO, Burbank.

Whereas, Bilingual-bicultural educational programs provide equalization of educational opportunity for students who come from non-English-speaking homes; and

Whereas, California lacks sufficient teachers and programs to meet the needs of such students; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor and/or support programs to increase the number of teachers and programs for bilingual-bicultural education.

Referred to Committee on Resolutions.
Adopted as amended, p. 56.

Presidential Endorsements Made by Convention

Resolution No. 93 — Presented by California Federation of Teachers, AFL-CIO, Burbank.

Resolved, That the California Labor Federation, AFL-CIO, shall call upon the National COPE to change its policies so that presidential endorsements are made by a convention at which all affiliated unions have the right of representation.

Referred to Committee on Resolutions.
Adopted, p. 83.

Closing for Correspondence

Resolution No. 94 — Presented by California Federation of Teachers, AFL-CIO, Burbank.

Whereas, Women comprise a high percentage of labor union membership, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, discontinue the use of the closing "Fraternally yours" and adopt the closing "In unity"; and be it further

Resolved, That the California Labor Federation, AFL-CIO, submit a similar resolution to the National AFL-CIO.

Referred to Committee on Resolutions.
Nonconcurrence, p. 83.

Amend Article 5.5 of the Stull Act

Resolution No. 95 — Presented by California Federation of Teachers, AFL-CIO, Burbank.

Whereas, Section 5.5 of the Stull Act attempts to tie teacher evaluation to student performance without providing for lower class sizes, increased support services and other things to help insure quality education; and

Whereas, Teachers have little or no control over their working conditions; there-

fore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation to amend Section 5.5 of the Stull Act to provide generalized language which allows for locally agreed-upon evaluation procedures based on local needs and resources.

Referred to Committee on Legislation.
Adopted, p. 44.

Collective Bargaining for Teachers

Resolution No. 96 — Presented by California Federation of Teachers, AFL-CIO, Burbank.

Whereas, The California Labor Federation, AFL-CIO, has as a prime objective collective bargaining for all workers; and

Whereas, Teachers and other school employees in California are not granted collective bargaining rights; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation to provide collective bargaining rights for teachers and other school employees.

Referred to Committee on Legislation.
Adopted, p. 44.

Progressive Taxation to Finance Education

Resolution No. 97—Presented by California Federation of Teachers, Burbank.

Whereas, The California Labor Federation, AFL-CIO, has consistently favored a progressive tax system based on the ability to pay; and

Whereas, The Court's decision in the case of *Serrano vs. Priest* has mandated the State of California to change its method of financing education in order to achieve equalization of educational opportunity; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce and/or support legislation designed to create statewide equalization of school expenditures through a system of progressive taxation.

Referred to Committee on Legislation.
Adopted, p. 44.

Raise Social Security Benefits and Lower Retirement Age

Resolution No. 98—Presented by California State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, The economy of our country is maintained by the grants of large sums of money to other countries for economic and educational improvements; and

Whereas, Our economy and living standards are governed more by under-consumption than over-production; and

Whereas, The present system of Social

Security payments is not sufficient to support the recipient in minimum comfort and dignity; and

Whereas, Our elderly members are finding it more and more difficult to find work in the lumber industry and are being forced to retire under our group pension plans at an early age with a reduced factor under both group and Social Security plans, below the poverty levels recognized by our Government; and

Whereas, The present system of Social Security payments encourages the recipient to compete in the labor market on a part-time basis; and

Whereas, The present system is not conducive to creation of new jobs for the younger labor pool; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, go on record supporting an amendment to the Social Security Act to provide that the age for retirement be 60 years and that Social Security payments be high enough to eliminate the recipient from the labor market and the spending of these benefits will create new jobs for the remaining labor pool; and be it further

Resolved, That a copy of this resolution be sent to the National AFL-CIO with a request that said organization sponsor and support such legislation; and be it finally

Resolved, That a copy of this resolution also be sent to the Social Security Administration, the Department of Health, Education and Welfare, and to California Congressmen and U.S. Senators; and the Division of Program Evaluation and Planning of the Department of Health, Education and Welfare, Social Security Administration.

Referred to Committee on Resolutions.
Filed, p. 32.

Prohibit the Hiring of Strikebreakers

Resolution No. 99—Presented by California State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, The California Labor Federation, AFL-CIO, has done an outstanding job in the past in its efforts to have the State Legislature adopt a bill which would prohibit the employment of strikebreakers during a dispute between a union and employer; and

Whereas, In these days of skyrocketing inflation and economic chaos it becomes more and more vital to workingmen and women that their right to necessary remedial action be protected; therefore be it

Resolved, By this Tenth Convention of

the California Labor Federation, AFL-CIO, that we adopt a position of continued vigorous effort to accomplish the aims and objectives as expressed in this resolution.

Referred to Committee on Legislation.
Adopted, p. 44.

Continue 160-Acre Limitation

Resolution No. 100—Presented by California State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, The Government of the United States has for many years adopted a policy to restrict water rights to 160-acre limits in order to protect the source of water supply and small farmers throughout the country; and

Whereas, This policy of the United States Government has been under frequent or continuous attack by those who would control thousands of acres of irrigated lands with federal water supplies; and

Whereas, Such attacks are now occurring in the State of California; therefore be it

Resolved, By this Tenth Convention of the California Labor Federation, AFL-CIO, that we adopt a policy of continued support of the government's position on the limitation of federal water supply; and be it further

Resolved, That copies of this resolution be sent to the Secretary of the Interior, to the Secretary of Agriculture, to the Chairmen of the Senate and House Interior Committees, and to all California Congressmen.

Referred to Committee on Resolutions.
Adopted, p. 61.

National Health Insurance

Resolution No. 101—Presented by California State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, A national health insurance plan for all Americans is long overdue; and

Whereas, The cost of insurance premiums for our group health and welfare plans is skyrocketing; and

Whereas, It is becoming more difficult to negotiate union contracts with money packages; and

Whereas, There are no controls on the cost of hospitals and services performed by doctors; and the cost continues to climb to an outrageous figure; and

Whereas, The American working people are not financially able to afford the cost of medical care, unless they are union members who have group insurance coverage; and

Whereas, Many, many times the need for care arises when even these people are

out of work for long periods of time and are not eligible for the group coverages; and

Whereas, There have been and are many plans before Congress at present and nothing of an affirmative nature is being done about any one of them; and

Whereas, Labor has previously endorsed the Kennedy Plan, and Kennedy's revised plan is before Congress this year; therefore be it

Resolved, By this Tenth Convention of the California Labor Federation, AFL-CIO, that the Federation go on record in support of this resolution calling for a National Health Insurance Plan and give its fullest attention to the accomplishment of the aims and objectives as expressed in the resolution; and be it further

Resolved, that all Congressmen and Senators in Washington, D.C., and the National AFL-CIO be notified that we want a National Health Insurance Plan now for all Americans because what we have now is not working; and be it finally

Resolved, That the National Headquarters of the AFL-CIO be requested to energetically support such a measure.

Referred to Committee on Resolutions.
Filed, p. 32.

Analyze Effect of AB 4200

Resolution No. 102—Presented by Patton State Hospital Employees, AFSCME Local 128, AFL-CIO, San Bernardino.

Whereas, The Lanterman - Petris - Short Act was implemented without adequately weighing the consequences; and

Whereas, The many deaths of both the mentally ill patients and the public, from mentally ill patients not being able to receive adequate treatment under the conditions of the Act itself which puts such drastic limitation on availability of adequate treatment; and

Whereas, Kenneth Springer, the jury foreman during the mass murder trial of Herbert Mullin, testified before the Senate committee investigating the Lanterman-Petris-Short Act and traced Herbert Mullin's case history from the time that he was treatable until the time that he went on his killing spree . . . showing how he was denied treatment by the conditions imposed by the Lanterman-Petris-Short Act; and

Whereas, Mrs. Soper testified before the Senate Committee, SR 20, showing how the Lanterman-Petris-Short Act and its conditions had led to her son not getting the treatment that he needed which resulted in him killing his wife, three children and

himself . . . just weeks after he had obtained a writ to obtain his release from Camarillo State Hospital; and

Whereas, The Lanterman - Petris - Short Act has led to the "criminalization of the mentally ill" by failing to provide proper treatment for the mentally ill (SR 20 preliminary report); and

Whereas, All through the testimony of the SR 20 hearings, the heartrending cry of humanity is echoed time and time again; and

Whereas, Implementation of the Lanterman-Petris-Short Act has increased the State's appropriation for this program from \$53.5 million to \$103.8 million for fiscal year 1971-72 — a 94 percent increase. (Dept. of Finance, State of California); and

Whereas, AB 4200 is another Lanterman-Petris-Short Act, authored by Frank Lanterman, only this time directed toward the dangerous Penal Code patients; and

Whereas, The Superintendent of Atascadero State Hospital for the Penal Code patients said that the implementation of AB 4200 will result in eliminating hospital care for the Penal Code patient; and

Whereas, Frank Lanterman's expertise is primarily land development and all State Hospitals are on prime real estate; and

Whereas, As a compromise to closing Patton State Hospital and because of public opposition, it was proposed that the most valuable land of Patton State Hospital on Highland Ave. be sold and a back gate made into Patton State Hospital; therefore be it

Resolved, By this Tenth Convention of the California Labor Federation, AFL-CIO, to thoroughly investigate this bill, AB 4200, immediately, as it has gone to the Senate of the State of California for a vote, to determine the long-range effect on Penal Code patient treatment, public safety and AFSCME, AFL-CIO members that work in the hospitals that would close, and take appropriate action.

Referred to Committee on Legislation.
Adopted as amended, p. 59.

Oppose Ban on No-Return Containers

Resolution No. 103—Presented by Glass Bottle Blowers Assn., Local 155, San Lorenzo; Glass Bottle Blowers Assn., Local 114, South Gate; Glass Bottle Blowers Assn., Local 34, Upland; Glass Bottle Blowers Assn., Local 81, Orange.

Whereas, The Glass Bottle Blowers Assn., AFL-CIO, has determined the following after serious study regarding the no-return container for beverages; and

Whereas, The "Oregon Experiment," banning no-return containers has cost that state 150 job opportunities, the State of Washington 170 job opportunities, and the State of California over 900 job opportunities in the glass industry alone; and

Whereas, It should be noted that Oregon is a state of some two million population while California exceeds twenty million. The implications of the ratio should be clear; and

Whereas, Actually in Oregon today, the increased costs to the consumer for products in returnable containers as a result of the "Oregon Bill" are 10 times more than what the costs of litter pick-up were prior to the enforcement of the Bill. Incidentally, the price you will now pay in Oregon for beverages is from 18 to 33 percent higher than before the ban bill; and

Whereas, In California, there are almost 8,000 workers employed in the glass container industry. Discriminatory legislation to ban no-return containers would whack that figure by 40.5 percent. And, for every job lost in this important, well-paying manufacturing industry, one and one-half "support" jobs would be lost. Obviously, we are speaking in terms of millions of lost dollars in productive employment, with a consequent loss in contributory taxes and no doubt a demand on an outflow of those taxes in terms of unemployment compensation and welfare, a burden shared by all our citizens; and

Whereas, In view of the fact that the American Federation of Labor and Congress of Industrial Organizations in convention has made its position clear on this matter; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, firmly oppose any legislation which would discriminate against certain products and would jeopardize jobs of union members; and be it further

Resolved, That the California Labor Federation, AFL-CIO, encourage the work of the National Center for Resource Recovery and other organizations that seek to make in a practical and technological way the productive use of waste through re-use by reclamation and energy-producing methods; and be it further

Resolved, That we support in full the position of the AFL-CIO on this issue, holding that environmental desires are to be uppermost in our minds, but at the same time, recognizing that food on the family table is equally—or more—important.

Referred to Committee on Legislation.
Adopted, p. 59.

Delete Section 1262 from Unemployment Insurance Code

Resolution No. 104—Presented by San Diego County Building and Construction Trades Council, AFL-CIO, San Diego.

Whereas, Section 1262 of the California Unemployment Insurance Code provides that an individual is ineligible for unemployment compensation benefits if he leaves work because of a trade dispute and remains ineligible for the entire period of his unemployment while the trade dispute is in progress; and

Whereas, Section 1262 has resulted in the denial of unemployment compensation benefits to many individuals at great personal hardship to them and their families; and

Whereas, Section 1262 has been designed to promote strikebreaking and the erosion of union conditions and the disregard of all lawful primary picketing by our affiliates; and

Whereas, Section 1262 has even been interpreted by the courts of this state to permit an employer to deny unemployment compensation where the employee is not on strike but has been locked out by his employer; and

Whereas, Section 1262 is an insidious and discriminatory policy contrary to the policies of this state as stated in Section 923 of the Labor Code to promote free collective bargaining without legislative or judicial interference; and

Whereas, The public policy of this state as expressed by the California Supreme Court is that labor disputes be resolved without judicial or legislative coercion; and

Whereas, Section 1262 is a legislative enactment which coerces employees in the free exercise of their rights to form, join, and assist labor organizations and to bargain collectively through representatives of their own choice; therefore be it

Resolved, That every effort be made by the California Labor Federation, AFL-CIO, through its duly authorized representatives and the members of this assembly herein convened, to amend the California Unemployment Insurance Code and to strike Section 1262 in its entirety.

Referred to Committee on Legislation
Filed, p. 73. See Policy Statement IV.

Increase Disability Benefits and Eliminate Waiting Period

Resolution No. 105—Presented by Boilermaker-Blacksmiths Lodge No. 10, AFL-CIO, Oakland.

Whereas, One of the most important times a person is in need of financial as-

sistance is when he is off work because of illness and is required to see a doctor; and

Whereas, At the present time basic benefits become payable with the eighth day of disability; therefore be it

Resolved, That the Tenth California Labor Federation, AFL-CIO, Convention go on record and support legislation necessary to eliminate the seven days waiting period now required before a disabled worker is entitled to receive disability benefits; and be it further

Resolved, That the benefits be increased to not less than one hundred and fifty (\$150) dollars per week.

Referred to Committee on Legislation
Filed, p. 43. See Policy Statement IV.

Increase Unemployment Insurance Benefits/No Waiting Period

Resolution No. 106—Presented by Boiler-maker-Blacksmiths Lodge No. 10, AFL-CIO, Oakland.

Whereas, At the present time the California Unemployment Benefits are below the poverty level; and

Whereas, The first week waiting period required before unemployed workers receive any benefits further reducing their standard of living, often making it necessary that unemployed workers apply for relief in order for them to be able to feed their families; therefore be it

Resolved, That the Tenth California Labor Federation, AFL-CIO, Convention go on record and support legislation necessary to increase the California State Unemployment Benefits to at least one hundred and fifty (\$150) dollars per week; and be it further

Resolved, That the first week waiting period be eliminated in order that unemployed workers receive benefits for the first week they are unemployed.

Referred to Committee on Legislation.
Adopted, p. 74.

Acknowledge Contributions of Labor Union Women

Resolution No. 107 — Presented by Alameda Federation of Teachers No. 1528, AFL-CIO, Alameda.

Whereas, Women, especially in the trade union movement where they comprise about 20 percent of the membership, have demonstrated again and again how effective they can be, when they participate in COPE activities and community service and other union-oriented civic enterprises; and

Whereas, Their loyalty to the trade union movement has been especially noted in the several public opinion polls sponsored by

the AFL-CIO and others; and

Whereas, Their participation is more urgently needed now than ever when we face perhaps the most critical moments in our national history; and

Whereas, This Convention notes with great interest the formation of the National Coalition of Labor Union Women in March, 1974, the first organization of its kind in history to be composed exclusively of female members of the trade union movement. We note with particular interest this coalition includes the participation of union women not now affiliated with the AFL-CIO, thus broadening its scope and giving a greater effectiveness to its voice; and

Whereas, The 1974 Constitutional Convention of the Pennsylvania AFL-CIO adopted this same resolution; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, acknowledge the many contributions of labor union women and express its gratitude to them for their efforts and their work; and be it further

Resolved, That this Convention support the formation of the Coalition of Labor Union Women and urge participation of all labor union women in this new historic organization.

Referred to Committee on Resolutions
Filed, p. 31.

Secure Quality Child Care Facilities and Programs

Resolution No. 108 — Presented by Alameda Federation of Teachers No. 1528, AFL-CIO, Alameda.

Whereas, Thousands of working families and single working parents now require low cost, quality child care facilities; and

Whereas, Access to the full range of child care facilities including infant care, preschool, and after school programs, should be considered a right just as public education; and

Whereas, The programs provided by these facilities should meet the highest standards of public education; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, support and promote labor and community efforts to secure quality child care; and be it further

Resolved, That the California Labor Federation, AFL-CIO, support legislative efforts to establish programs and secure funding for child care.

Referred to Committee on Legislation
Filed, p. 43.

**Support United Farm Workers Union,
AFL-CIO**

Resolution No. 109—Presented by Bay Area Typographical Union, Local 21, AFL-CIO, San Francisco.

Whereas, The history of the United Farm Workers Union, AFL-CIO, indicates that Union is the best hope for the farm workers; and

Whereas, The advances of the United Farm Workers Union had brought to farm workers' families not only higher wages but some control over conditions of their work, including a union-operated hiring hall and freedom from exploitation by labor contractors; health care through their own medical clinics and contract protection against poisonous pesticides; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, reiterate its traditional support of the United Farm Workers, under the leadership of Cesar Chavez, in their struggle to bring dignity and security to the farm workers; and be it further

Resolved, That all members be urged to participate in and help the boycott of farm products declared unfair by the United Farm Workers; and be it further

Resolved, That local unions be encouraged to lend moral, financial and other assistance to the United Farm Workers in their hour of crisis.

Referred to Committee on Resolutions
Adopted as amended, p. 33.

Promote Organizing the Unorganized

Resolution No. 110—Presented by Santa Clara County Central Labor Council, AFL-CIO, San Jose.

Whereas, The Trade Union movement holds the true promise of a brighter future for each and every worker in the form of higher living standards, greater security on the job and a firm voice in the determination of working conditions; and

Whereas, The future strength of the labor movement in California in large measure depends on the success of organizing the unorganized; and

Whereas, The rapid changes in the makeup of the labor force have resulted in little progress in the field of labor organization. The ranks of organized labor today are proportionally smaller compared to the total work force; and

Whereas, The Constitution of the AFL-CIO mandates it "to aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining

to workers and to promote the organization of the unorganized into unions of their own choosing for their mutual aid, protection and advancement"; therefore be it

Resolved, That this Tenth Biennial Convention of the California Labor Federation, AFL-CIO, emphatically declare that the major unfinished business of the California labor movement is to organize the unorganized; and be it further

Resolved, That the California Labor Federation urge the National AFL-CIO to implement the organizing mandate in its constitution by instituting and financially assisting effective organizing programs through its affiliated local central labor bodies; and be it finally

Resolved, That copies of this resolution be forwarded to the President and members of the Executive Council of the AFL-CIO.

Referred to Committee on Resolutions.
Adopted as amended, p. 83.

**Public Protective Requirements
For Rate Increase Petitions**

Resolution No. 111—Presented by Santa Clara County Central Labor Council, San Jose.

Whereas, The law now provides broad discretion to the Secretary of Interior relating to United States Bureau of Reclamation rate increases; and

Whereas, Full public disclosure on the record is the most valid way to protect the interest of all the public; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, strongly urge the adoption of clear-cut criteria to be met in order to obtain rate increases. Said criteria to include specific procedure providing for full public hearings on the record prior to the institution of any rate increases by any federal government agency; and be it further

Resolved, That a copy of this resolution be forwarded to the American Federation of Labor and Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted, p. 61.

**Insure Maximum Efficiency
Of Power Utilities**

Resolution No. 112—Presented by Santa Clara County Central Labor Council, San Jose.

Whereas, American Society has recognized that utility companies have special governmental powers illustrated by the granting of charters and franchises; and

Whereas, Utilities, both public and private, have unique social and economic

obligations to provide vital electric energy at the lowest possible cost consistent with the fuels available and the economic and ecological good; and

Whereas, They have a further duty to provide this service at high standards of reliability; and

Whereas, This must be accomplished without unnecessary degradation of the environment and with the most efficient utilization of our precious natural resources; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urge the Congress to enact legislation that will require that in order to obtain a site or equity in a site to be used for power generation, the most efficient use of existing and planned generation and transmission capacity be accomplished. To insure this most efficient use, power pooling by all utilities in any regional area, is required. This shall be accomplished by joint generation, transmission and sharing of reserves. Transmission services on surplus capacity, where it exists, must be available to all at compensatory rates. Where such capacity does not exist, enlargements of such facilities must be accomplished when feasible. If such enlargements are not feasible, joint planning, pooling and construction of new facilities must be a requirement for site use; and be it further

Resolved, That the California Labor Federation encourage and support legislation which would place the enforcement and administration of such an act with the appropriate federal agency, and be it finally

Resolved, That a copy of this resolution be forwarded to the American Federation of Labor and Congress of Industrial Organizations.

Referred to Committee on Resolutions
Filed, pp. 60-61. See Policy Statement XVIII.

Support HR 14221

Resolution No. 113—Presented by Santa Clara County Central Labor Council, San Jose.

Whereas, The Federal Power Act of 1935 and subsequent legislation affords a preference on federally generated power to public uses; and

Whereas, The Department of the Interior has entered into contracts with private utilities whose result has been to dampen the impact of these laws; and

Whereas, The Secretary of the Interior has recently attempted to promulgate rate increases in the five Bureau of Reclamation Regions without public hearings or justification; and

Whereas, HR 14221 has been introduced by Congressman John E. Moss and others to require full public disclosure and full use of these hydroelectric nonpolluting resources in this time of energy shortage, to cut down on runaway inflation and to alleviate the effects of an international oil monopoly on our national needs, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record supporting the principles endorsed by Congressman Moss in HR 14221 and further urge the Congress to enact legislation that will require the federal government to take the lead in developing nonfossil fuels, geothermal, solar, etc. in the public interest with full public protection and in public control to provide true cost yardsticks in the energy field.

Referred to Committee on Resolutions.
Filed, pp. 60-61. See Policy Statement XVIII.

Extend Geothermal Power Preference to Publicly Controlled Utilities

Resolution No. 114—Presented by Santa Clara County Central Labor Council, San Jose.

Whereas, The Federal Power Act rightfully gives a preference to municipalities and other public uses on the energy derived by falling water utilized by the governmental generation; and

Whereas, The rights to energy generated by using falling water is recognized as a preference to license to develop such facilities to public agencies and an appropriate energy source deserving preference; and

Whereas, Geothermal energy is a similar natural energy source, and is particularly suited to the needs of small public utilities; and

Whereas, The growth of the private sector and the energy crisis is threatening the existence of small public utilities; and

Whereas, The continued vigor of publicly controlled utilities is the only way to preserve the pluralistic utility system so vital to the consumer; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, endorse and support an amendment to the Geothermal Power Act of 1970 expressly extending the preference clause now existing in the Federal Power Act and the other preference laws to the Geothermal Power Act of 1970; and be it further

Resolved, That a copy of this resolution be forwarded to the American Federation of Labor and Congress of Industrial Organizations.

Referred to Committee on Resolutions
Filed, p. 61. Subject matter referred to Executive Council.

Expand Child Care Services

Resolution No. 115—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, There is long standing recognition that working mothers are hampered in their effort to obtain gainful employment and promotion on the job because adequate facilities for child care are not available either in quantity or quality, as they should be for all families; and

Whereas, Lack of such child care facilities has resulted in economic distress to families where parents have been discouraged from seeking employment because of their absence; and

Whereas, This is harmful not only to the individuals involved but to our society because of the loss of productive buying power; and

Whereas, Head Start and other quality child care programs have demonstrated the benefits of quality child care programs to disadvantaged as well as middle income families; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, initiate the introduction of appropriate legislation both at the state and federal levels to save existing child care programs and broaden child care services in scope and quality of services so that they are available for all parents, twenty-four hours a day, seven days a week.

Referred to Committee on Legislation
Filed, p. 43.

Hire And Upgrade Women Workers Through Affirmative Action Programs

Resolution No. 116—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, Women have not received opportunities for promotion and higher paying jobs because they have in the past been discouraged and often barred from holding them; and

Whereas, Experience has demonstrated that a paper policy of "non-discrimination" does not immediately break down centuries of discrimination and stereotypes—on both sides; and

Whereas, The federal government in December 1971 issued Revised Order 4 which requires prime government contractors and sub-contractors with 50 or more employees, and government contracts of \$50,000 or more to set specific goals and timetables for moving qualified women into all levels of their workforces, and if the companies don't comply, the government will revoke federal contracts; and

Whereas, Many industries have instituted Affirmative Action Programs to hire and upgrade women; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, actively encourage local unions to initiate affirmative action programs for themselves as well as set up Affirmative Action Committees to develop Affirmative Action Programs to encourage employers through collective bargaining to achieve the following:

- a. An active effort is made to hire women in job categories not traditionally held by women;
- b. Recruitment sources and procedures are spelled out for recruiting a pool of candidates including qualified women for specific job categories;
- c. Promotion procedures are spelled out so that every employee is evaluated and encouraged to apply for openings, including employees holding jobs lacking promotional possibilities;
- d. Where women are already assuming responsibilities over and above those described in their job classification, particularly traditional secretarial and clerical jobs, such classification be re-evaluated to describe more adequately the actual job being done and the compensation increased comparable to that given men for jobs of relative merit, responsibility or importance, and to provide ladders for achievement in jobs that have traditionally been dead-end jobs.

Referred to Committee on Resolutions
Filed, p. 31.

Promote Participation in Coalition Of Labor Union Women

Resolution No. 117—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, Trade union women have special concerns as unionists and as women in the labor force; and

Whereas, Women trade unionists should take the lead in educating women about their legal rights, adequate maternity benefits and child care, equitable hiring and promotion practices, adequate minimum wage, upgrading and affirmative action; and

Whereas, Women trade unionists should be concerned about involving more women in union structures and policy making positions and should develop programs for organizing the unorganized women workers; and

Whereas, Women trade unionists should take the responsibility for encouraging

employers to look at women workers for their talents and ambitions and not their cosmetic makeup; and

Whereas, The Coalition of Labor Union Women is an organization of trade union women which deals specifically with the problems of women in the labor force, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support and participate in the activities of the Coalition of Labor Union Women and urge its affiliated unions to do likewise, and encourage their members to also become members of the Coalition of Labor Union Women and actively work in support of their programs for equal opportunity for all.

Referred to Committee on Resolutions
Filed, p. 31.

Health, Welfare and Legal Services

Resolution No. 118—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, The Office and Professional Employees International Union has continuously worked to expand the health and welfare coverage of its members through collective bargaining; and

Whereas, Prepaid legal services would provide a needed service for union members; and

Whereas, Legal services for union members and their families can best be provided through union sponsored group legal plans; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, encourage affiliated unions to incorporate legal services for their members and families in their collective bargaining programs.

Referred to Committee on Resolutions
Adopted as amended, p. 83.

Individual Right to Privacy

Resolution No. 119—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, A trade union study of the credit bureaus in the United States finds that they have set up a "private intelligence network" which threatens the privacy of virtually every American citizen; and

Whereas, This report on the credit bureau industry concedes that the business community has a "need to know" but that the individual also "has legitimate right to his privacy"; and

Whereas, The study showed that credit bureaus gather more than the economic data required by businessmen; that they also seek out information on the indi-

vidual's work record, personal conduct and family affairs, and now hold secret dossiers on some 110 million Americans; and

Whereas, Fear exists among thinking citizens that there is a gradual and nearly invisible meshing of government and private files until inevitably a complete dossier will be available on all of an individual's past experience—the totality of his life's history—at the flick of a computer switch; therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, hereby call for the introduction of legislation to curb the irresponsible practices of the multi-million dollar credit rating and reporting industry; and be it further

Resolved, That the Tenth Convention of the California Labor Federation seek to initiate legislation for stronger regulation of commercial spying agencies to prevent the secret circulation of wrongful, personal or irrelevant misinformation about individuals to the detriment of their jobs, their ability to obtain credit, or their general reputations.

Referred to Committee on Legislation.
Adopted, p. 43.

No-Fault Car Insurance

Resolution No. 120—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, In the United States there is a deep and growing resentment against practices of the auto insurance industry; and

Whereas, Some of the complaints against auto insurance policies have been repeated over and over again: high unilateral increases in rates; cancellation without notice; non-renewal of policies; refusal to sell insurance in certain areas and to certain groups of workers, etc.; and

Whereas, Since 1965 Senator Philip Hart (D-Mich.) chairman of the Senate Anti-Trust and Monopoly Subcommittee has conducted hearings and studies on many facets of the auto industry and the auto insurance industry; in addition the Department of Transportation (DOT) conducted a two-year study in the same area and its report has been made public; and

Whereas, Out of all these hearings and studies has emerged startling data on weakness in auto safety as well as the bankruptcy of our auto insurance system; namely and to wit:

Of those seriously injured in auto accidents (or survivors of those killed) only 45% received benefits from the present

liability insurance system. One out of 10 receives nothing from any form or reparation.

Of the \$5.1 billion in compensable economic losses (medical costs, lost wages and the like) resulting from the deaths and serious injuries in 1967 auto accidents, auto insurance repaid less than \$1.1 billion while compensation from all other forms of insurance totaled only \$1.4 billion.

In the 220,000 lawsuits arising from 1968 auto accidents, the victims collected a total net after legal fees and other expenses of \$700 million while lawyers collected \$600 million plus expenses.

An estimated 8% to 10% of all drivers fit into the "hard to place" insurance market. Many drivers, especially the elderly, the young and the resident of city centers, have trouble even getting insurance coverage even though they have good driving records; and

Whereas, Under the present automobile insurance systems administrative and legal expenses devour 55 cents of every premium dollar and the costs of these premiums have soared almost out of sight; moreover auto accident cases take 17% of U.S. judges' time and contribute mightily to courtroom backlogs; and

Whereas, In an effort to meet these problems many states are turning to "No-Fault Insurance Plans"—under these plans auto insurance aids accident victims without going through the lengthy and costly procedure of determining who is liable for causing the accident. "No-Fault" also pays medical costs, compensates for income lost because of the accident and pays benefits and other expenses. Thus as much as 90 cents of every premium dollar is available to pay for benefits; therefore be it

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, heartily endorse the concept of "No-Fault" insurance and that all delegates work for the enactment of national and state "no-fault" laws to correct the gross inadequacies of our present system, and in accordance with the standards outlined by the national AFL-CIO; and be it further

Resolved, That the Tenth Convention of the California Labor Federation instruct its representatives to contact the National AFL-CIO, urging them to encourage the U. S. Department of Transportation to take the lead to bring about a national "no-fault" insurance program.

Referred to Committee on Resolutions.
Adopted, p. 33.

Recognize Women Workers' Concerns When Negotiating Contracts

Resolution No. 121—Presented by Office and Professional Employees Local 30, Los Angeles.

Whereas, Women are in the labor force in greater numbers and by higher percentages than ever before; and

Whereas, The percentage of women in unions also is increasing, nationally comprising 20% of union members and in California comprising about 22%; and

Whereas, The practices and thinking of employers and labor organizations have failed to keep pace with this influx of women workers; and

Whereas, Discrimination should end wherever and whenever it occurs; and

Whereas, The Office and Professional Employees International Union, Local 30, AFL-CIO, CLC believes that the labor movement should play an active role in resolving the problems of all of its members, including the special problems of women; now therefore be it

Resolved, That the Tenth Convention of the California Labor Federation, AFL-CIO, urge its affiliated local unions when negotiating contracts with employers to:

- (1) Evaluate all jobs with a rate of pay based on job content and realistic value of responsibility carried;
- (2) Demand that promotions be granted on the basis of competence and qualifications;
- (3) Eliminate variants in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work laws;
- (4) Extend all contract rules and regulations for the protection of women and minors to everyone;
- (5) Include coverage in health and welfare plans for women workers hospitalized for reasons of pregnancy;
- (6) Provide for day care facilities for children of employed mothers and fathers as a basic and unmet need in our society; and
- (7) Provide for maternity leave without loss of seniority.

Referred to Committee on Resolutions.
Filed, p. 31.

Support Labor Council For Latin American Advancement

Resolution No. 122—Presented by Retail Store Employees Local 428, San Jose.

Whereas, In order to improve the lot of Latin American workers, the National

AFL-CIO has sponsored the formation of the LCLAA; and

Whereas, A number of AFL-CIO International Unions participated in the founding of the LCLAA; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, pledge its support to the formation of local chapters of the LCLAA in the State of California and urge all affiliated local Unions to take an active role in this endeavor.

Referred to Committee on Resolutions
Adopted, p. 42.

**Support Coalition Of
Labor Union Women (CLUW)**

Resolution No. 123—Presented by Retail Store Employees Local 428, San Jose.

Whereas, Trade Union women in California comprise approximately 22% of the total state-wide union membership, have demonstrated again and again how effective they can be when they participate as stewards, officers, in COPE activities, community service and other union-oriented civic enterprises; and

Whereas, Their loyalty to the trade union movement has been especially noted in the several public opinion polls sponsored by the AFL-CIO and others; and

Whereas, The participation of women is urgently needed now more than ever when we face perhaps the most critical moments in our national history; and

Whereas, This Convention notes with great interest the formation of a National Coalition of Labor Union Women in March, 1974—the first organization of its kind in the history, to be composed exclusively of female members of the trade union movement; and

Whereas, This Conference acknowledges the Coalition of Labor Union Women's objectives of organizing unorganized women, affirmative action in the workplace, political action and increased participation of women in their unions as vital to the growth and strength of the trade union movement; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, acknowledge the many contributions of labor union women and express its gratitude to them for their efforts, their work, and their potential; and be it further

Resolved, That this Tenth Convention of the California Labor Federation, AFL-CIO, support the formation of the Coalition of Labor Union Women (known as CLUW) and urges participation of all women members of California unions in this new historic organization on a national and local basis.

Referred to Committee on Resolutions.
Filed, p. 31.

Unemployment Insurance For Students

Resolution No. 124—Presented by Retail Store Employees Local 428, San Jose.

Whereas, Unemployed students need the benefits of Unemployment Insurance as much as other unemployed persons; and

Whereas, Unemployed students may not qualify for Unemployment Insurance benefits unless they can prove that they are able and available to work; and

Whereas, In most instances the only acceptable proof is the ability of the student to find and hold a full-time job; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, commit itself to the task of promoting legislation which will enable unemployed students to qualify under fair availability standards.

Referred to Committee on Legislation.
Adopted, p. 74.

**Revoke California Unemployment
Insurance Appeals Board Precedent
Decision P-B151**

Resolution No. 125—Presented by Retail Store Employees Local 428, San Jose.

Whereas, Unemployment Insurance was created to assist the worker financially during a period of unemployment; and

Whereas, Through the years we have experienced a gradual erosion of the basic principles embodied in the original Unemployment Insurance codes by the implementation of policies and practices designed to deny the unemployed needed financial assistance; and

Whereas, The latest and most aggressive such policy is being implemented through precedent decision P-B151 which states that a Referee must decide in adherence to precedent decisions where applicable even though he is aware of a court decision overruling the Appeals Board precedent decision; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, commit itself to the effort of overriding P-B151 by urging any and all concerned state legislators to enact legislation which will restore justice and legal rights to the unemployed in California.

Referred to Committee on Legislation.
Adopted, p. 74.

Oppose "Right To Work"

Resolution No. 126—Presented by Retail Store Employees Local 428, San Jose.

Whereas, Recent events nationally and in California have caused a change in the political and economic climate which may once again spawn "Right to Work" legislation; and

Whereas, The tide favorable to "Right to Work," which for many years was ebbing, now appears to be rising with the aid of groups which purport to be friends of organized labor; therefore be it

Resolved, That the Executive Board of the California Labor Federation, AFL-CIO, appoint itself as the Steering Committee of a program dedicated to mobilize the labor movement in California against any effort to initiate "Right to Work" legislation; and be it further

Resolved, That this all-out effort within the labor movement be directed to organize and work with all groups favorable to our cause, such as church, civic, business, educational, legislative, women and voter groups.

Referred to Committee on Resolutions.
Adopted, p. 33.

Support "Full-Time Work"

Resolution No. 127—Presented by Retail Store Employees Local 428, San Jose.

Whereas, The goal of the AFL-CIO has traditionally been for full employment providing all workers and their families a full measure of economic security; and

Whereas, In recent years we have experienced a decline in employment opportunities and a corresponding growth of part-time employment in many sectors of the labor market which further erodes the ability of workers to maintain a decent standard of living; and

Whereas, Certain recently proposed federal legislation (Flexible Hours Employment Act) would further aggravate this problem; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, commit itself to the task of combating any efforts, legislative or otherwise, which threaten the opportunity of workers to work on a full-time basis.

Referred to Committee on Resolutions
Adopted, p. 28.

Institute Stricter Franchise Regulations

Resolution No. 128—Presented by Retail Store Employees Local 428, San Jose.

Whereas, Present franchise regulations have been grossly abused to the point where they seem nonexistent, thus allowing unparalleled reckless growth of franchise dealers which has led to much abuse of franchisees, employees in many cases, poses serious threat to Union wage rates and working conditions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, commit itself to the enactment of legislation which will bring about the correction of abuses now prevalent in franchise businesses.

Referred to Committee on Legislation.
Adopted, p. 59.

Estimated Membership

Resolution No. 129—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Data made available to the Executive Secretary-Treasurer regarding "estimated average dues paying membership of each affiliated local union" is largely non-existent and without a consistent statistical base; and

Whereas, The best source of such data is the average per capita paid membership of each affiliated local union; therefore be it

Resolved, That Article XV A General, Section 11, page 36, be amended by striking subdivision (b) in its entirety.

Referred to Committee on Constitution
Adopted, p. 72

Bicentennial

Resolution No. 130—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, This nation will celebrate 200 years of freedom in 1976; and

Whereas, Without this freedom so dearly won in 1776 there would not be a strong and vigorous free trade union movement in America in 1976; and

Whereas, This Bicentennial celebration will be marked in towns and cities all cross this continent; and

Whereas, It is of prime importance to the AFL-CIO that these celebrations truly reflect the contribution, hard work and dedication of the working people of America that has contributed so much to the development of this country; therefore be it

Resolved, That the California Labor Federation, AFL-CIO will cooperate with the National AFL-CIO acting through its Department of Education to bring the contribution of the working American to the forefront in Bicentennial activities; and be it further

Resolved, That the executive officers of the California Labor Federation, AFL-CIO are authorized to participate in Bicentennial activities in this state to the extent they deem advisable after consultation with the Department of Education of the National AFL-CIO.

Referred to Committee on Resolutions

Adopted as amended, p. 83-84

Immediate Support For Enactment Of H.R. 8193

Resolution No. 131—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, The major oil companies are engaged in an intensive campaign in every local community attempting to stir up opposition from local newspapers and local organizations against H.R. 8193—The Energy Transportation Security Act of 1974; and

Whereas, They are falsely advising that the legislation would be costly to the consumer

and that foreign nations would retaliate against the United States; and

Whereas, In truth the bill will accomplish the most needed protection of the United States against dependence on foreign fleets and improve America's balance of payments position and will create thousands of jobs for American Workers; and

Whereas, The bill will correct the absence of U.S.-flag ships as transporters of oil imports with only 5% of such oil imports currently being hauled by U.S.-flag ships by an initial requirement that at least 20% of all imported oil into the United States must be carried in U.S.-flag tankers and at least 30% by mid-1977 if the U.S. Commerce Department agrees. Now therefore be it:

Resolved, That the California Labor Federation, AFL-CIO Tenth Convention go on record urging the approval of H.R. 8193 which is pending before the full Senate for vote and calls upon all of its affiliates to immediately contact their appropriate representatives and Senators urging favorable action on the proposal.

Referred to Committee on Resolutions
Adopted, p. 82

Include Tips and Gratuities as Wages in Computing Contributions to U.I. Fund

Resolution No. 132—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Under existing law, "contributions" for purposes of California Unemployment and Disability Compensation, as 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 of 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—with-out 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 unemployment disability benefits provided by law; and

Whereas, Employees working in tipping classifications are required by federal law to

report to his employer 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; and

Whereas, The intent of this Resolution would become law through the good efforts of the California Labor Federation in 1972, except for the nefarious action of Governor Reagan's veto; 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 upon adoption by the California Labor Federation, AFL-CIO at its Tenth Convention, the California Labor Federation take all necessary actions to secure passage of the intent of this resolution at the forthcoming session of the Legislature.

Referred to Committee on Legislation
Adopted, p. 85

American Trade Union Council for Histadrut

Resolution No. 133—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, The Israel Federation of Labor, popularly known as Histadrut, has been the architect of the State of Israel imparting to its people a zeal to build a new kind of society based on the highest ideals of justice and democracy; and

Whereas, The American labor movement, through the American Trade Union Council for Histadrut consisting of ranking labor leaders, has extended to Histadrut inspiring labor solidarity by means of moral and financial support to enable Histadrut to carry on its wide and varied social welfare, educational and cultural programs; and

Whereas, AFL-CIO Trade Union Councils for Histadrut have been formed throughout the United States and Canada as a means of expressing their sympathy with their fellow trade unionists in Israel; therefore be it

Resolved, That the California Federation of Labor, AFL-CIO, assembled at its Tenth Convention, be requested to concur in this resolution.

Referred to Committee on Resolutions
Adopted, p. 84

Protest Civilian Business At Officers Club of Alameda Naval Air Station

Resolution No. 134—Presented by California State Council of Culinary Workers, Bar-

RESOLUTIONS

tenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, The Officers Club of the Alameda Naval Air Station is booking banquet business paid for by civilians who are neither active nor retired service personnel; and

Whereas, This practice is providing unfair competition to civilian facilities that pay union scales, property and income taxes, and are employers of union labor; and

Whereas, The booking of civilian business, usually camouflaged by fictitious sponsorship by service personnel, is contrary both to Navy policy, and subverts the purpose for which Congress appropriated funds for the construction of Naval Officers Clubs; and

Whereas, We protest this flagrant operation of the Officers Clubs of the Alameda Naval Air Station and ask that civilian money, either apparent or disguised, be refused in the future by this facility; therefore be it

Resolved, We propose to circulate this resolution to:

1. Commanding Officer, Alameda Naval Air Station
2. Commandant, 12th Naval District
3. Commander, Western Sea Frontier
4. Chief of Naval Operations
5. Secretary of the Navy
6. California Federation of Labor, AFL-CIO

and be it further

Resolved, To ask the appropriate responsible party to promptly deal decisively and effectively with the problem described above.
Referred to Committee on Resolutions
Adopted, p. 84

Enact H.R. 982 to Curb Immigration of Illegal Aliens

Resolution No. 135—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, The official, understated rate of unemployment in the State of California during July of 1974 was approximately 660,000 or 6.8%, excluding over 90,000 idled construction workers; and

Whereas, A disproportionate number of these unemployed workers represent minority groups, many of whom have been displaced as a result of the employment of illegal aliens; and

Whereas, The employment of such illegal aliens in the State of California continues to act as a depressant to reasonable wage and working condition levels; and

Whereas, The employment of such illegal aliens is largely responsible for many recent failures by organized labor to win elections and recognition in various service establish-

ments throughout the State as the result of employers' threats to these aliens that unionization would result in their departure from this country; and

Whereas, Existing federal and state laws and their enforcement have proven grossly inadequate to stem the tide of mass immigration of illegal aliens; and

Whereas, On May 3, 1973 the House of Representatives adopted H.R. 982 which, among other things, called for certain significant amendments to the Immigration and Nationality Act which would strengthen and enable a more rigid enforcement of our immigration laws; and

Whereas, Among other things, H.R. 982 provides that "It shall be unlawful for any employer or any person acting as an agent for such an employer or any person who for a fee, refers an alien for employment by such an employer, knowingly to employ, continue to employ, or refer for employment any alien in the United States who has not been lawfully admitted to the United States for permanent residence, unless the employment of such alien is authorized by the Attorney General"; and

Whereas, H.R. 982 authorizes the Attorney General to "assess a penalty of not more than \$500.00 for each alien in respect to whom" such violation has occurred for the first offense and for subsequent violations the offending party "shall be guilty of a misdemeanor and upon conviction thereof shall be punished by a fine not exceeding \$1,000.00 or by imprisonment not exceeding one year, or both, for each alien"; and

Whereas, H.R. 982 has now been read twice in the Senate of the United States and then referred to the Senate's Committee on the Judiciary where it has languished for many months; therefore be it

Resolved, That the California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees urges the adoption of this resolution by the California Labor Federation, AFL-CIO at its Tenth Convention in San Diego; and be it further

Resolved, That in adopting this resolution the California Labor Federation, AFL-CIO include therein a commitment to take whatever steps are necessary to obtain a "do pass" recommendation from the United States Senate's Committee on the Judiciary as soon as possible and to then exercise its influence to achieve a successful vote in the Senate on H.R. 982.

Referred to Committee on Resolutions
Adopted, p. 84

Commend U.S. Senator Cranston and U.S. Senator Tunney for Their Support of Tourism Industry

Resolution No. 136—Presented by California State Council of Culinary Workers, Bar-

tenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, One of the specific legislative goals of the Hotel Restaurant Employees and Bartenders International Union is to urge a spirit of pride in the tourism industry upon the national government to the end that some legislative means are developed to establish and finance departments of government dedicated to the protection and promotion of the industry; and

Whereas, Tourism is among the top three industries in 46 of the 50 states in the United States; and

Whereas, The National Tourism Resources Review Commission undertook and completed the first comprehensive study of the tourism needs and resources of the United States; and

Whereas, Senate Resolution 347 calls for a

study to complete the work of the Tourism Resources Review Commission by establishing a National Tourism Policy; and

Whereas, Senators Alan Cranston and John Tunney have consistently recognized the significant contribution tourism makes to the economy and the quality of our life and further demonstrated this recognition by becoming co-sponsors of Senate Resolution 347; therefore be it

Resolved, By the California Labor Federation, AFL-CIO in convention assembled, that Senators Alan Cranston and John Tunney should and hereby are commended for their leadership, initiative, and commitment to the assistance and encouragement of the tourism industry in the State of California as well as the nation.

Referred to Committee on Resolutions
Adopted, p. 84

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1974
To: The 10th Convention of the California Labor Federation, AFL-CIO.

Greetings:

By authority of the constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on seven occasions during the interim period following the August 21-24, 1972, convention in Los Angeles.

The dates and locations of the meetings were as follows: December 6-7, 1972, at the Spa Hotel in Palm Springs; March 28-29, 1973, at the TowneHouse in San Francisco; June 26-27, 1973, at the Woodlake Inn in Sacramento; October 3-4, 1973, at the Hyatt Regency Hotel in Los Angeles; December 11-12, 1973, at the Spa Hotel in Palm Springs; March 5-6, 1974, at the TowneHouse Hotel in San Francisco; and June 12-13, 1974, at the Hyatt Regency Hotel in Los Angeles.

As of the date of this report, the next Executive Council meeting is scheduled to convene at the Royal Inn at the Wharf in San Diego August 14, 1974, just prior to the opening of the 10th convention of the Federation at the Convention and Performing Arts Center in San Diego on Monday, August 19, 1974.

ELECTION OF NEW MEMBERS

At its March 28-29, 1973, meeting at the TowneHouse in San Francisco, the Executive Council reluctantly accepted the resignation of Jerome Posner as a vice president at large. Elected to succeed him was Harold "Hal" Shean, Grand Lodge Representative of the International Association of Machinists' District Lodge 727A of Burbank.

In the course of the same meeting, Manuel M. Lopez, secretary-treasurer of the Fresno and Madera Counties Central Labor Council and also secretary of the Fresno, Madera, Kings and Tulare Counties Building and Construction Trades Council, was elected to replace the late H. D. "Lefty" Lackey as vice president

in geographical District 6. Lackey died early in March 1973.

At that same meeting, the Council established a procedure to send a plaque to each Executive Council retiree expressing the Federation's appreciation for their faithful service and dedication to the principles of the trade union movement.

The resignation of John L. Dales as vice president in District 3-B and the death of Gordon W. McCulloch as vice president in District 4 created two new vacancies on the Executive Council.

Chester L. Migden, executive officer of the Screen Actors Guild, was elected vice president in District 3-B to replace Dales at the Executive Council meeting of December 11-12, 1973, at the Spa Hotel in Palm Springs.

At that same meeting, Vice President Leonard Cahill of District 14 resigned. Elected to succeed him was Ray Nelson, a representative of the United Brotherhood of Carpenters and Joiners of America, who is a member of Plywood and Veneer Workers Local 2931 in Eureka.

At the March 5, 1974, meeting Paul Miller, secretary of the Los Angeles District Council of Carpenters and a member of Carpenters Local 1400, was elected vice president in District 4, filling the post vacated by the death of Gordon McCulloch.

At the same meeting, Stanley E. Jensen, directing business representative of Bay Area District Lodge 115 of the International Association of Machinists, was elected to fill the vacancy created by the resignation of Fred L. Martin as vice president in District 9-C.

At the June 12-13, 1974, meeting at the Hyatt Regency Hotel in Los Angeles, Alfred K. Whitehead, of Los Angeles County Fire Fighters Local 1014, was elected vice president in District 3-D to replace Kenneth Larson who resigned.

At the same meeting Vice President Anthony Bogdanowicz resigned as vice president for District 3-A.

LEGISLATIVE PROGRAM

Just 10 days after the November 7, 1972, general election, the Executive Council's Legislative Committee met with its advisory committee at the Jack Tar Hotel in San Francisco to develop recommendations on legislative priorities for the 1973 legislative session to be submitted to the Federation's full Executive Council.

In drafting these recommendations, both the Legislative Committee and its Advisory Committee, which had been appointed by the Federation's President and Executive Secretary-Treasurer, were guided by provisions of the legislative review authority granted to the Executive Council by Section 4 of Article IX of the Federation's Constitution which reads in part as follows:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolutions shall be notified accordingly; 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."

Past Policy Cited

The assistance of the Advisory Committee in helping to determine legislative priorities was in line with a policy statement adopted at the Federation's 5th Convention in 1964.

The task confronting the Legislative Committee and its Advisory Committee was that of giving careful consideration to the scores of resolutions and the policy statements adopted at the Federation's 9th Convention and recommending a category of priority for each proposed legislative measure.

Procedurally, the Advisory Committee made its recommendations to the Legislative Committee which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's legislative program was made by the Executive Council itself.

In those cases where the Legislative

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 organizations sponsoring the resolutions to apprise them of the committee's recommendation and invite them to appear before the Executive Council at a designated time if they wanted to oppose the committee's recommendation.

Sponsors Informed

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 committee's recommendation to withhold the introduction of legislation.

Subsequently the Legislative Committee's recommendations were presented to the Federation's Executive Council at its meeting at the Spa Hotel in Palm Springs on December 6-7, 1972.

California trade union officials serving on the Advisory Committee included:

James B. Booe, vice president of the CWA District 9; John Crowley, executive officer of the San Francisco Labor Council; Steve Edney, president, United Cannery and Industrial Workers; James Evans, state legislative director of the United Transportation Union, California State Legislative Board; Richard Groulx, executive officer of the Alameda County Central Labor Council; George E. Jenkins, assistant regional manager, Laborers International Union; James S. Lee, president of the State Building and Construction Trades Council of California; John W. Meritt, secretary of the State Culinary Alliance; Phyllis Mitchell, secretary of the Office and Professional Employees Local 3; Anthony Ramos, executive secretary-treasurer of the California State Council of Carpenters; R. R. Richardson, secretary-treasurer of the San Diego-Imperial Counties Central Labor Council; Loretta Riley, secretary of Bartenders and Culinary Workers Local 770; and Raoul Teilhet, president of the California Federation of Teachers.

With the lid on the Watergate scandal yet to blow and control of the State Senate in doubt despite the success of organized labor in strengthening liberal majorities in both Congress and the State Assembly; the Executive Council proceeded to adopt a 1973 legislative program aimed at strengthening the health and welfare of all California workers, including measures calling for major improvements in the

state's three basic social insurance programs as well as full collective bargaining rights for public employees and farm workers.

Specific details of the program were published in the California AFL-CIO News prior to the opening of the 1973 legislative session and widely reprinted by labor publications throughout the state.

Successes in 1972

In the course of the December 6-7, 1972, meeting, the Executive Council also reviewed the success of the Federation's 1972 legislative program. A total of 21 California AFL-CIO measures won approval of both houses of the legislature but five were subsequently vetoed by the Governor.

Bills signed included:

AB 256—Warren, extending the minimum wage authority of the State Industrial Welfare Commission to men;

AB 675—Brathwaite, providing that a woman advised by her physician to seek a maternity leave of absence who was denied such leave and then voluntarily quit shall be eligible for unemployment insurance after the birth of her child if she is able and available for work;

AB 756—Pierson, increasing the maximum death benefit under the state's workmen's compensation program in partial dependency cases from \$15,000 to \$25,000;

AB 889—Knox, imposing a 120-day moratorium on the 1970 Environmental Quality Act to permit the state to develop uniform guidelines in order to avert a freeze on both public and private construction projects which jeopardized the jobs of thousands of construction workers;

SB 1044—Marks, requiring the Division of Labor Law Enforcement to process all wage claims; and

SB 1133—Marks, increasing employers' serious and willful misconduct penalty under the state's workmen's compensation program from \$7,500 to \$10,000.

The five California AFL-CIO measures vetoed by Governor Reagan in the 1972 session were:

AB 205—Fenton, which would have provided unemployment insurance for farm workers.

AB 1013—Ralph, which would have required tips to be counted as wages in computing unemployment insurance and disability insurance benefits;

AB 1710—Brown, which would have extended the authority of the State Industrial

Welfare Commission to establish standards on hours and conditions of employment for men;

SB 419—Moscone, which would have provided benefits under the employee-financed state disability insurance program for women suffering complications resulting from pregnancy; and

SB 1446—Moscone, which would have set up grievance procedures for professors at the California state colleges and universities.

An account of the 1972 session was subsequently printed last year in an 18-page booklet titled "1972 Report on the Legislature," which noted that "1972 brought further improvements in the social insurances and saw continuing gains in other areas of concern with extension of the (State's) minimum wage to men and passage of significant legislation in the fields of labor law and job safety and in the environmental impact area."

1973 SESSION

Thanks to the California AFL-CIO's successful political efforts in state legislative races in the 1972 general election which boosted the liberal majority in the Assembly from 43-37 before the election to 51-29 after it, and a subsequent special effort to elect Alan Robbins to the key Senate seat vacated by the death of Senator Tom Carrell in 1972, which enabled liberal forces to maintain control in the upper house, the California Labor Federation succeeded in winning enactment of legislation in 1973 that added more than \$117 million a year to the benefits paid annually to nearly a million jobless, injured or otherwise disabled California workers.

The Executive Council takes pride in the fact that by the conclusion of the 1973 session, despite a number of adverse political factors, measures sponsored or actively supported by the California AFL-CIO had been enacted within the past two years that place an additional quarter of a billion dollars each year in the pockets of California workers suffering unemployment, on-the-job injury or off-the-job disabilities.

Some of the highlights of the Federation's 1973 successes included:

- Increasing the maximum unemployment insurance benefit from \$75 to \$90 a week.
- Boosting the maximum weekly benefit for permanent disability under workmen's compensation from \$70 to \$119.
- Boosting the maximum weekly bene-

fit for temporary disability under the workmen's compensation program from \$105 to \$119.

- Hiking the death benefit for a widow under the workmen's compensation from \$25,000 to \$40,000.

- Increasing the death benefit for a widow with dependents from \$28,000 to \$45,000.

- Extending coverage of the state's unemployment disability insurance program to include pregnancy benefits if the doctor certifies that the pregnancy involves abnormal complications or disabling conditions.

- Extension of the authority of the State Industrial Welfare Commission to establish hours and working condition standards for men as well as women and minors.

- Enactment of legislation prohibiting employers from taking or receiving tips or from requiring employees to credit such tips against wages unless, per IWC rules, the employee regularly receives more than \$20 per month in tips in which case the employer may credit a maximum of 25 cents per hour against the minimum wage if such action is specified by public notice. This legislation means that the employer is no longer allowed to take all tip money.

Among legislative measures sought by the California AFL-CIO which were vetoed by Governor Reagan were:

- Extension of unemployment insurance to farm workers;

- Legislation to assure free choice of physicians for workers injured on the job;

- Collective bargaining rights for teachers; and

- Legislation to require firms advertising that they do business in Spanish to provide customers contracts in Spanish as well as in English.

Complete details of the 1973 session were published earlier this year in a 24-page booklet titled "Force for Progress 1973." This booklet included a listing of more than a dozen pending labor-backed measures to be taken up during the remaining months of the 1973-74 session.

1974 SESSION

The broad details of the Federation's 1974 legislative program were carried in the California AFL-CIO News of December 14, 1973, and progress on particular legislative measures has been reported in subsequent issues throughout the year.

With the 1974 session still in recess as

of the date of this report, no summary of it can be made.

REFERRED RESOLUTIONS

During the 1972 convention, a number of resolutions were filed with the subject matter 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. 25—This resolution called on the California Labor Federation to cooperate with the State Board of Education and other governmental agencies in the development of study courses, both field and class, to further increase the expertise of educators "with a view toward voicing labor's concerns regarding environmental problems as they pertain to jobs, wages and working conditions of all working people."

It also called on the Federation to recommend to local Boards of Education that educational credits be granted for participation in these study courses.

Copies of this resolution were sent to State Superintendent of Public Instruction Wilson Riles; John A. Maga of the Air Resources Board; James G. Stearns of the Conservation Department; G. Ray Arnett of the Fish and Game Department; William P. Mott, Jr. of the Parks and Recreation Department; Kerry W. Mulligan of the State Water Resources Control Board; William R. Gianelli of the Water Resources Department; Mrs. March K. Fong, chairwoman of the Assembly Committee on Environmental Quality; Edward L. Z'berg, chairman of the Assembly Committee on Natural Resources and Conservation; John A. Nejedly, chairman of the State Senate Committee on Natural Resources and Wildlife; Joe Penfold, conservation director of the I.W.L.A.; and other interested parties.

Resolution No. 29—This resolution called on the Federation to implement AFL-CIO policies aimed at encouraging the organization of retired members of its affiliates and to designate a full-time staff member to work toward this end.

Following the convention, primary responsibility in this area was delegated to the Federation's General Vice President Manuel Dias, who met with a number of retiree organizations, including those of the Machinists and Carpenters Unions.

As a result of these meetings, the Federation is seeking to encourage all AFL-CIO retiree organizations to affiliate with

the National Council of Senior Citizens Inc., an AFL-CIO-endorsed organization with more than three million members which is headed by Nelson Cruikshank, and is also developing a mailing list of AFL-CIO retiree organizations to be used to help mobilize and more sharply focus the potential strength of California's 350,000 retired union members to win enactment of legislation benefiting all of the state's senior citizens at both the state and national levels.

Resolution No. 84—This resolution called on the Federation to protect the right of building trades employees of the University of California to salaries based on prevailing negotiated construction rates in the area and to assure such employees the job security and assurances of seniority rights afforded other employees of the state of California by including them in the state's civil service system.

Legislation to implement the aim of this resolution is contained in Senate Concurrent Resolution 118 introduced by Senator Milton Marks (R-S.F.) April 1, 1974 which calls on the regents of the University of California to direct representatives of the University to enter into good faith negotiations with the construction trades unions so that employees filling construction trade classifications at various campuses of the University receive prescribed wage rates.

This measure won Senate approval June 17, 1974 by a 21 to 7 vote and, as of the date of this report, was pending action by the Assembly Education Committee.

Resolution No. 88—This resolution called on the Federation to declare "its principled opposition to performance contracting, the voucher system, and all other attempts to undermine or otherwise diminish public education in our society."

This matter was referred to the Executive Council's Standing Committee on Education which reported back to the Council at its June 26-27, 1973 meeting at the Woodlake Inn in Sacramento.

Following discussion, the Executive Council deleted the phrase "all other attempts to undermine" and adopted the committee's recommendation to declare the Executive Council's "principled opposition to performance contracting and the voucher system in the role of public education in our society."

The resolution pointed out that performance contracting, which is the letting of contracts to perform educational tasks to private industry, tends to abdicate public

control of the educational system to corporate interference and open the classroom to the profit-making schemes of big business.

It also called attention to the fact that "the voucher system would in fact directly subsidize private, non-public alternatives to public education with public funds" and noted that "while such alternatives may, in isolated instances, succeed where public education has failed, its advantages are outweighed by the fact that funds used for alternative schools could just as well be used to create alternatives within the system of public education without the inherent dangers of increasing segregation in the schools and further deterioration of educational opportunities for the poor."

Resolution No. 96—This resolution called on the Federation to urge that all legislation, state or federal, that now prevents awards or allocation of contracts to key shipbuilding areas such as the S F. Bay Area and any other area that may now or in the future need it, be immediately revised to stipulate that the OVER-RIDING CONSIDERATION IN AWARD OF CONTRACTS SHALL BE the amount and/or degree of unemployment in the area not "may be" as in Section 502F of the Merchant Marine Act.

Following discussion by the Executive Council at its meeting at the TowneHouse in San Francisco on March 28-29, 1973, the Council directed the Executive Secretary-Treasurer to contact the national AFL-CIO to secure legislation to amend Section 502F of the Merchant Marine Act to stipulate that the "over-riding consideration in award of contracts shall be the amount and/or degree of unemployment in the area" rather than "may be" as is presently in the law.

Pursuant to this action, the Secretary-Treasurer urged the AFL-CIO's National Director of Legislation to seek legislation to accomplish this end.

Resolution No. 100—This resolution called for action to expedite the building and financing of rapid transit facilities and to emphasize, among other things, their greater economy in cost per mile and greater safety in terms of fewer fatalities, injuries and property damage.

While the subject matter of this resolution, as noted by the Resolutions Committee, dealt with a multiplicity of subjects, a number of which were covered by the 1972 convention's policy statements, that subject of the resolution dealing with rail

transportation was referred to the incoming Executive Council for consideration. The balance of the resolution was filed.

In furtherance of the intent of the resolution regarding rail transportation, the Executive Council went on record in support of Proposition 5, the measure to let gas tax refunds be used for highway construction and exclusive mass transit guide ways. This measure was subsequently handily approved.

In addition, the subject matter of this resolution was communicated to the National AFL-CIO and incorporated into a policy resolution adopted at the October 1973 National AFL-CIO Convention which noted that "only a government or publicly owned mass transit system, concerned with a far different set of values, a far different group of assets and liabilities, can convert into assets the intangibles of coordinating the ghetto worker with a suburban job—of greater availability of recreation centers—of reducing welfare costs—of making available to industry a far wider and greater labor supply and—providing all people with a reasonable alternative to the use of private autos for urban transit needs, thus leading to stability and increased property values and bigger tax bases . . ."

This resolution, which called for "fare-free transit," provides the AFL-CIO "shall take all appropriate action to support and seek legislation providing financial assistance to mass transit on the local, state and federal levels from general tax funds in amounts not only to be sufficient to hold the fares down to their present levels, but in fact to reduce or eliminate them to the point of zero or fare-free, provided any such legislation shall contain adequate arrangements for the protection of employee interests . . ."

It also put the AFL-CIO on record in support of the prompt acquisition of all private transit companies by public bodies.

Resolution No. 162—This resolution called on the Federation to reactivate the State Community Services Committee and charge it with responsibility of organizing and coordinating AFL-CIO Community Services programs in California.

This resolution was referred to the Executive Council's Standing Committee on Community Services at the Council's meeting of December 6-7, 1972. At the Council's next meeting in San Francisco March 28-29, 1973, the committee reported to the Council on a meeting held with Jean B.

Savoy, Western Regional Liaison staff member of the national AFL-CIO Community Services Activities, United Way of America, to discuss possible cooperation with United Funds of California.

Subsequently Federation President Albin J. Gruhn was appointed to the Executive Board of California United Way. This matter is still under study and a further report is to be made to the Executive Council.

NATIONAL ECONOMIC POLICY

In recognition of the nation's deteriorating economy and rapidly escalating inflation, the Executive Council addressed itself to the nation's critical domestic problems at its March 28-29, 1973 meeting at the TowneHouse Hotel in San Francisco when it issued the following statement on the economy:

"Rapidly rising retail and wholesale food prices, combined with the absence of controls on prices in other key segments of the economy and soaring corporate profits are causing unbearable economic hardships and inequities throughout the United States.

"The simple fact is the national economy is out of control and wage earners are bearing the burden because of the unwillingness of the Nixon administration to control prices.

"Skyrocketing food prices are the most visible example of President Nixon's economic failures.

"The need for direct controls on food prices—the biggest item in the average worker's budget—has been abundantly clear for months. It was underscored last week when the U.S. Bureau of Labor Statistics disclosed that grocery prices in February climbed at a seasonally adjusted rate of 2.4 percent in just one month, a figure that works out to an annual rate of 28.8 percent.

"The monthly increase in January was 2.3 percent. And the overall Consumer Price Index shot up eight-tenths of one percent last month, a rise that amounts to nearly 10 percent on an annual basis—the highest rate of inflation since the Korean War. Yet the only suggestions to come from the Nixon administration are for consumers to 'eat more cheese' or 'eat a little bit less.'

Retail Prices Soar

"Since August 1971—through all the failures of Phases I, II, and III—workers have been aware that both wholesale and

retail prices have been soaring at rates not seen in the past 20 to 25 years while corporate profits continue to rise to record levels and wages are held in check. In fact over the past two years, the money retained by corporations after taxes has jumped 27 percent. Yet the Nixon administration has clearly refused to face up to the domestic needs of our nation, a fact amply demonstrated by the slashes proposed by President Nixon in the vital domestic programs in his 1973-74 budget.

"We believe that the Economic Stabilization Act should not be extended by the Congress past its April 30 termination date unless the Congress imposes tough, meaningful controls on all prices, including direct controls on foods and health services and effective controls are placed on rents, interest rates, profits, dividends and other forms of income not now covered by Nixon's one-sided economic program.

"There must also be enactment of an excess profits tax. The Congress must assume the leadership abandoned by President Nixon and enact an economic controls program by requiring equality of sacrifice from all segments of our economy rather than putting the burden on middle and low-income wage earners.

Proposals Spelled Out

"We propose the following programs to strengthen the American economy in the name of full employment, meeting our social needs and tax equity:

"1. We urge the Congress to reject proposals to cut or terminate essential socio-economic programs that strengthen American society and create job opportunities.

"2. Recognizing that tax justice and additional federal revenue are needed, we urge the Congress to eliminate major loopholes of tax privilege for corporations and wealthy families. Such action can reduce the continuing federal budget deficits that have resulted from the effects of the 1969-70 recession and the grant of billions of dollars of special tax subsidies.

"3. We urge the Congress to direct the Federal Reserve System to allocate a portion of available bank credit at reasonable interest rates, for construction of housing and community facilities.

"4. We request that the Congress act now to increase the federal minimum wage and to extend the coverage of the Fair Labor Standards Act to millions of low-wage workers who are still outside of the law's protection.

"5. We urge the Congress to enact the Burke-Hartke bill in order to halt the

continuing deterioration of America's position in the world economy—to stop the export of American jobs and undermining of the nation's industrial base, to regulate the export of American technology and capital, to eliminate the tax and other incentives that encourage U.S. companies to expand their operations in foreign countries and to curb the rising tide of imports that displace American production."

IMPEACH NIXON

In the wake of Mr. Nixon's illegal firing of special Watergate prosecutor Archibald Cox and other sordid disclosures involving the office of the President, the Executive Council voted full support of the campaign to impeach Nixon at its December 11-12, 1973 meeting in Palm Springs.

In implementing this drive, the Federation printed more than 500,000 leaflets and "Impeach Nixon Now" posters and saw to their distribution throughout the state.

In addition, the **California AFL-CIO News** carried a nine-part series of articles spelling out the case for the impeachment of Nixon in explicit detail in its issues of November 23, 1973 through January 25, 1974.

This drive was carried further in the official call to the Federation's Tenth Convention which pointed out that:

"Mr. Nixon's presidency is in ruins. His closest political colleagues have been indicted or convicted and his alliances with corporate corruption have been a sickening scandal.

"His defiance of Congress and the courts threatens the constitutional fabric of the Republic.

"Meanwhile, the economy spins out of control with runaway prices, soaring interest rates, energy shortages and high unemployment being the inevitable result of Nixon policies."

This campaign to drive home the gravity of the charges against Mr. Nixon culminated late last month when the House Judiciary Committee approved three articles of impeachment for consideration by Congress by a better than 2 to 1 bi-partisan vote.

CIVIL RIGHTS and PROPOSITION 22

Despite the shambles made of civil rights issues by the Nixon Administration,

workers in California emphatically affirmed the nation's traditional concern for civil rights when they buried an attempt by the state's corporate farm interests to destroy the farm workers union by defeating Proposition 22 on the November 1972 ballot by a margin of more than 1.2 million votes.

Members of the Executive Council campaigned vigorously against Proposition 22, which would have barred more than two-thirds of the state's farm workers from any hope of voting in their own representational elections, allowed growers to get a 60-day injunction to bar strikes at harvest time and outlawed consumer boycott picketing even though such picketing has been upheld by the State Supreme Court. This is covered in greater detail in the section on Farm Labor.

Another victory was also scored in the November 1972 General Election when Proposition 15, which would have placed responsibility for the adequacy of state employees' salaries in the hands of political appointees and would have wiped out many AFL-CIO unions in the public employment field as well as subjected the working conditions of state employees to compulsory arbitration was defeated by a better than 2 to 1 margin.

Unfortunately, however, another Federation-opposed measure, Proposition 21 known as the "Student School Assignment Initiative," was approved by the voters.

This measure was opposed by the Executive Council on the grounds that it represented an ill-concealed attempt to re-relegate children of minority families in California to separate and unequal schools.

The Federation viewed this as wrong socially because it represented an attempt by a small fear-fraught group to deny their children and all other children the right to learn at an early age that they live in a pluralistic society and pluralistic world and must learn to cope with it and appreciate the rich cultural heritage of other ethnic groups as well as of their own.

It was also opposed on grounds that it was economically unsound since efforts to comply with the U.S. Supreme Court's 1954 desegregation decision have already been implemented and, by legislating segregation, Proposition 21 would create chaos and make California ineligible for hundreds of million of dollars in federal aid to education.

The constitutionality of this measure is still being challenged in the courts.

Equal Rights Amendment

Another gain was scored in the field of economic civil rights when, in keeping with the policy statement on labor legislation adopted at the Federation's 1972 convention, the Federation succeeded in winning enactment of legislation (AB 478-Brown)) extending the authority of the State Industrial Welfare Commission to establish standards of hours and working conditions for men last year.

This measure, coupled with the Federation's earlier success during the 1972 session in winning extension of the state minimum wage to "all" employees instead of only women and minors, was essential to safeguard long-standing gains in terms of legislation protecting the wages, hours and working conditions of women from being wiped out by the courts on grounds that they were discriminatory because they did not apply to men.

Enactment of these two measures cleared the way for the California AFL-CIO to urge support for enactment of the women's Equal Rights Amendment.

At last count, 33 states, including California have ratified the Equal Rights Amendment, with 38 needed to nail it into the Constitution. The deadline for ratification is March, 1979, seven years from the time Congress submitted the amendment to the states.

As of the date of this report, however, in view of the adjournment of the 1974 sessions of most state legislatures that have yet to act on the amendment, no final action on the ERA is expected to come before next year at the earliest.

Other Activities

Among other things, the Executive Council has also supported efforts to maximize the mobilization of blacks, latinos and other minority groups in terms of legislative and political efforts.

In this regard, the Federation has continued to support and publicize efforts to establish chapters of the A. Phillip Randolph Institute throughout the state.

It has also played a similar role in connection with the organization within the past two years of the Labor Council for Latin-American Advancement, the national president of which is Federation Vice President Ray Mendoza.

Apprenticeship Program

On another front, further significant progress has been made in the recruitment of more members of minority groups as apprentices.

Under the California Plan for Equal Opportunity in Apprenticeship, and Outreach programs which received significant support from Executive Council members, minority representation among all of the state's 38,708 apprentices "substantially increased" between 1969 and 1973, according to a survey released last month by the State Department of Industrial Relations.

The survey, titled "Characteristics of Registered Apprentices in California, December 1973," disclosed that the number of blacks registered as apprentices climbed from 4.7 percent in 1969 to 6.8 percent in 1973.

Participation by Mexican-Americans rose from 9.5 percent to 12 percent.

On an over all basis, minority representation among the state's apprentices climbed from 16.8 percent in 1969 to 22.4 percent in 1973.

Among the trades showing dramatic increases in minority apprentices, the report said, were: Operating Engineers, up 14.3 percent to 45.3 percent; Ironworkers, up from 14.9 percent to 38.7 percent; and the Pipe Trades, from 9.4 percent to 22 percent.

Parallel Programs

Proposals for so-called "parallel" apprenticeship programs, which would subvert the basic concepts and principles of the Shelley-Maloney Act establishing apprenticeship programs as a joint labor-management concern, have been opposed by the Executive Council and this opposition will be incorporated in the policy statement to be submitted to the delegates to the 1974 convention for their approval.

At its October 3-4, 1973 meeting, the Executive Council empowered the Executive Secretary-Treasurer to look into this matter and take whatever action was necessary.

Accordingly, the Federation informed the State Department of Industrial Relations of its opposition to the development of unilateral employer-sponsored parallel apprenticeship programs.

Subsequently the Federation learned

that the California Apprenticeship Council (CAC) believes it is restricted by an Attorney General's opinion that it has no authority to direct the administrator of the Division of Apprenticeship on the question.

But the CAC has adopted a policy of applying strict standards to the approval of such programs.

The Federation is currently working on this problem at the administrative level.

The Federation also acted in opposition to a proposal earlier this year to amend the State Administrative Code to wipe out the authority of the Administrator of Apprenticeship and the California Apprenticeship Council in the apprenticeship field and place such authority in the hands of the Division of Apprenticeship Standards.

In a wire sent to CAC Secretary James E. Stratten on January 24, 1974, the Federation voiced its opposition to certain proposed revisions in every instance where the words "Administrator of Apprenticeship" were to be deleted and the words "Division of Apprenticeship Standards" were to be inserted therefore.

"The basic law fixing responsibility and authority with the California Apprenticeship Council and the Administrator of Apprenticeship should be retained.

"We oppose any attempt at the creation of the Division of Apprenticeship Standards as a separate entity not subject to nor required to answer to either the Administrator of Apprenticeship or the Apprenticeship Council," the wire said.

"Such a creation would be inconsistent with the fundamental concepts and principles of the Shelley-Maloney Act," it declared.

PROPOSITION 1

Clearly the greatest threat to equitable taxation in California during the past two years was the so-called tax limitation initiative, Proposition 1, that appeared on the single-issue special election ballot on November 6, 1973.

The Executive Council undertook an in-depth study of this measure at its June 26-27, 1973, meeting in Sacramento with the assistance of Arnold Cantor, a staff economist with the National AFL-CIO's Research Department.

And at its October 3-4, 1973 meeting in Los Angeles it also met with Governor

Reagan and members of his staff to discuss the issue in depth.

Following this thorough examination of both sides of the issue, the Executive Council announced its opposition to the measure and adopted the following statement on Proposition 1:

"Proposition No. 1 requires the thoughtful consideration of all concerned with fiscal responsibility in California government. Governor Reagan is to be commended for facing the issues of fiscal change and reform.

"The State AFL-CIO has long expressed its displeasure with the present tax structure. We have consistently called for the abolition of regressive taxes which fall most heavily on those with the least capacity to pay.

"We have consistently called for abolition of consumer taxes and all preference for special interests. We stand for creation of a truly progressive income tax as the principal basis of state finance.

"Following careful study and mindful of our obligations to the workers we represent, we offer the following points of difference with the theories of Proposition 1:

"1. The rigidity of constitutional language would fail the needs of a dynamic society, particularly in such crisis areas as education, health, housing, welfare, racial equality, public transit, recreation and worker protection.

"2. Arbitrary dollar ceilings in the complex matters of revenue and taxation would be neither feasible nor socially desirable.

"3. Curtailment of necessary state services would inevitably impose new tax burdens on local government, or result in the destructive elimination of such services.

"4. The essential place of representative government would be gravely diminished by constitutional restrictions on legislative authority and by dilution of majority rule.

"The need for democratic, socially responsive taxation will not end with the special election of November. We urge the Governor and the legislature to summon a representative assembly of the citizenry to take up the task of comprehensive tax reformation.

"We oppose Proposition 1 not because it attacks the present but because it works disorder on the future."

Subsequently the Federation launched an extensive educational and get-out-the-vote campaign against Proposition 1, pointing out, among other things, that it would:

- Force a greater reliance on unfair consumer taxes at both the state and local levels.

- Effectively freeze the existing state income tax rates into the State Constitution, thereby assuring the rich that they won't have to pay their fair share.

- Result in a slash in state spending for education amounting to \$739 million by the 1977-78 fiscal years, according to the State's Assistant Director of Finance.

The measure was subsequently defeated by a vote of 2,284,705 "No" (54 percent) to 1,945,123 "Yes" (46 percent).

PROPOSITION 9

The Watergate scandal and its nearly daily disclosure of new political atrocities coupled with the total ineptness of the Nixon Administration's domestic policies has catapulted "political reform" to a top position among the priorities of the nation's voters.

Many of the reform proposals growing out of Watergate have long been major planks of organized labor's political program, including the call for public financing of election campaigns.

But when Proposition 9, the 20,000-word initiative measure placed on the ballot by Common Cause and People's Lobby, was taken up for consideration at the Executive Council's March 5-6, 1974 meeting at the TowneHouse in San Francisco, it became evident that the measure was, in effect, a wolf in sheep's clothing.

The measure's definition of lobbyist coupled with its ban on political contributions by lobbyists posed a clear and direct threat to the capability of organized labor to engage effectively in collective political action.

Accordingly, on March 6, 1974, the Executive Council adopted the following statement on Proposition 9:

"The Executive Council of the California Labor Federation, AFL-CIO, recommends a 'No' vote on Proposition 9.

"This deviously contrived measure is anti-labor and anti-democratic. It would, for example, deny elected union officials the right to represent their members before the state legislature if in their position of leadership they had made campaign contributions upon the direction of those same members.

"It is also anti-democratic in that it gives to political appointees arbitrary and dictatorial administrative powers over the

fundamental political processes of representative government."

Within the month, the publication of the March 1974 "extra edition" of the "Report from Washington" issued by Common Cause affirmed your Executive Council's view that Proposition 9 was aimed at curbing organized labor's capability for engaging in collective political action when it published a "blueprint" of the goals being sought by Common Cause in a campaign financing system.

Point Five of the Common Cause blueprint called for:

"A severe limitation on organized giving by special interests and the pooling of contributions as in union and business affiliated groups."

Among other things, the proposition failed to make any distinction between lobbyists for non-profit organizations such as labor unions or other civic or community groups and lobbyists for private, profit-making corporations.

Subsequently, the members of the Executive Council campaigned strongly against Proposition 9 and won strong support from such organizations as the statewide convention of the California Federation of Young Democrats, the acting chairman of the State Democratic Central Committee, State Senators Mervyn Dymally, George Moscone and a number of other political and community leaders.

But this was of no avail in the face of the hue and cry for political reform growing largely out of the national scandal enveloping Richard M. Nixon and the White House. The measure passed by a 2 to 1 margin. Only after the election was it disclosed that reports filed in the Secretary of State's office indicated that promoters of the measure out-spent opponents by a more than 4-to-1 margin.

The Federation is currently considering legal action to challenge the constitutionality of the measure in the courts and just last month the state's Legislative Counsel issued an analysis raising grave questions about Proposition 9's constitutionality.

ENVIRONMENT AND ECOLOGY

The need to reconcile the requirements of a proper environment with the existing rights of the working people of California in terms of wages, hours and conditions of employment has been more urgent than ever in recent years.

In recognition of this, the Executive

Council acted at its first meeting following the 1972 convention to establish a Committee on the Environment.

Appointed to this committee were Vice Presidents Osslo, Cinquemani and Fletcher along with the Federation's president and executive secretary-treasurer.

Following a discussion of the passage of Proposition 20, the so-called Coastline Initiative which threatened to stymie millions of dollars in construction projects from Crescent City to Calexico, and of the Federation's success in winning enactment of AB 889 - Knox providing a 120-day moratorium on the implementation of the 1970 Environmental Quality Act and the subsequent "Friends of Mammoth" decision which extended that Act's application to private as well as public projects, the Executive Council authorized a special educational conference on Jobs and the Environment be held early in 1973.

This conference was held at the Towne-House Hotel in San Francisco, March 7-8, 1973 and attracted 400 trade unionists from throughout the state.

Featured speakers at the conference included Governor Ronald Reagan, U. S. Secretary of Labor Peter J. Brennan, San Francisco Mayor Joseph Alioto, and William E. Siri, past president of the Sierra Club.

The focus of the conference was on seeking a reconciliation between environmentalists and the bread and butter needs of workers. Further details of this conference are noted in the Secretary-Treasurer's Report.

Under the 1970 Environmental Quality Act, environmental impact reports are required to be filed on any project having a significant impact on the environment. But no economic impact reports are presently required.

In an effort to bring a better balance to bear on this vital issue, the Executive Council authorized introduction of Federation-sponsored legislation (AB 938-Warren) which would require that economic impact reports be prepared on any project where environmental impact reports are required. This legislation won Assembly passage in 1973 by a 56 to 14 vote. It also won the approval of the Senate Local Government Committee last year but has not yet gone to the Senate floor for a vote.

Call for Log Export Ban

In a related action, the Executive Council went on record at its March 28-29, 1973 meeting in support of a ban on the exporta-

tion of logs from California.

This action was taken in view of the mounting demand for unsawed logs by foreign buyers which has caused log prices in some areas to rise by as much as 500 percent and threatened the jobs of many workers in California's timber industry which employs nearly 50,000 workers.

The state legislature has approved Assembly Joint Resolution 9, a measure supported by the Federation, which calls on President Nixon and the Congress to direct the Secretary of Commerce to bar log exports "until such time as the Secretary of Agriculture finds that the nation's projected needs for five consecutive years could be entirely satisfied by domestic supplies."

SAFETY

Enactment of the 1970 Occupational Safety and Health Act culminated a long battle by organized labor to get Congress to recognize the need for federal standards and federal enforcement to protect the health and safety of workers on the job.

But the Nixon administration has consistently opposed AFL-CIO efforts to bring about a meaningful expansion of the federal enforcement staff.

Just last month it was disclosed that the U. S. Labor Department was urged to drag its feet in implementing worker health and safety standards in 1972 as "a sales point" to encourage corporate donations to Richard M. Nixon's reelection campaign. (See *California AFL-CIO News* of July 19, 1974.)

To alert trade unionists to the need for organized labor to play an active and vigorous role in bringing about effective enforcement of both the Occupational Safety and Health Act and AB 150, a state level industrial safety law enacted last year, the Executive Council authorized a day-long Conference on Occupational Safety and Health which was held at the Jack Tar Hotel in San Francisco on November 8, 1973.

In the course of this conference, it was brought out that OSHA has hired only about 500 inspectors for the entire nation although State programs had involved five times as many inspectors prior to passage of OSHA.

Moreover, the guidelines developed by the Federal Government for what constitutes an adequate State occupational safety and health plan were attacked as "extremely weak."

In fact, it was charged that the prime focus of the Nixon administration has been

on rapid defederalization of the program despite the fact that it was enacted as a result of the failure of many State governments to develop effective programs at the State level.

Dr. Irving J. Selikoff, one of the experts on occupational diseases participating in the conference, pointed out that every day "there are 300 deaths in this Nation from occupational diseases and another 50 from on-the-job accidents.

"Since California has about 10 percent of the Nation's population, this means that there are about 35 such deaths a day in California," he said.

To emphasize the cost of apathy in terms of human lives, Dr. Selikoff pointed out that asbestos was recognized as a danger as early as 1924 yet the first official U. S. Public Health study of the danger wasn't undertaken until 1965, three years after Selikoff's own tests detailing the dangers had been published.

Noting that there are between 200,000 and 250,000 workers actively employed in the asbestos industry today and another 750,000 former asbestos workers still alive, Dr. Selikoff observed:

- One in five, or 200,000, will die of lung cancer;
- One in two, or 500,000, will die of some kind of cancer; and,
- One in ten, or 100,000, will die of asbestosis.

The only cause of asbestosis, which is irreversible, is asbestos fibers, he said.

Assemblyman Jack R. Fenton, author of AB 150, told conference participants that the new state law will, for the first time, require employers to post any report of safety violations found at their work place where the employees can see it and will permit employees to demand another inspection if they feel that any hazards were overlooked.

It also assures workers that if they complain of a safety violation or occupational hazard, the plant must be inspected within 72 hours, he said.

Nearly 450 trade unionists from throughout the state took part in the conference.

Just last month the Federation also voiced its vigorous opposition to a House-passed amendment to the Labor-HEW appropriations bill that would exclude some 16,000,000 U. S. workers from the protections of the 1970 Occupational Safety and Health Act.

This amendment would have excluded employers with 25 or fewer employees

from the protection of the Act because it would bar federal inspection of such firms.

EDUCATION

Ever since its earliest effective stirrings, organized labor in the United States has consistently championed free public education and has steadfastly opposed conservative efforts to shortchange the potentiality of the nation's youth by denying adequate funds for education for all.

In keeping with this tradition, the Executive Council went on record at its June 26-27, 1973 meeting in opposition to performance contracting and the voucher system in public education in California. This issue is explained in greater detail in the section on "Referred Resolutions" dealing with Resolution 88 of the Ninth convention.

Scholarship Program

In the two years since the 1972 Convention, the number of \$500 scholarships awarded in the Federation's Annual Scholarship Program has increased more than 18 percent, rising from a total of 53 (23 in 1971 and 30 in 1972) to a total of 63 (32 in 1973 and 31 in 1974) largely as a result of the continuing efforts of members of the Federation's Executive Council.

We recognize with pride the co-sponsorships as noted in the Report of the Secretary-Treasurer.

During each of the past two years more than 2,000 high school seniors in public and private high schools throughout the state have submitted applications for this annual contest.

At its December 6-7, 1972 meeting, the Executive Council approved a recommendation of its Education Committee calling for the Federation to sponsor one additional scholarship, bringing the number of scholarships sponsored by the Federation itself to four. The Executive Council also decided to designate these four scholarships as the Haggerty-Pitts Memorial Scholarships in honor of the late Neil Haggerty and Thos. L. Pitts, both past executive officers of the Federation.

Your Executive Council also authorized a number of educational conferences which are covered elsewhere in the Officers' Reports.

Teachers' Rights

The lack of fair grievance procedures for faculty members of the California State University and College system has been a

major problem for years.

But repeated efforts by the United Professors of California, an affiliate of the AFL-CIO California Federation of Teachers, to work out equitable procedures for grievance handling at the state college and university level with Chancellor Glenn M. Dumke have been met with nothing but consistent resistance and interminable delays.

To protest the anti-labor record of Chancellor Dumke, which has been evident ever since the strike at San Francisco State in 1968-69, the Executive Council at its meeting of June 12-13, 1974 in Los Angeles authorized the following statement calling for Dumke's dismissal by the trustees of the California State University and College system.

"Under Chancellor Dumke's direction, the California State University and Colleges have treated with contempt and indifference the concerns of the United Professors of California, AFL-CIO, and the California AFL-CIO movement with respect to establishing fair and equitable grievance procedures for the faculties on the 19 campuses of the state system.

"The Dumke administration persists in denying fundamental employment rights that have long been commonplace for American workers in both public and private employment.

"Chancellor Dumke refuses to allow negotiations on grievance procedures with representatives of the United Professors of California or the California Labor Federation, AFL-CIO, representing more than 1.6 million California workers.

"The talk sessions, which have been held over the past year and a half, have proved to be a fraudulent waste of time since the Chancellor has declared that the meetings could never be considered as actual negotiations.

"The state educational system headed by Chancellor Dumke is public in character and must be responsive to public concerns for fairness in employment relations. Chancellor Dumke will not recognize this essential truth. He has thereby failed his public trust and should be removed from office."

Copies of the Council's statement were sent to the State College Board of Trustees and widely publicized both in the commercial and labor press.

HOUSING

The deepening depression in the state's housing industry has been of increasing concern to the Executive Council during

the past two years.

Although much of the root of this problem lies in the disastrous and long discredited economic policies being pursued by the Nixon Administration, including blind and unquestioned allegiance to the conservative philosophy that high interest rates and more unemployment are the only panaceas for the nation's economic ills, the Executive Council recognized steps could be taken to ease the impact of these policies on California's economy.

Specifically, it authorized legislation to seek to eliminate a constitutional provision that has stymied development of needed middle and low-income family housing in California for nearly a quarter of a century.

This legislation, Assembly Constitutional Amendment No. 40 introduced by Assemblyman Willie L. Brown, Jr., (D-San Francisco) won final legislative approval in June and will appear on the November 5, 1974 General Election ballot as Proposition 15.

It is designed to repeal a current constitutional provision that requires advanced voter approval of public housing developments.

Voter approval of this California AFL-CIO-sponsored measure would make a major contribution toward easing the state's housing shortage. It could also aid in relieving the state's unemployment crisis by creating jobs in the construction and related industries.

In addition, it would enable local communities throughout the state to apply for federal funds to ease the housing crisis in their areas, further spurring the creation of jobs and helping to minimize the state's unemployment and welfare rolls.

Beyond that, the Executive Council will act on several other housing-related ballot propositions to be voted on in November 1974 at its pre-convention meeting at the Royal Inn at the Wharf in San Diego starting August 14, 1974.

PUBLIC EMPLOYEES

Significant progress has been made since the 1972 convention in the long drawn out battle to win collective bargaining rights for public employees, including the right to strike, although no comprehensive collective bargaining legislation for public employees has yet been enacted.

The most immediate task facing the Executive Council in this area following the 1972 convention was the need to de-

feat Proposition 15 on the November 2, 1972 ballot.

This measure would have placed responsibility for the adequacy of state employee salaries in the hands of political appointees and would have wiped out many AFL-CIO unions in the public employment field while subjecting the working conditions of state employees to compulsory arbitration.

The Federation and its Executive Council gave broad publicity to the adverse features of Proposition 15, pointing out that it was "a dangerous measure" which could snuff out any real hope of state employees in California of ever gaining full free collective bargaining rights."

Although its promoters claimed that this anti-worker measure would "end costly work stoppages, put a lid on state salaries (and) take politics out of state pay," Proposition 15 was defeated by a 2 to 1 margin.

Since that time, the Federation and members of the Executive Council have fought hard to win enactment of measures to extend collective bargaining rights to the public employment field.

In 1973, the Federation succeeded in winning approval of SB 400, a California AFL-CIO sponsored bill to extend collective bargaining rights to the state's teachers. This measure would have created a formal collective bargaining system that would have reduced the likelihood of strikes by teachers because, for the first time, it would have established full collective bargaining procedures to determine wages and working conditions for faculty members.

SB 400 was aimed at curbing the increasing number of teachers' strikes in California by providing uniform state machinery to cope with the problems that inevitably arise between educational institutions and their employees.

But it was vetoed by Governor Reagan.

Agency Shop Ruling

Indicative of growing public recognition of the need for effective procedures to cope with the problems of public employees, a decision upholding the right of city governments to require their workers to pay the equivalent of union initiation fees and dues is worthy of note.

In a case involving the city of Hayward, an arbitrator pointed out that existing state law does not specifically bar the so-called "agency shop" clause for public employees and observed that such a clause must be interpreted as a lawful effort to

promote stable employee relations.

The arbitrator, Robert Burns, overruled the Hayward City attorney's contention that the agency shop provision violated the Meyers-Milias-Brown Act and other state statutes and found that the city of Hayward had, instead, violated its agreement with Local 390 of United Public Employees, an affiliate of the AFL-CIO Service Employees International Union, by failing to enforce the provision.

"The agency shop is part of the 'reasonable method of resolving disputes regarding wages, hours and other terms and conditions of employment' adopted by the city," the arbitrator said.

Declaring that it is "both equitable and essential that all employees share the costs of the union's efforts," the arbitrator added:

"If employees . . . could pay dues or not as they saw fit, the purpose of the city in recognizing (one union as exclusive bargaining agent) would be thwarted by the inability of the union to function and represent the employees."

This and other decisions as well as public employee strike settlements in Los Angeles, San Francisco, Fresno and other cities within the past few months clearly reflect a growing public acceptance of the right of public employees to negotiate with their public employers over terms and conditions of employment and underscore the need for enactment of legislation containing effective collective bargaining procedures in this field.

FARM LABOR

A primary concern confronting the Executive Council immediately following the conclusion of the 1972 convention was that of mounting a sufficient campaign to defeat Proposition 22, a deceptive farm labor initiative promoted by agribusiness interests that would have denied more than two-thirds of California's farm workers the right to vote on their own wages and working conditions.

Among the hookers in Proposition 22 was Section 1150.4(b) which stipulated that:

"The date of such an election shall be set at a time when the number of temporary agricultural employees entitled to vote does not exceed the number of permanent agricultural employees entitled to vote."

Since more than 90 percent of the state's farm workers are temporary employees, this section would have denied the vast majority of them any right to vote at all, and, coupled with other provisions, would

have destroyed the United Farm Workers Union.

The Federation published and distributed thousands of posters and other materials urging a No vote on Proposition 22 and Executive Council members participated in marches, rallies and other activities to alert the general public to the unfairness of the measure.

Despite a major media blitz launched by agribusiness interests attempting to "sell" the measure, California voters were not fooled. Proposition 22 was defeated on Nov. 7, 1972 by a margin of more than 1.2 million votes.

Since then the Executive Council has pressed for legislation to assure farm workers a secret ballot vote in determining who their bargaining agent will be. The need for this basic first step in extending bargaining rights to farm workers has become even more acute in the wake of the disgraceful attack launched against the Farm Workers Union by the International leadership of the Teamsters Union.

An Assembly hearing on legislation sponsored by the Federation and the United Farm Workers Union (AB 3370) and three state AFL-CIO-opposed farm labor measures is tentatively scheduled to be held August 7, 1974 after the legislature reconvenes following its current summer recess.

In addition, in the interim since the 1972 convention, the Executive Council has sought to maximize support for the United Farm Workers Union in every way possible, including efforts to assure broad publicity to farm worker projects such as the food caravans to Delano and the development of retirement communities for elderly farm workers such as Pilipino Bayanihan in Stockton.

The Executive Council has also continued to make substantial monetary contributions each year to the United Farm Workers Union.

In addition, the Federation has pressed for effective action by the national administration to increase the staffing of the U.S. Immigration and Naturalization Services' Border Patrol to stem the increasing flow of illegal aliens into California's fields and factories.

Statistics obtained by the Federation from the U.S. Immigration and Naturalization Services' regional office in San Pedro indicate that the number of illegal aliens arrested in California jumped nearly 900 percent—from 24,440 in 1965, the first year after the termination of the Bracero Program, to 216,985 last year.

Latest figures available for the first five months of 1974 affirm assertions made in June by Border Patrol officers that aliens are coming in at a faster rate than ever. These statistics showed a total of 120,868 illegals arrested during the first five months, more than 50 percent of the entire 1973 total of 216,985.

Despite this enormous increase in illegal aliens, the number of Border Patrol agents has been increased only 29 percent, from 1,078 to 1,397 between 1964 and 1973, a clearly inadequate increase to cope with the task of rounding up at least 15 times as many illegal aliens as the Patrol did 10 years ago.

WOMEN IN WORK FORCE

In line with action authorized by the 1972 Convention aimed at combatting discrimination against women in employment and encouraging the unionization of women workers, the first statewide women's conference sponsored by the California Labor Federation was held at the Jack Tar Hotel in San Francisco Saturday and Sunday, May 19-20, 1973.

At this first conference, the participants discussed such issues as "Working Women and the Law," "Negotiating Women's Issues," and "The Role of Women in the Labor Movement."

The conference, which attracted hundreds of women trade unionists from throughout the state, also resulted in the adoption of a series of resolutions which were taken up by the Executive Council at its meeting of October 3-4, 1973.

Special Committee Set Up

At that meeting, the Council established a Special Committee on Women in the Work Force composed of four executive council members and two women members of affiliated local organizations who were not members of the council.

Vice-President Arywitz was named chairman of the special committee and Vice-Presidents Riley, Booe and Shean were appointed to the committee as were Mary Bergan, legislative advocate for the California Federation of Teachers, and Gwen Newton, of Office and Professional Employees Local 30 in Los Angeles.

Second Conference OK'd

On the recommendation of the Special Committee on Women in the Work Force, the Executive Council authorized a second women's conference which was held at the Jack Tar Hotel in San Francisco July 20-21, 1974.

Focal point of this conference, which was keynoted by Evelyn Dubrow, legislative representative of the International Ladies' Garment Workers' Union, was on increasing women's participation in the union movement and on the contractual, legislative and legal considerations regarding maternity for women workers.

Sister Dubrow emphasized that with only 13 percent of the nation's women workers unionized, the organization of more women workers into unions is clearly a key priority.

Conference participants also reviewed the California AFL-CIO's successful fight to extend the State Industrial Welfare Commission's authority to establish a state minimum wage and hours and working conditions standards for all employees, instead of just women and minors, thereby preserving long-existing protections for women workers which otherwise could have been invalidated on grounds that they discriminated on the basis of sex and were therefore illegal under Title VII of the 1964 Civil Rights Act.

Other Points Noted

Among other points brought out at the conference which can help stimulate unionization of women workers were:

- Women make up 39 percent of the U.S. work force.
- Median earnings of women working full time are 60 percent of the earnings of men who work full time.
- Although only 13 percent of the nation's women workers are unionized, women comprise 20 percent of AFL-CIO's total membership of 13.7 million members.
- Women who are union members have a 44 percent earning advantage over non-union women.
- The median income of women in the United States is less than \$500 a month.

The executive council has also approved resolutions resulting from the women's conferences which called, among other things, for: action to eliminate all inequities in Social Security benefits, in accord with national AFL-CIO policy; and to help publicize efforts to unionize banks in cooperation with affected unions and local central bodies.

COMMUNITY SERVICES

Since the windup of the Federation's Ninth Convention in Los Angeles, the Executive Council has been involved in a number of activities in the field of community services.

As in the past, the Federation supported and publicized the annual essay contest sponsored by the Governor's Committee for Employment of the Handicapped in which the Federation provides \$100 in expense money and round trip fare to Washington, D.C., for the California winner to participate in the National Awards Ceremonies of the President's Committee for the Employment of the Handicapped.

The Federation's General Vice President Manuel Dias serves as Vice President of the Governor's Committee for Employment of the Handicapped.

In addition, at its June 26-27, 1973 meeting in Sacramento, the Executive Council took action to aid older Filipino farm workers when it contributed \$1,000 to Pilipino Bayanihan, a retirement center project being developed at Stockton by Andy Imutan, a former vice president of the United Farm Workers Union. The Federation's Executive Secretary-Treasurer and Federation Vice Presidents Sigmund Arywitz and Richard K. Groulx and several other labor officials are currently serving on the board of consultants for Pilipino Bayanihan.

Among other things, at its December 11-12, 1973 meeting, the Executive Council endorsed the Martinez Health Center in Contra Costa County.

This facility, set up by the Contra Costa County Health and Welfare Council, is co-sponsored by the Contra Costa County Central Labor Council and the Contra Costa County Building and Construction Trades Council and is labor-owned and labor-directed.

In addition, the Executive Council went on record at its June 26-27, 1973 meeting in support of legislation to create a Department of Senior Citizens' Affairs in every California county.

"WE DON'T PATRONIZE" LIST

In the interim since the Federation's 1972 Convention, a number of firms have been added to the state AFL-CIO's "We Don't Patronize" list. In the light of the Nixon Administration's anti-union, anti-worker and anti-civil rights policies, this should come as no surprise since such policies always encourage unscrupulous employer interests to attempt to ride roughshod over the rights of workers.

At its meeting of March 28-29, 1973, the Executive Council authorized the placement of Shell Oil Products on the list at the request of the Oil, Chemical and

Atomic Workers Union. The Council also issued a statement in support of the boycott then being conducted by the Oil, Chemical and Atomic Workers Union against Shell Oil products saying:

"Refusal of the Shell Company, a multinational corporation owned by British and Dutch financial interests, to engage in serious negotiations on key issues involving the health, safety and pension rights of union members clearly justifies the union's call for a boycott of all Shell products.

"Members of the Oil Workers Union have learned through bitter and often tragic experience that exposure to toxic fumes, vapors, gases, liquids and acids can have insidiously damaging effects on the human body. They have every right to demand some control and voice over their own work environment."

The Council urged union members and friends of organized labor to return Shell credit cards to the company to demonstrate support for some 4,000 workers who had been on strike since January 24, 1973 at Shell plants at Long Beach and Martinez, California as well as elsewhere throughout the nation.

At the same meeting, the Council authorized the placement of the San Francisco architectural firm of **Hertzka & Knowles** on the "We Don't Patronize" list as soon as the matter was cleared by the San Francisco Labor Council. This request was received from the State Council of Carpenters which had launched a drive to win union wages and working conditions for hundreds of professional employees connected with the construction industry through architectural firms.

At its June 26-27, 1973 meeting at the Woodlake Inn in Sacramento, the Executive Council placed the following Queen Mary's specialty restaurants in Long Beach on the "We Don't Patronize" list:

The Lord Nelson Room

The Lady Hamilton Room

Sir Winston Churchill's

The Veranda Grill

All banquet facilities and fast food stands

This action was taken at the request of the Marine Cooks and Stewards Union.

At its October 3-4, 1973 meeting in Los Angeles, the Executive Council placed all Sears stores involved in a dispute with Local 1100 of the AFL-CIO Department Store Employees Union, an affiliate of the Retail Clerks International Association, on the "We Don't Patronize" list at the request of that union.

In addition, the Council authorized the issuance of a statement in support of the embattled workers engaged in the dispute with Sears, Roebuck, the world's largest retail firm. (See section titled Aid to Affiliates).

At the Council's December 11-12, 1973 meeting in Palm Springs, two additional firms were placed on the "We Don't Patronize" List:

R & G Sloane Manufacturing Company, at the request of United Rubber Worker's Local 621 which has been on strike at the firm since March 12, 1973; and,

Norm's Restaurants at the following locations in the Los Angeles area:

1270 South Crenshaw, Los Angeles
2500 East Slauson Ave., Huntington Park
2890 La Cienega Blvd., Culver City
8500 South Figueroa St., Los Angeles
4700 Sunset Blvd., Los Angeles
270 North La Cienega Blvd., Los Angeles
6353 Sunset Blvd., Los Angeles
13636 Sherman Way, Van Nuys

Other Norm's Restaurants in the Los Angeles County area excluding the eight listed above, are in good standing with organized labor. The action against the Norm's Restaurants list above was taken at the request of the Los Angeles Joint Executive Council of the Hotel and Restaurant Employees and Bartenders Union.

Deleted from the list during this period was Coors Beer, Shell products, Sears stores involved in the dispute with Local 1100 of the Retail Dept. Store Employees Union and Farah following successful resolution of the disputes involved.

Other unfair firms remaining on the Federation's "We Don't Patronize" list are:

Gaffers & Sattler products.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;
Steinbeck Theater in Monterey;
Valley Cinema in Carmel Valley;
Globe Theater in Salinas;
Cinema Theater in Sequel; and,
Twin I & II in Aptos.

Montgomery Ward in Redding.

Newporter Inn, Newport Beach.

San Rafael Independent-Journal.

Sea World, San Diego.

The following San Diego area motels:

Bahia Motel and Motor Lodge,

Catamarran Motor Hotel and Restaurant.

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Deli

The Godfather

Mingai-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all)

Colonel Sanders Kentucky Fried Chicken (all)

H. Salt Esquire Fish & Chips (all)

Jack In The Box (all)

Benihana of Tokyo

Head Hunter Amusement Park of San Francisco

Kau Kau Gardens

Carol Doda's

Mabuhay Restaurant

The Cashbah

Tennessee Plastics of Johnson City, Tennessee.

The Nut Tree and the Coffee Tree Restaurant, on Highway 40 between San Francisco and Sacramento.

In addition the Federation is supporting such national AFL-CIO consumer boycotts as those in progress against the **Los Angeles Herald-Examiner** and the **Kings-Port Press of Kingsport, Tenn.**, publishers of the "World Book" and "Childcraft" series.

All trade unionists and friends of organized labor are urged not to patronize any of the firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the Federation's list.

LABOR PRESS

In December 1972 when word of the imminent closure of Olympic Press was reported to the Executive Council's December 6-7, 1972 meeting at the Spa Hotel, the Executive Council took immediate action to seek continued publication of as many of the 12 newspapers affected by the closure as possible.

A meeting of central labor, building and construction trades and crafts councils whose publications were affected by the closure was held in the Secretary-Treasurer's office in San Francisco on December 15, 1972 at which a committee was set up to review the possibility of establishing a semi-monthly "overall" paper which could replate various pages to carry the news of separate organizations.

The 12 papers involved in the collapse of Olympic Press had had a reported combined press run of 75,954 with a paid circulation of 72,006.

While it was recognized that the Federation could not support these publications financially, it did, through its Labor Press office, assist in securing data and providing advice on the continuation of a number of the affected papers.

During the ensuing six months, several affected publications, including "Organized Labor," the official publication of the San Francisco Building and Construction Trades Council, and "San Mateo County Labor," the official publication of the San Mateo County Central Labor Council and the San Mateo County Building and Construction Trades Council, were revived and the news of a number of other councils and local unions was covered in replated issues of "Northern California Labor," an expanded version of the San Francisco Labor Council's publication formerly known as "San Francisco Labor."

Since its name change and expansion, the circulation of Northern California Labor has expanded from about 25,000 to more than 60,000 and now includes a separate Santa Clara County edition.

In addition, the Building and Construction Trades Council of Santa Clara and San Benito Counties initiated publication of "The Labor Union Gazette" shortly after the Olympic Press folded and the "Contra Costa Labor News," now the official publication of the Contra Costa Labor Council, the Contra Costa Building and Construction Trades Council as well as the Contra Costa Labor Health and Welfare Council, took over much of the circulation of the old Olympic Press publication, the Contra Costa County Labor Journal.

On balance, however, closure of Olympic Press has meant a loss of about 20,000 in overall circulation of labor press publications in the Northern California area affected. Coupled with rising paper and postage costs, the issue of maintaining and expanding a vigorous labor press in California remains a cause of continuing concern to the Executive Council.

AID TO AFFILIATES

As in the past, the Executive Council has continued to exert every effort to assist affiliates both in strike situations and on other matters of concern to California workers.

During the past two years, these efforts have included support rendered to:

- The Amalgamated Clothing Workers Farah strike and boycott which included a \$1,000 donation by the Executive Council pursuant to action taken by the 1972 Convention;

- Department Store Employees Local 1100 of San Francisco in connection with the Sears strike, which included a \$1,000 contribution by the Executive Council;

- Transport Workers Union Local 505 in its strike against Trans World Airlines;

- Local 3 of the Office and Professional Employees Union of San Francisco in its fight to protect the jobs of some 600 members employed at Blue Shield when those jobs were jeopardized by questionable procedures involved in bidding for the job of administering the state's \$1.6 billion Medical contract.

Organized labor's prompt response in the case of the Blue Shield contract issue had the additional benefit of saving the state's taxpayers an estimated \$25 million in unnecessary conversion costs.

Details of this matter were carried in the California AFL-CIO News of March 1, 1974 and March 22, 1974.

Among other actions taken to aid Federation affiliates was the resolution adopted at the Executive Council's June 26-27 meeting in support of Konocti Harbor Inn, a recreational and retirement facility developed at Clearlake, California, by Local 38 of the United Association of Plumbers and Steamfitters of San Francisco.

That resolution read as follows:

"WHEREAS, Local 38 of the Plumbers and Steamfitters Union of San Francisco decided in 1959 that their members and their families should have a low cost recreational, retirement, convalescent facility with a children's camp at Clearlake,

California, and

"WHEREAS, in building this joint labor-management undertaking it took a union with foresight, leadership and perseverance to work on through 14 long years, and

"WHEREAS, to date the building of this project has paid out millions of dollars in wages and fringe benefits to union workers, and

"WHEREAS, Konocti Harbor Inn was built to take care of Local 38's members and families, it was also master-planned to include the general public to accommodate vacations, conferences, seminars and conventions, and

"WHEREAS, the Bartenders and Culinary Workers, Local 770, of Santa Rosa is proud to say it enjoys a master contract with the Joint Industry Board of the Plumbers and Steamfitters of Local 38 of San Francisco, and this contract covers 90 percent of the workers, and

"WHEREAS, this project has from the start and still does employ and benefit large numbers of union members, and

"WHEREAS, many unions have invested trust funds in stocks, bonds, and savings programs; Local 38 put their into a project that guarantees continued gainful employment for union workers, and

"WHEREAS, it has hosted the California Labor Federation, AFL-CIO, the Machinists, the Carpenters, and many other labor organizations for their conventions and seminars and all have been accorded royal treatment, therefore

"BE IT RESOLVED, that the California Labor Federation, AFL-CIO, go on record to give Konocti Harbor Inn the broadest possible publicity among its affiliated local unions and their memberships and help to encourage union members and their families to vacation there; and that all state labor organizations consider holding their state conventions at Konocti Harbor Inn."

Following adoption of this resolution, Konocti Harbor Inn was publicized repeatedly in the California AFL-CIO News and these and other stories were publicized in other labor press publications throughout the state.

FED-COPE MERGER

In accord with a mandate from the national AFL-CIO and with rules governing state central bodies adopted at the national AFL-CIO convention in 1973 which requires the integration of the California

Labor Council on Political Education within the structure of the California Labor Federation, AFL-CIO, the Executive Council authorized creation of a five-member committee at its June 1974 meeting to work on details of such a merger with a similar committee from the California Labor Council on Political Education.

Serving on this committee for the Federation's Executive Council are: Vice Presidents T. A. Small, Morris Weisberger, and Richard K. Groulx, as well as the Federation's Executive Secretary-Treasurer John F. Henning and its President Albin J. Gruhn.

Serving on the five-member merger committee of the California Labor Council on Political Education are: Vice Presidents T. A. Small, Richard K. Groulx, and Sigmund Arywitz, as well as California Labor COPE Executive Secretary-Treasurer John F. Henning and its President Albin J. Gruhn.

These two committees are scheduled to submit proposals to effect the integration of California Labor COPE within the Federation structure to the Executive Council's next meeting scheduled to open August 14 in San Diego.

UNION LABELS, SHOP CARDS & BUTTONS

During the past two years, members of the Executive Council have sought to increase the awareness of AFL-CIO union members and the general public of the importance of union-made products or services through increased publicity in the labor press and at local union and district council meetings.

The success of the Farah and Sears boycotts is indicative of what can be accomplished through informational picketing and increased consumer awareness.

But the Executive Council also recognizes that the more positive goal of educating union members and other consumers to demand union-made goods and services as a matter of their own self-interest requires greater efforts than ever in the face of the capability of multinational corporations to export major segments of U.S. industries—and all the job opportunities they represent—to low-wage areas abroad where the multinationals can not only exploit the workforce but enjoy tax havens due to the nation's outmoded foreign trade and tax laws.

With this problem in mind, Executive Council members took part in stop-work demonstrations organized by the AFL-CIO

International Ladies Garment Workers Union in November 1972 to protest U.S. tax and trade policies that have resulted in a flood of imports and the export of an estimated quarter of a million jobs within the past 10 years.

These rallies were held to call attention to the need for enactment of the Burke-Hartke bill, an AFL-CIO-backed measure aimed at empowering federal government to curb foreign imports and boost taxes on income earned overseas by U.S. corporations. (S. 2592 and H.R. 10914).

The Executive Council's sentiments on this issue were indicated in a letter sent to all affiliates by the Secretary-Treasurer which stated that:

"A rapidly rising flood of imports on the American market has brought a sharp rise in the exportation and loss of American jobs. Hundreds of thousands of our fellow workers in a wide variety of industries in every section of the nation have seen their livelihoods washed away by this incoming tide.

"The threat is not only to directly affected wage earners but to the very economic structure of the entire United States. The people's purchasing power cannot be sustained while their jobs vanish. Our living standard and the national economic well-being are imperiled."

The Executive Council has also sought to remind union members, particularly in advance of Christmas and other holidays, to look for union-made gifts.

For example, the December 15, 1972, issue of the California AFL-CIO News carried a story which pointed out that:

"Millions of U.S. workers will spend billions of dollars in just the next few weeks, which, unwittingly, will wipe out more U.S. jobs and increase the pressure for a further devaluation of the U.S. dollar.

"Why?

"Because, instead of looking for the union label to assure that the products they buy are made by employers who pay reasonable wages and afford their workers decent working conditions, they will buy imported goods produced largely by non-union, low-wage foreign firms, often subsidiaries of U.S.-based multinational corporations."

The article went on to point out that "selective buying of union products and the use of union services can reduce the inflow of imports and improve the economic security of union workers as well as contribute to the stabilization of the U.S. economy."

In line with the Executive Council's aim to increase the awareness of union members and the general public of the importance of the union label, it has urged all local union publications to publicize as frequently as possible such basic information as to where to look for the union label.

Since this is one of the first questions asked by many trade unionists and friends of labor, we are incorporating that list in this report:

In women's and children's apparel, the union label can generally be found near the size tag. In coats and suits, it may be found on an inside side seam.

Here's where to look for the union label on specific items of apparel for men, women and children:

- Shoes—in insole, in front of heel, on outer sole or inside upper lining.
- Neckties—small end.
- Gloves—inside upper edge.
- Suits—inside right breast pocket.
- Overcoats and topcoats—lining of side pocket.
- Trousers—inside right back pocket.
- Shirts—bottom of front tail.
- Pajamas—front hem of coat.
- Work Pants—inside right front pocket.
- Overalls—right hip pocket.
- Heavy outdoor, rainwear, sportswear—lower pocket.
- Slacks, knickers, kneepants, riding britches—inside right hip pocket.

The Executive Council also gave wide publicity to both the 1973 and 1974 AFL-CIO Union-Industry shows, the largest free admission shows conducted annually in the nation. These shows feature scores of exhibits that demonstrate that the purchase of the products and services offered by companies having contracts with AFL-CIO unions pays off in prosperity and progress for the nation.

EXONERATIONS

During the two years since the Federation's last convention, the Executive Council has continued the policy authorized by Section 2 of Article XIV of granting exonerations in the payment of per capita taxes to locals involved in labor disputes or for other good causes.

Assistance of this nature was granted upon request to the following Federation affiliates:

- Oil, Chemical and Atomic Workers local 1-129 for the months of July through October 1973 in view of its strike against Shell Oil. This exoneration was authorized at the Executive Council's June 26-27, 1973, meeting at the Woodlake Inn in Sacramento.

- A request for exoneration from the Brick and Clay Workers Local 793 of Newark was referred to the Executive Secretary-Treasurer with the power to act at the Executive Council's meeting of October 3-4, 1973, at the Hyatt Regency Hotel in Los Angeles.

- Operative Plasterer's Local 218 was granted exoneration for per capita tax payments for the months of September and October 1973. This action was authorized at the December 11, 1973, meeting of the Executive Council at the Spa Hotel in Palm Springs.

- Cement, Lime and Gypsum Workers Local 334 of Santa Clara was exonerated from per capita tax payment for the month of August 1973 at the same meeting.

- Retail Clerks' Local 1100 was granted exoneration from per capita tax payments for the months of January through April 1974 at the Executive Council's meeting of June 12-13, 1974, at the Hyatt Regency Hotel in Los Angeles.

- Glass Bottle Blowers Association Local 267 of San Jose was granted exoneration from per capita tax payments for the months of April and May 1974 at the same meeting.

- Glass Bottle Blowers Local 137 of La Mirada was granted exoneration for the duration of their strike against Owens-Illinois and Anchor Hocking at the same meeting.

- Glass Bottle Blowers Local 19 of Harbor City was granted exoneration for the month of April 1974 at the same meeting.

COMMITTEE CHANGES

Since the last convention, the Executive Council has been assisted in its work by its seven regular standing committees.

Due to the deaths of Vice Presidents H. D. "Lefty" Lackey and Gordon McCullough and the resignations of Vice Presidents John L. Dales, Jerome Posner, Kenneth Larson, Leonard Cahill, Fred L. Martin and Anthony Bogdanowicz, the composition of these committees has changed during this period.

At present the makeup of these committees is as follows:

LEGISLATION

Max J. Osslo, acting chairman; Sigmund Arywitz; M. R. Callahan; William G. Dowd; Leo Mitchell; Morris Weisberger; and Ray Wilson.

EDUCATION

T. A. Small, chairman; Steve Edney; Fred Fletcher; Richard K. Groulx; Edward Shedlock; and Bennie Arellano.

SAFETY AND OCCUPATIONAL HEALTH

Leo Mitchell, chairman; Hal Shean; Joseph R. Garcia; Joseph P. Mazzola; Joseph H. Seymour and Alfred K. Whitehead.

HOUSING

John A. Cinquemani, chairman; Lamar Childers; C. A. Green; Richard K. Groulx; Paul Miller; and Ray Nelson.

COMMUNITY SERVICES

James B. Booe, chairman; Chester Migden; Manuel Lopez; Lloyd J. Lea; Frank S. McKee; and Loretta Riley.

CIVIL RIGHTS

Ray S. Mendoza, chairman; Manuel Dias; Harry Finks; Stan Jensen; and James P. McLoughlin.

UNION LABELS, SHOP CARDS AND BUTTONS

Harry Finks, chairman; Joseph R. Garcia; Bennie Arellano; James P. McLoughlin; and Loretta Riley.

At the first meeting following the 1972 convention, Vice Presidents Osslo, Cinquemani and Fletcher were appointed to the Environment Committee along with President Albin J. Gruhn and Executive Secretary-Treasurer John F. Henning.

IN MEMORIAM

During the past two years, death has claimed a number of California labor leaders who devoted the bulk of their lives to fighting for the rights of their fellow workers, including five Vice Presidents of the Federation.

Less than two months following the close of the Federation's Ninth Convention, W. J. "Bill" Bassett, a vigorous force in organized labor for more than a quarter of a century, died in Los Angeles on October 12, 1972.

Brother Bassett, who had served as a vice president of the California Labor Federation from 1958 to 1966 and was executive officer of the Los Angeles County Federation of Labor from 1943 until his retirement in 1966, was a leader in the fight against the "black list" used by Los Angeles County employers to screen out pro-union workers.

He succeeded in attracting many additional local unions to affiliate with the Los Angeles County Labor Federation and won high regard on both sides of the bargaining table for his integrity and skill as a negotiator. He had served for years as a leader of Mailers Local 9 in Los Angeles.

The trade union movement suffered another loss on September 29, 1972, when **Hugh Allen**, who served as a vice president of the California Labor Federation from 1960 to 1966, died of a heart attack in Burns, Ore., at 45.

A member of Lumber and Sawmill Workers Local 2608, Brother Allen had served as secretary-treasurer of the Northern California District Council of Lumber and Sawmill Workers and as executive secretary of the Western Council of Lumber and Sawmill Workers.

He also was financial secretary of the Five Counties Central Labor Council in 1952-53 and was elected president of that council in 1955, a post he retained for nine years.

In December 1972, two vigorous young union officials were found murdered in their Sacramento union office.

The victims—**Roger Ekar**, 34, International staff member, and **John C. Duncan**, 31, an official of Stationary Engineers Local 39, Sacramento, were apparently "methodically set up" for their murders. Both had been involved in seeking to organize workers in Nevada gambling casinos for several years and had received threats in the course of their efforts.

The Federation publicized these wanton slayings and urged that contributions be mailed for a benefit fund set up by the International Union of Operating Engineers in behalf of the victims' survivors.

In March 1973, the labor movement was saddened by the death of **H. D. "Lefty" Lackey**, who had served as a vice president of the California Labor Federation for nearly 15 years.

Brother Lackey, 58, had served as secretary of the Building and Construction Trades Council of Kern, Inyo and Mono Counties ever since 1951 and was also a vice president of the State Building and Construction Trades Council of California.

He was a member of Ironworkers Local 416 in Bakersfield for more than 20 years.

On September 15, 1973, trade unionists throughout the state were saddened by the death of **Gordon McCulloch**, a vice president of the California Labor Federation who was also the president of the California State Council of Carpenters.

Brother McCulloch, a vigorous man long active in legislative and political matters as well as community affairs, joined Carpenters Local 1140 in San Pedro in 1946 and became business representative of the Local in 1951.

In 1961 he became executive secretary-treasurer of the State Council of Carpenters, a post he held until 1963 when he became secretary-treasurer of the Los Angeles County District Council of Carpenters, a post he retained at the time of his death.

He was elected president of the California State Council of Carpenters in 1968 and had been reelected to that post in 1972. He was also a vice president of the Los Angeles County Committee on Political Education and served on the executive board of the Los Angeles Building and Construction Trades Council as well as the State Building and Construction Trades Council.

On April 20, 1974, **Pat Somerset**, a founding member of the Screen Actors Guild who had served as a vice president of the California Labor Federation from 1946 until his retirement in 1965, died in Apple Valley.

Brother Somerset had taken part in the Actors Equity strike of 1924 and joined the executive staff of the Screen Actors Guild in 1937. An actor, whose last feature film was *Wee Willie Winkie* starring Shirley Temple, Mr. Somerset was elected president of the Hollywood AFL Film Council in 1957 and reelected to that post in 1962. He was credited with having made an enormous contribution to the Guild's formative years.

The Federation is deeply saddened by the loss during the past two years of these and other stalwart trade unionists who gave much of the time and energies of their lives to the unending fight to protect and advance workers' rights.

1974 CONVENTION

Selection of San Diego as the convention city for 1974 was determined by action taken at the 1972 convention. The date for the 1974 convention is in accord with the Federation's Constitution which stipulates that the convention shall be convened on

the third Monday of August of even numbered years.

In the course of its June 12-13, 1974 meeting in Los Angeles, the Executive Council reviewed preliminary plans for the convention and scheduled its pre-convention meeting to be held Wednesday, Thursday and Friday, August 14, 15 and 16 at the Royal Inn at the Wharf in San Diego, headquarters hotel for the convention.

The convention itself is scheduled to open at 10:00 a.m. Monday, August 19, 1974 at the Convention and Performing Arts Center in San Diego.

The Executive Council will develop and approve proposed policy statements to be submitted to convention delegates for their consideration and attend to other pre-convention details, including consideration of the merger of the California Labor Council on Political Education within the structure of the California Labor Federation at its August 14-16, 1974 meeting.

Fraternally submitted,
The Executive Council
California Labor Federation, AFL-CIO
John F. Henning, *Executive Secy.-Treas.*
Albin J. Gruhn, *President*
Manuel Dias, *General Vice President*
Bennie Arellano

Sigmund Arywitz
James B. Booe
M. R. Callahan
Lamar Childers
John A. Cinquemani
William G. Dowd
Steve Edney
Harry Finks
Fred D. Fletcher
Joseph R. Garcia
C. Al Green
Richard K. Groulx
Stanley E. Jensen
Lloyd Lea
Manuel Lopez
Joseph P. Mazzola
Frank McKee
James P. McLoughlin
Ray S. Mendoza
Chester L. Migden
Paul Miller
Leo Mitchell
Ray Nelson
Max J. Osslo
Loretta Riley
Joseph H. Seymour
Harold Shean
Edward T. Shedlock
T. A. Small
Morris Weisberger
Alfred K. Whitehead
Ray Wilson *Vice Presidents*

REPORT OF THE SECRETARY-TREASURER

San Diego, California

August 19, 1974

To the Tenth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

This report reviews the activities of the Federation for the two years following the 1972 Convention held in Los Angeles. Federation activities since 1972 have been wide ranging, extending from major successes in the legislative field to consumer affairs and from programs to strengthen the California economy and providing assistance to affiliates.

Economic Overview

These past two years have been years of crisis for our state and nation. We have not only been confronted with an unprecedented constitutional crisis because of the Watergate crimes but our economy has been whiplashed by one crisis after another. This insidious escalating inflation has reached double digit proportions robbing us of our earnings while the contrived Nixon economic policies cause cut-backs in production, working hours and employment.

Prices rose dramatically after the Russian grain deal in July, 1972 and the subsequent devaluation of the American dollar which was aggravated by vast exports of farm products and crude materials, such as steel scrap, copper scrap and waste paper all of which have been in short domestic supply.

Nixon's restrictive monetary and fiscal policies adopted in early 1973 could not possibly curb inflation, but added to pressures on prices causing the general economic slowdown. Additionally, pressures were brought on prices by profiteering and excessive speculation in the essentially unregulated commodity exchanges and the energy emergency.

A proper perspective of the magnitude of the economy crisis especially as it affects the standard of living of most Americans, particularly low and middle income families with children can best be gained by a brief look at the U.S. Department of Labor Consumer Price Index.

"For calendar year 1973, the rise in the CPI was 8.8 percent, the largest December-to-December increase since 1947. About half of the annual increase was due to a 20.1 percent increase in food prices."

By March, 1974 the CPI had climbed to 10.2 percent indicating a yearly rate of inflation growth of a staggering 14.5 percent.

From yet another perspective, a look at the Wholesale Price Index shows that "for the year 1973, the WPI for all commodities rose 18.2 percent, the largest increase since 1946." A breakdown of the commodities categories shows that prices of consumer foods in the WPI rose 22.5 percent, somewhat more than in the CPI. "Finished consumer products other than food rose 20.6 percent in the WPI . . ."

This shocking acceleration of inflation is destroying the buying power of workers' earnings. In March, the buying power of the after-tax weekly earnings of the average nonsupervisory worker in private nonfarm employment — nearly 52 million workers — was down 4.7 percent from a year before and down 6.6 percent from October, 1972. The drop in real earnings has jolted living standards and weakened consumer markets which are the base of the American economy.

Energy costs have sharply increased as the energy shortage became acute in the first quarter of 1974. Consumers are now paying more money for less gasoline and petroleum products. In the 12 months ending in December, 1973, retail prices of fuel oil and gasoline skyrocketed 46.8 percent and 19.7 percent respectively. In that same period the wholesale price of crude oil (domestically-produced and imported) rose 27.5 percent, while the price of refined petroleum products, at wholesale, jumped 125 percent—a clear indication of profiteering and further substantial price hikes for consumers.

Further indications of economic turmoil are:

The real volume of total national output dropped 5.8 percent during the first quarter of 1974.

Housing starts fell 22 percent in March, were 41 percent below the level reached in the beginning of 1973 due to tight money, soaring interest rates, high prices and administration cuts in housing program expenditures.

The utilization of manufacturing industrial capacity was down to 80 percent in the first quarter of 1974.

The dollar volume of retail sales increased slightly since last July, however the real volume of retail sales, after accounting for increased prices, was down

about 6 percent from a year ago .

The over 11 percent prime interest rate is already 2½ percentage points higher than the level of the 1969-70 money crunch and is still climbing.

The number of unemployed nationally in June of 1974 was 5.2 percent or 4.7 million unemployed workers. In California the 7.6 percent unemployment continued into May of this year. The only sectors of significant job expansion in recent months have been state and local governments, the services, finance, insurance and real estate.

To reverse these economic trends and provide a stimulus for growth which will create jobs, it is necessary to seek leadership in our executive branches of state and federal governments which will institute those economic policies designed to benefit the majority of our citizens, the working people.

STATE AND NATION

The Economy

What we are experiencing in the United States today is a curious and potentially explosive situation. Workers' wages have been controlled. Prices have been running away with the country. Interest rates are at record highs. Workers' buying power has declined but profits have been soaring.

The dangers were there before the impact of the energy crisis, before the Arab-Israeli war, and before Watergate. They were there in the monetary policies of the Nixon Administration. They were there in the experiments of President Nixon, Schulz, Dunlop, Stein, Simon and all of the other Nixon advisors.

The Administration has long since abandoned the buoyant attitude that identified the successive failures of the Economic Stabilization Program with its Phase I, II, III and IV. Still the President talks tough when he promises no recession in the United States. Now his economic advisors are predicting higher rates of unemployment, higher rates of inflation, continually increasing interest rates and little, if any, economic growth in 1974, while in July of this year the New York Stock Exchange plummeted to its lowest point in over 10 years.

It is against such elements causing unemployment, inflation, corporate profit taking, crisis after crisis and the ever un-

folding administration behavior that has a country bewildered, that labor unions are being challenged to put the pieces together and to salvage some standard of living for the Nation's working men and women.

We are trapped in what might best be termed a tightening vise of an inflationary recession. We are experiencing a combination of economic developments which on the one hand is accelerated inflation and on the other hand cuts back in production, working hours, and employment.

The stepped up rise of prices was set off by the huge Russian grain deal in July of 1972 and was aggravated by devaluations of the American dollar. With vast exports of farm products and crude materials such as steel scrap, copper scrap and waste paper which had been in short domestic supply, added pressures on the prices of these products which resulted from profiteering and excessive speculation in the essentially unregulated commodity exchanges. The Administration's restrictive monetary policies adopted in early 1973 could not possibly curb the rising inflation, but they added to pressures on prices, curtailed homebuilding, and slowed down the economy.

We are now sinking deeper into a recession compounded by continuing inflation. The American economy in mid-1973 was heading into a sharp slow-down during the second half of the year. The national economic scene was marked by uncertainty about the Administration's economic policies. These policies swung sharply from Phase II's partial stabilization controls of 1972, to largely voluntary restraints of Phase III from mid-January to mid-June of 1973, to a temporary freeze of retail prices in mid-June and of Phase IV's selective controls that were now mid-July. These policy swings were accompanied by a severely tightening monetary policy in 1973, sharply rising interest rates, and in the summer of the year, by the much belated imposition of controls on the export of a number of agricultural products and steel scrap, long after huge export sales had aggravated inflationary shortages with spectacular speculation in the commodity market. But export controls were not imposed on many key commodities in short supply, such as wheat, corn, cotton and copper scrap. An Administration spokesman indicated that export controls on the other farm products would be dropped for crops from the '73-'74 harvest.

These sharp shifts in national economic policies, combined with an accelerated rise

of the price level, have contributed to a spreading lack of confidence in the Administration's ability to deal with the economic problems.

Unemployment

The temporary movement of economic expansion, which got under way in 1972 after a slow start the previous year, continued in the first half of 1973. But unemployment remained at a high level at 4.4 million jobless. In addition, over 2 million workers were compelled to work part time because full time jobs were not available and several hundred thousand additional workers were among the uncoun- ted, hidden unemployed who had given up the search for employment.

In the first months of 1974, the number of unemployed nationally was 5.2 percent or 4.7 million unemployed workers. In California the 7.6 percent unemployment rate continued into May of this year. The only sectors of significant job expansion in recent months have been state and local governments, services, finance, insurance and real estate.

What the general jobless figures fail to reveal is that there are particularly high unemployment rates for unskilled workers at 10.4 percent, construction workers at 10.3 percent, blacks at 8.7 percent, and 7.1 percent for the semi-skilled workers. In April of 1974 manufacturing employment was down 166,000 from November and construction jobs were 88,000 below December.

Prices

The cost of living, as measured by the consumer price index, rose 3.7 percent the 12 months ending January 1973. Half again faster than the Administration's 2.5 percent price increase standard. The increase accelerated to an annual rate of 8 percent in the first six months of 1973.

Between March 1973 and March 1974 the consumer price index climbed 10.2 percent, more than twice as fast as in the 12 months through February of 1969. The first month of the Nixon Administration and his anti-inflationary game plan or the year ending August 1971 when the President announced his so-called new economic policy to curb inflation in the first three months of 1974, the pace of inflation jumped to a staggering yearly rate of 14.5 percent. Food prices from March of 1973 to March of 1974 underwent staggering changes. By March of 1974 the consumer price index listed food at 21.3 percent. The rise in prices of food was led

by increases in the prices of meats, poultry and fish, but were also spread among other food items. Important non-food items also rose sharply such as fuel oil, coal, footwear, clothing, rent, new and used cars, gasoline and motor oil.

Although the economy has been in a steep recessionary decline and some companies have shown profit declines, the preliminary report on first quarter profits by the First National City Bank of New York reveals an overall 24 percent gain in after-tax profits of 1,104 major corporations, following increases of 27 percent in 1973, 16 percent in 1972, and 21 percent in 1971 in the after-tax profits of all U.S. corporations. The bank's preliminary report also reveals a staggering 72 percent rise in the after-tax profits of oil companies, despite the apparent understatement of profits by key multinational giants indicating the effects of price gouging during the energy emergency and the government's lavish tax give-aways.

We have no confidence in any system or program of controls based upon the perpetuation of special privileges and misguided incentives that breed inflation and distort the economy. The economy's complex mess has festered so long that no one-shot device or simple remedy can provide a workable solution. The Federal Reserve's measures are generating a sharp economic slowdown and pose a danger of severe recession, with production cutbacks and rising unemployment while inflation continues unabated.

Americans need efficient expansion of money in credit, at reduced interest rates, to encourage balanced economic expansion and reverse the dangerous trend towards a recession and money crunch. The government must immediately take measures to begin to restore public confidence and economic health. We must begin with new national leadership.

Wages

The buying power of the weekly after tax earnings of the average worker in private employment with three dependents which had picked up during most of 1971 and 1972 started to move down in December of 1972. It began a declining trend in that month as a result of the accelerated rise in living costs and the increase in social security taxes that became effective in January of 1973. This trend of declining buying power of weekly take home pay continued in six of the eight months between October of 1972 and June of 1973. By mid-1973 such buying power was less than a year before.

By March of 1974 the buying power of the after tax weekly earnings of the average worker was down 4.7 percent from March of 1973 and down 6.6 percent from October of 1972. The drop in real earnings has jolted living standards and weakened consumer markets which are the base of the American economy.

For the first time since the beginning of Phase I wage controls against workers' income have been lifted this year. Under the controls average wage increases were held to 5.6 percent while prices and inflation increased uncontrolled. The move to catch up on lost buying power has become an important element in current contract negotiations throughout the state and nation.

Profits

Benefits of the lopsided economic trends have widened profit margins and increased corporate earnings.

In 1971 corporate after tax profits rose 21 percent above 1970 recession levels. This was followed by a 16 percent rise in 1972.

In the first quarter of 1973, corporate after tax profits shot up again at a spectacular pace. They were up 28 percent from the same period of 1972. And a more spectacular 34 percent increase was recorded in the second quarter of 1973. For the first quarter of 1974, profits once again rose. In this period a 24.7 percent increase was recorded over the previous year.

The President

Mr. Nixon's presidency is in ruins. His closest political colleagues have been indicted or convicted and his alliances with corporate corruption have been a sickening scandal.

His defiance of Congress and the courts threatens the constitutional fabric of the republic.

In September, 1972, the California Labor Council on Political Education voted overwhelmingly for the defeat of President Richard Nixon. The vote was inspired by the consistently anti-labor and anti-liberal record of Richard Nixon.

Upon directive of the National AFL-CIO, California Labor COPE in October rescinded the action of September. But California still condemned Nixon and urged the National AFL-CIO Executive Council to call for his defeat.

And with his election California workers experienced the most vicious anti-labor

economic policies of the century. After a year of price and wage controls the failures of the Nixon policies were made evident, as unprecedented price increases continued while wages remained under tight control.

At the time of Nixon's reelection, inflation had already reached a 6 percent annual rate and would climb to over 10 percent within less than two years. Wage controls on the other hand were in effect and from the 10.3 percent increase in wage gains during the full year of 1971, there was a drop to 5.3 percent during the first nine months of 1972. By the date of President Nixon's inauguration, prices were rising 10 percent faster than before price controls were instituted. Early in 1973, President Nixon announced that he was abolishing compulsory wage and price controls except for the food, health and construction industries.

So with the end of Phase II of the Nixon program, the Pay Board and the Price Commission were abolished. The Cost of Living Counsel was retained as we entered Phase III.

Wage Controls

In the Phase III program, however, President Nixon continued to ask Congress to extend his authority to control wages and prices, offering the commitment that he would seek to limit increases in cost of living to 2.5 percent a year which has since proven to be a financial deception, a complete misunderstanding of magnitude of the problems caused by the ill-conceived policies.

Nixon Administration officials indicated that the Phase III program would ease restraints on profit margins and phase out rent controls. However, the government would retain the right to roll back what it considered unreasonable wage or price increases.

Organized labor across the nation in response to a statement by President Meany was prepared to cooperate and participate in the stabilization structure which had been established by the President, in the hope that this move would result in an equitable and fair method of combating inflation. But with soaring corporation profits, increasing multinational corporations and a general dismantling of domestic programs, it was obvious that not only had Phase I and Phase II failed, but Phase III was also a miserable flop.

By mid-year 1973, the lies and deceptions being practiced by the Nixon Ad-

ministration were becoming apparent to most workers, and yet there were more economic gimmicks, as profits continued to soar. By the fall of 1973, organized labor was calling for the end of all controls and President Nixon shifted to Phase IV.

The Phase IV program was labeled as an unbalanced and unfair stabilization program and the American public was losing confidence in the Administration's management of the economy.

Your Secretary-Treasurer in a Labor Day, 1973, address to all working men and women in the State of California emphasized the scandalous character of the corruption in the Nixon Administration. Once again, the call for the ending of all controls was reiterated. It is now acknowledged that the only successful controls for over two years during Phase I, Phase II, Phase III, and Phase IV of the economic stabilization program of President Nixon, were those controls against workers' wages. It was the workers, and workers alone, who were being forced to sacrifice in the Administration's so-called fight against inflation.

Now, Herb Stein, Nixon's economic advisor, is blaming inflation on the working men and women of the nation in an ill-conceived attempt to distract from the realities of the Nixon economic fiasco. But emerging in Washington, D.C., there has been a series of revelations that challenge the political arrogance and corruption of the Nixon Administration. These revelations are leading to impeachment.

Impeachment

The Watergate hearings, the Grand Jury indictments, the ever unfolding revelations of corruption, deceit and criminal activity were shocking the nation and revealing the nature of the Nixon conspiracy. The case for the impeachment of Richard Nixon began. Your Secretary-Treasurer, while calling for the impeachment of the President, issued statements passed by the State AFL-CIO Executive Council to all affiliates on December 11, 1973, alerting them to the corruption of the Nixon Administration and calling for the immediate impeachment of the President. Five hundred thousand posters were made available to all California labor unions, calling for the immediate impeachment of Richard Nixon. Thousands of pamphlets setting forth the specific reasons for impeachment were reproduced and distributed by California Labor Federation offices.

At its December, 1973 quarterly meeting, the Executive Council voted to give full support to the impeachment efforts of the National AFL-CIO.

The charges raised against Mr. Nixon as a product of the Watergate crime and related matters cannot be paved over by any amount of Presidential public relations gimmickry. Presidential scandal is threatening to the continued vitality of our government. As long as corrupt conduct is permitted to exist within the office of the Presidency without challenge by the constitutional process of impeachment by the House of Representatives and trial by the Senate of the United States, our constitutional form of government is in jeopardy.

By the beginning of 1974, the ground rules were set and the House Judiciary Committee was gearing up for the impeachment process. As the impeachment hearings continued in the summer of 1974, the former economic policies of the Nixon Administration have taken their toll and continued to do damage. The Cost of Living Counsel finally was abolished in June of 1974, but working men and women across the nation have felt in their budget the economic impact of the unenlightened Nixon economic policies.

As the 1974 convention convenes, it is commonly acknowledged among the labor leaders across the country that Richard Nixon has brought unprecedented shame and disgrace upon the office of the President of the United States.

Legislative Activities

The 1972 Session of the State Legislature was a progressive legislative year for working men and women in California. The 1973-74 two year session of the State Legislature proves to be an even more productive period for the interests of organized labor.

The 1973 increase in social insurance benefits, coupled with those achieved in 1971, add up to the largest advance in the 60-year history of the state's social insurance programs.

The achievements realized since the legislative elections of 1970 are fresh evidence that labor's legislative program speaks not only for the interests of union members but for all working men and women, retirees, and the general citizenry of the state.

In the area of workmen's compensation, unemployment insurance, and disability insurance, California Labor Federation

successfully added to its 1971 gains at least \$117 million a year to the benefits already being paid to jobless, injured, and ill workers.

Millions of workers are benefitting from the measurably broadened protection afforded them by the labor-initiated improvements in the state social insurance program. In all, the social insurance improvements enacted in the last two years are expected to put an additional quarter of a billion dollars a year into the hands of California workers.

The gains in social insurance programs realized in the 1971 and 1973 sessions include:

Workmen's Compensation:

- an increase of 36 percent in the weekly benefit maximum of temporary disability to \$119;
- an increase of 127 percent in the weekly benefit maximum for permanent disability to \$119;
- an increase of 100 percent in the death benefits for the widow only, to \$40,000;
- an increase of 96 percent in the death benefits for widow with dependents to \$45,000;
- a reduction in the waiting period from seven to three days;
- a reduction in the retroactive waiting period from 49 to 21 days;

Unemployment Insurance:

- a weekly benefit increase from \$65 to \$90;
- a change in the eligibility prohibiting sub-standard employment referrals.

Disability Insurance:

- an increase in the weekly benefit maximum from \$87 to \$119;
- inclusion of pregnancy benefits where complications exist;
- a change in the calculation of wage credits;
- preservation of eligibility rights of seamen under the Maritime Doctrine of Maintenance and cure.

Other major areas of legislative activity gave evidence to labor's commitment to civil rights and workers' safety. They included:

- enactment of legislation which would require contracts in the construction industry to maintain adequate emergency first-aid treatment for employees;

- legislation requiring the State Division of Industrial Safety to respond to a complaint of an unsafe place to employment within three working days and prohibits an employer from discharging or threatening an employee who has made a bona fide complaint;

- legislation to extend the minimum wage authority of the State Industrial Welfare Commission;

- legislation to extend the Industrial Welfare Commission's authority to establish hours and working conditions for men as well as women and minors.

In the area of occupational health and safety, there was legislation requiring the Division of Industrial Safety to provide the complaining party with an analysis of unsafe working conditions found and remedial actions taken:

- legislation which would specify the safeguards which must be met in mines and tunnels and would classify underground mines and tunnels as to the degree of hazards;

- legislation that would require the State Division of Industrial Safety to transmit to the Registrar of Contractors a copy of any report made in any investigation made involving industrial injury resulting in disability or death.

With these gains and others the pace of our 1972 and our 1973 legislative program was set.

In 1973 we saw initiated for the first time a two-year legislative session. Many bills sponsored by the California Labor Federation which were introduced in 1973 were held over to 1974 and are currently pending in the State Assembly or State Senate. Such legislation includes:

- collective bargaining legislation for all public employees;
- representative elections for farm workers;
- workmen's compensation protection for news vendors;
- restrictions on industrial homework;
- mandatory rehabilitation in workmen's compensation cases;
- inclusion of economic impact reports when environmental impact reports are required;
- the creation of a State Planning Council.

Housing

The Federation's public housing bill, ACA 40, was passed by the legislature and will appear on the November 1974 ballot as Proposition 15. This bill if approved by the electorate will repeal Article 34 of the constitution thereby facilitating the process for building public housing. It marks one of the few times in the history of the state labor movement that it has placed a proposition on the state ballot for voter approval.

Public Employees

Public employee legislation was introduced which would have given the right of collective bargaining to all public employees in school districts, cities, counties, and state governments. This legislation, AB 1243, was introduced after many hearings where there was given testimony from all interested segments of the public employment community. The bill authored by Assemblyman Bob Moretti passed the Assembly and is currently pending in the State Senate.

It has been a slow process to educate political leaders throughout the state to the merits of public employee collective bargaining. However, progress is being made and with a democratic executive heading the state the future of collective bargaining for public employees will be much brighter after January 1 of 1975.

Education

The labor struggles at our state colleges and universities and school districts throughout the state continues after several years of attempts at designing decent collective bargaining legislation. A State AFL-CIO bill, SB 400, passed the legislature and was carried to the Governor's desk. The bill would have created collective bargaining mechanisms for all school districts throughout the state. Although the State Assembly and the State Senate saw wisdom in the legislation which would have repealed the inadequate Winton law, the Governor vetoed the bill.

Legislation designed to repeal the provisions of the Stull Act regarding teacher evaluation, SB 64, also passed both houses of the legislature and was vetoed by the Governor.

Farm Workers Elections

AB 3370 was presented to the state legislature in behalf of the California Labor Federation and its affiliates the United Farm Workers. This legislation is cur-

rently pending in the State Assembly.

If adopted AB 3370 will provide secret ballot elections for farm workers. Other farm labor legislation sought by agribusiness interests are being sternly opposed by the Federation.

Environment

The State Labor Federation is sponsoring legislation which would mandate economic impact statements in conjunction with environmental impact statements to be developed concurrently when construction projects are to be undertaken. Such a move would bring into proper perspective the necessity of measuring the economic impact on people's lives in conjunction with measuring the environmental impact on our physical surroundings. A posture of balance is the only way that we can continue to know planned growth while protecting all aspects of our living environments.

Federal Legislation

The confrontation between the White House and the Congress has had two effects on legislation. On the one hand Congress has refused to rubber stamp many legislative measures proposed by the administration and on the other hand the President has blocked Congressional initiative through a combination of calculated delays, indiscriminate use of the veto, and the impoundment of Congressional appropriations. The end result has been an overall inability on the part of federal government to move forward to meet the critical social and economic needs of the country.

Efforts by organized labor to protect the American economy and American jobs from the adverse effects of unfair foreign competition through enactment of the Burke-Hartke bill failed as the White House with its version of trade legislation demanded blank check authority to deal with trade problems similar to that already given in the area of economic controls. In the second session of the 93rd Congress organized labor is urging the Senate to face up to the economic realities of the 20th Century and restore common sense to America's foreign trade policy.

In the fight for tax justice, the public is demanding comprehensive overhaul of the nation's tax system for which, despite continuing rhetoric from the 1972 elections, no progress was made toward labor's goal of tax reform. The issue of tax reform continues to be a priority for labor in 1974.

The list is long of labor supported legislation. A strong emphasis is placed on federal legislation dealing with housing and the environment which includes federal monies for water pollution control.

The fight for national health insurance to provide medical care for all of the nation's workers enters the second session of the 93rd Congress with proposed compromises which severely damage the initial thrust of the health insurance legislation.

Many of the gains realized in the past decade in the areas of health, education, and welfare have been severely reduced by the current administration's reluctance to place people's needs as a number one priority for the spending of our federal dollars.

Labor has joined forces with other liberal groups in the fields of education and health, which have fully supported the 1974 Labor-HEW appropriation's bill as it was reported out by the House Appropriations Committee. The bill appropriated a total of \$32.8 billion for Labor-HEW programs, \$1.26 billion over President Nixon's budget request and more than \$3.6 billion above the appropriations bill vetoed by the President late in the 92nd Congress. In education, the bill allocated a total of \$6.1 billion or \$892 million more than the President had requested.

In 1974, Congress must take the initiative and enact legislation guaranteeing viable solutions if the nation is to survive its economic problems and to have the needs of the people satisfied. To accomplish this, the AFL-CIO will urge Congress to take positive action on Labor's 1974 legislative program which has been influenced by the needs of American workers from every walk of life.

The State Federation has engaged in a number of activities which have been supportive of the National AFL-CIO legislative program. Letters, telegrams and phone calls to our congressmen and senators have been reinforced by personal visits both here and in Washington, D.C. with our representatives.

When Senator Harrison Williams brought his Senate sub-committee to California, your secretary-treasurer testified before the committee which was studying National Workmen's Compensation.

INITIATIVE ELECTIONS

We experienced in 1972, 1973 and in 1974 a number of initiatives which appeared on the state ballot which chal-

lenged the interests of organized labor in bitter and costly confrontations. In 1972 it was Proposition 22, the anti-farm workers initiative and Proposition 20, the California Coastal Initiative. In 1973 it was the Governor's tax initiative which appeared on the ballot as Proposition 1. This year, Proposition 9, the so-called Political Reform Act, put labor into a bitter confrontation with new anti-labor forces.

Proposition 22

The battle to defeat Proposition 22 was as bitter a struggle as organized labor has experienced since the "right-to-work" battle of 1958. This agribusiness initiative would deny the farm worker the right to vote in representational elections unless they met certain strict conditions of employment. The effect of this initiative would have been to bar more than two-thirds of the farm workers in California from voting in a representational election. It made a mockery of the representative election provisions. Your Secretary-Treasurer indicated that all California voters should be outraged that the state agribusiness interests are so strong they can use the Director of the State Department of Agriculture of California as a parrot to disseminate deceptive and erroneous information.

Thousands of campaign posters and literature flooded the state crying the outrage of the initiative. The California voters defeated Proposition 22.

Proposition 1

In November of 1973 it was Governor Reagan's Proposition 1 which challenged working men and women across the state. This so-called tax initiative would have robbed the working men and women of this state their rights to experiencing a progressive growing economy in California. Once again the full thrust of organized labor and a coalition with other concerned interest groups around the state united to defeat Proposition 1 and were successful.

Proposition 9

In June of 1974 the initiative process brought to the voters the most insidious of all proposals. Proposition 9, the so-called Political Reform Initiative designed to emasculate organized labor in its attempt to represent its membership in the legislative and representative election processes. Proposition 9 passed in spite of an all-out fight by labor, and as of this date, is being challenged in the courts for its unconstitutionality.

ADMINISTRATIVE ACTIVITIES

Industrial Welfare Commission

Your Secretary-Treasurer appeared before many State and Federal bodies, legislative committees, commissions and boards to testify in behalf of the working men and women of this state seeking improvements in working conditions for California unionists. With the passage of AB 478, providing authority for the Industrial Welfare Commission to write protective legislation for men as well as for women and minors, the IWC reopened its wage orders, reconstituted its wage boards and began the process of establishing minimum wage, hours and working conditions standards for all of California workers. The result of those hearings, the wage board meetings, the hours and hours of testimony was a \$2 an hour minimum wage order which was adopted in December of 1973 and 15 regressive hours and working conditions orders which were adopted in March of 1974 and have subsequently been stayed by Court Order sought by the California Labor Federation.

Organized labor was so outraged by the new I.W.C.'s hours and working conditions orders, that the Industrial Welfare Commission (a partisan group of Reagan appointees with one dissenting vote from a Teamster member on the commission) was charged with demonstrating the same political arrogance which has dominated both our State Executive office and our National office of the Presidency. The I.W.C. disregarded our pleas for rehearings and persisted in adoption of the orders thereby abolishing the standard eight-hour work day and making numerous and unjustified exemptions of industries covered by the orders. After exhausting all administrative remedies available to the California Labor Federation, suit was brought against the I.W.C. in April 1974 and a Superior Court Judge issued a stay against the orders, calling for new hearings to evaluate the actions of the I.W.C.

The experiences of dealing with a regressive I.W.C. has been compounded in other areas of administrative organization where Reagan has appointed anti-labor, anti-worker, anti-consumer people to sit in positions of authority on various boards and commissions.

Workmen's Compensation Task Force

In 1973, the Governor commissioned a task force on Workmen's Compensation

with the charge to review the report of the national Commission on State Workmen's Compensation Laws, hear testimony from interested persons, consult with various authorities in the field of workmen's compensation, and report to the Governor their findings with recommendations for improvement of California's Workmen's Compensation program.

Your Secretary-Treasurer was appointed as a member of this task force. In July of 1973 the task force published the results of its study. This report was the basis for much of the legislation which improved the workmen's compensation laws that year.

In addition, other members of the Federation's staff have been appointed to serve on various State advisory boards, commissions and study groups over the past two years.

ASSISTANCE TO AFFILIATES

Farm Workers

The California Labor Federation, AFL-CIO, has maintained a vigorous support of the United Farm Workers. At the first convention of the UFW held in Fresno, in September 1973, your Secretary-Treasurer made the declaration "We are with you because you are morally right and we will be with you until the final victory."

The State AFL-CIO has in support of UFW returned to the farm workers over \$33,000 in per capita collected during the 24 months between conventions. This money has been used to reinforce the union's organizing efforts. A voluntarily contributed fund which was set up by convention resolution produced another \$3,949 for the Farm Workers' Union since August of 1972.

As the farm workers struggle continues, the state AFL-CIO continues in support of UFW activities. Your Secretary-Treasurer joined many labor leaders on the picket line in Coachella Valley to dramatize our support of their plight. All affiliates are reminded of the lettuce and grape boycott currently enforced throughout the state.

Sears Strike

From the early days in the long and bitter strike between Sears, Roebuck & Co. and the Retail Clerks Union Local 1100, The California Labor Federation, AFL-CIO rallied statewide support behind

the employees. The Federation Executive Council placed Sears on the "We Don't Patronize" list and publicized the fact in the California AFL-CIO News. Your Secretary-Treasurer outlined the essential issue at that time when he declared "whether Sears would negotiate with its employees union representative or continue adamantly to insist on dictating benefits and job conditions without negotiation from the Chicago headquarters was the main issue."

All during the strike, picket lines of striking union members, demonstrations, meetings and other strike activities brought broad support not only from trade union organizations but from a broad range of ethnic and religious groups and political leaders at every level of government.

The State Labor Federation sponsored legislation, SCR 103, which called for the immediate resumption of negotiations between the union and management with the ultimate objective of resolving the differences.

The strike ended on May 6, 1974 after nearly nine months of negotiations.

TWU and Meatcutters

Other major strike activity which was supported by the California Labor Federation included the 5,000 member Transport Workers' Union strike against Trans World Airlines in August of 1972, and a two week strike between Meatcutters Union and the Food Employers Council which had shut down hundreds of Safeway and Lucky Stores throughout the state.

Strike Injunction

In the Public Employees' strike between SEIU Unions and the City and County of San Francisco, a Superior Court judge issued an order to restrain the strikers. Your Secretary-Treasurer responded to the order by saying "the State AFL-CIO was prepared to call on our 1.6 million members for strike relief funds. An injury to one is still an injury to all."

The Federation's position was very clearly delineated on the issue. Your Secretary-Treasurer protested the action taken by Judge Clayton Horn, and said: "The denial of first amendment rights of assembly to the city strikers of San Francisco could have turned the community upside down."

The Court action trampled upon labor freedom, widened the dispute, crippled ne-

gotiations and thrust a flaming issue between the bargaining parties.

The edict made impossible any fair consideration of the workers' appeal for wage increases to cope with the ruinous rise in living costs.

The intervention of the courts to this labor dispute gave further evidence of the need for collective bargaining legislation to cover public employees throughout the state.

Farah Strike

Certainly one of the most dramatic strikes held in the nation was the struggle by the AFL-CIO Amalgamated Clothing Workers of America against the Farah Manufacturing Company.

Your Secretary - Treasurer joined the picket line and spoke at a rally held in El Paso, Texas in support of the strikers.

The strike was helped by a national boycott which was aided by the cooperation of State AFL-CIO affiliates throughout the state and one of the longest and most bitter labor struggles against a rigid and regressive employer. Farah workers succeeded in winning recognition and their union demands.

Consumer Affairs

Delegates to the 1972 California Labor Federation, AFL-CIO Convention voiced their strong support for the Consumer Federation of California in its efforts to strengthen collective consumer power. In a subsequent letter to all affiliates your Secretary-Treasurer made the following statement:

"Organized labor's input on consumer matters is vital to the progress and direction of the Federation. If your organization is not now a member of the Consumer Federation please ask your members for favorable consideration."

Albin J. Gruhn, president of the California Labor Federation, AFL-CIO, is one of the three vice presidents of the Consumer Federation of California. The Consumer Federation held its first annual Distinguished Awards Dinner in January of this year which was conducted by your Secretary-Treasurer. More than 500 activists in the consumer rights field attended the dinner. Floyd E. "Red" Smith, president of the International Association of Machinists and Aerospace Workers received one of the first consumer rights awards plaques issued by the Federation. Other action taken by the Consumer Federation

of California included resolutions calling for:

- Enactment of the Health Security Act.
- Enactment by the State Legislature of the Moscone Consumer Health Protection Act.
- Creation of a Presidential Commission on Timber and the Environment.
- Creation of an Office of Utility Consumers Council.
- State legislation to require firms advertising that they conduct business in Spanish to write sales contracts in Spanish as well as English.
- Opposition to enactment of the Uniform Consumer Credit Code.
- A state ban on automobile deficiency judgments.
- A ceiling of 12 percent true interest per annum on the interest rates charged retail customers on revolving charge accounts.
- Stronger regulation of the household moving industry.
- Better informational product labeling.
- Support for expanded generation and transmission of public power to reduce utility rates.
- “No Fault” auto insurance system.

There is no question but that we are all adversely affected unless collective bargaining power is supported by collective consumer power. It is this charge and the commitment of the California Labor Federation, AFL-CIO, to protect the purchasing power of the working men and women of this state that has given strength to the drive for greater consumer political activity.

A. Philip Randolph Institute

Nearly two years ago Bayard Rustin, Executive Director of the A. Philip Randolph Institute, told a national conference of black trade unionists that the major challenge facing the black political movement in the United States is “getting Richard Nixon out of the White House.”

A. Philip Randolph Institute chapters in California are currently seeking the active participation of minority group members outside of the labor movement as well as trade unionists in their voter registration, education and get out the vote efforts. Harry Jordan of the Federation staff has been assigned the task of coordinating these activities.

The AFL-CIO has been in the vanguard of every fight for every piece of civil

rights legislation enacted in the past 15 years.

It has also fought for national health care, for full employment policies, for social security improvements, child care facilities and equality in education.

The fact is indisputable that unionism is the best hope for all minorities.

Labor Council for Latin American Advancement (LCLAA)

1973 saw the creation of a Labor Council for Latin American Advancement, a dream long nurtured by U.S.-Latin American trade unionists. The organization immediately received a strong pledge of support from AFL-CIO President George Meany who said the National AFL-CIO would cooperate 100 percent with it.

California Labor Federation Vice President Ray Mendoza, an international representative of Laborer's International Union was elected president of the new organization.

The Council is working to advance social, economic and cultural opportunities of all Latin Americans in the nation's work force. It is concentrating particularly on voter education and voter registration work. Staff man Bill Gallardo is coordinating the efforts. Delegates at the Council's founding convention agreed to work within the political structure of the labor movement and will not engage in endorsement of political candidates.

Pilipino Bayanihan, Inc.

The Filipino-Americans in California have been almost an invisible minority group. Your Secretary-Treasurer is Chairman of the committee established to help in the creation of the non-profit organization known as Pilipino Bayanihan, Inc. It will set up a community Service Center for Filipino-Americans in Stockton.

The Center serves the needs of hundreds of Filipino men who were lured to the United States in the 1920s and 30s as a source of cheap farm labor and who now, due to language and other problems, face great difficulties in getting the services they need on their minimum social security benefits.

Long-range plans of the organization include expansion of the community center services to other groups of the Filipino community and the construction of retirement villages built on a studio apartment model with a cafeteria for meals.

The villages would include a health

clinic and a community center for recreational and educational programs.

The retirement villages would also provide work opportunities such as vegetable gardening to enable residents to keep physically active and earn credits against the cost of their room and board.

International Affairs

During the last two years many foreign visitors representing their countries or organizations within their countries have paid visits to the California Labor Federation, AFL-CIO offices as a part of their study of the American labor movement. Between July, 1972 and June, 1974 we have entertained visitors from the following countries:

Jordan, Japan, Netherlands, Nigeria, Togo, Chile, Upper Volta, West Africa, Ethiopia, Ghana, Kenya, Mali, Mauritius, Dakoro, Tanzania, Germany, England, Kwajulu nation in the Republic of South Africa, Israel, France, Botswana, Argentina, New Zealand. Each visitor or delegation of visitors talked with members of our staff to gain a better understanding of the working of the organized labor movement.

In addition to receiving guests, Vice President Thomas A. Small and President Albin J. Gruhn, participated in a Hawaii labor seminar held for approximately 125 young Japanese labor leaders. The seminar was sponsored by the Japan Productivity Center.

Arrangements for most of the foreign visitors were made by members of our foreign service in the Department of State or by representatives in the Department of Labor.

Your Secretary-Treasurer was named by the U.S. Secretary of State to serve on the U.S. State Department's Foreign Service Selection Board in Washington, D.C. The board met to evaluate senior foreign service officers for promotion and classification.

The New Zealand Public Service Association invited your Secretary-Treasurer to address their 50th annual conference in August 1973 which was held in New Zealand.

The focus of the conference was on guest speakers from other nations who discussed various social and economic issues of concern to the New Zealand Trade unionists.

Apprenticeship

The Executive Secretary-Treasurer contacted the Department of Industrial Relations to protest unilateral employer-sponsored parallel apprenticeship programs, in accord with the Executive Council mandate at the October meeting. The California Apprenticeship Council stated it was restricted by an Attorney General's opinion that it has no authority to direct the administrator, Division of Apprenticeship, on the question. However, the California Apprenticeship Council has adopted a policy to apply strict standards to the approval of such programs.

There has been an attempt to change the credentialing requirements for teachers in apprenticeship-related classes. California Apprenticeship Council has been informed of our opposition to unique Commission action to change credentialing requirements.

CONFERENCES

1973 Joint Legislative Conference

Five hundred and eighty representatives of AFL-CIO unions throughout the state converged on Sacramento to press for action on a wide range of legislation to benefit California workers and consumers. The union officials heard sharply differing views of the controversial limitation initiative which was presented by Governor Ronald Reagan and opposed by Assembly Speaker Bob Moretti. The keynote speaker was Senator Alan Cranston. He said that Congress will call President Nixon's bluff in his rhetoric to control inflation and provide full employment.

The three-day Joint Legislative Conference was sponsored by the California Labor Federation, AFL-CIO, and the State Building and Construction Trades Council and the State Council of Carpenters.

Focusing on political realities in winning and keeping gains for workers, your Executive Secretary-Treasurer reminded the participants that, "however strong the union is economically it must be strong politically to realize economic gains and to protect those gains. If you don't have the votes the other side prevails. It's as simple as that."

It was pointed out that while liberal forces enjoy a good working majority in the Assembly the balance in the State Senate of 20 to 20 meant that organized labor would have to negotiate to achieve progress in 1973.

Additional speakers at the conference included Senate President Pro Tem James R. Mills, Senate Democratic leader George R. Moscone and Senate Republican Caucus Chairman John Harmer.

1974 Joint Legislative Conference

The California Labor Federation, AFL-CIO, in conjunction with the State Building and Construction Trades Council, AFL-CIO, conducted a 1974 Joint Legislative Conference in Sacramento on May 20. The hundreds of delegates present heard from guest speakers, State Senate President Pro Tem James Mills, Assembly Speaker Bob Moretti, Senate Republican Floor Leader and State Senator George Deukmejian.

The delegates reviewed pending legislation ranging from unemployment insurance legislation to teachers' collective bargaining legislation, farm workers' legislation, and a constitutional amendment on housing.

The highlight of the three-day conference was a dinner honoring the state legislators from throughout the state of California who met with delegates from their respective districts. Democratic legislators were introduced by Assemblyman Leon Ralph. Republican legislators were introduced by Assemblyman Eugene Chappie. Speakers at the dinner included Farm Workers President Cesar Chavez and San Francisco Mayor Joseph Alioto.

The underlying theme expressed by your Executive Secretary-Treasurer was that "the 1974 elections are the key to labor's legislative prospects. Whatever our immediate legislative goals, as outlined in our 1974 **Program for Progress**, they will in large measure be determined by what happens on November the 5th."

1972 UI-DI Conference

The California Labor Federation, AFL-CIO, conducted a one-day Unemployment Insurance-Disability Insurance Educational Conference in September, 1972, at the Edgewater Hyatt House in Long Beach. The program of the Conference was designed to give officers and members of unions and councils affiliated with the Federation an opportunity to update and broaden their understanding of two of the state's basic social insurance programs which provide millions of dollars in benefits each year to jobless and disabled workers.

1973 UI-DI Conference

An educational Conference on Unemployment Insurance and Disability Insurance was held at the Jack Tar Hotel in San Francisco on November 29, 1973, where approximately 300 union members participated. The two-day conference featured addresses by Bert Seidman, Director of the National AFL-CIO Department of Social Security, and Dwight Geduldig, Director of the State Department of Human Resources Development, and George S. Roache, former Chief of the Division of Research and Statistics of the State Department of Human Resources, and Nicolo Pino, former Asst. Chief of the State HRD Research and Statistics Division.

The Conference featured a simulation of the processing of two cases involving unemployment insurance benefits from the time the claim was filed to the Referee's hearing to judicial review of decisions of the California Unemployment Insurance Appeals Board.

Jobs and Environment Education Conference

At the California Labor Federation's two-day Educational Conference on Jobs and the Environment at the TowneHouse Hotel in San Francisco, March 7-8, 1973,

U.S. Secretary of Labor Peter J. Brennan told some 400 participants that "an all-out environmental campaign taken without consideration of its economic effect is not only futile but dangerous as well." Brennan made a plea for a happy medium which recognizes that protection of the nation's economy is just as important to the overall picture as protection of its natural resources. They go hand-in-hand.

Brennan's plea for moderation and reconciliation of the differences between organized labor and environmentalists was a constant theme throughout the Conference.

Governor Ronald Reagan, also a speaker at the Conference, praised the State AFL-CIO for calling the conference and said that he agreed that the development of a sound approach to meet the problems of environmental pollution without wiping out thousands of jobs is essential. Reagan said:

"That small group is wrong who would cover the state with concrete and punch holes in it for houses. But equally wrong is the small percentage on the other end

that says you can't build a home for yourself unless it looks like a bird's nest or a rabbit hole."

A leading environmentalist, Sierra Club President Raymond Sherwin, cited repeatedly instances in which goals of the Sierra Club had coincided with those of organized labor and noted that the State AFL-CIO and the Sierra Club had at times exchanged views on legislative and other issues of mutual concern.

Throughout the two-day conference a large number of local and national leaders addressed the conferees. Don Vial, chairman of the Center for Labor Research and Education of the University of California at Berkeley, remarked that he heard a clear message coming through at the conference, "Protection of environment, yes—unemployment, no."

William E. Siri, president of Save San Francisco Bay Association, proposed creation of a labor advisory committee of the Sierra Club to assure organized labor has a voice when the club considers its position on environmental issues affecting workers. The proposal was hailed as a "progressive suggestion" by the state AFL-CIO executive secretary-treasurer.

James S. Lee, president of the State Building and Construction Trades Council attacked law suits brought by environmentalist groups against long planned construction projects. Lee suggested that both organized labor and environmental groups should come up "with a sensible, reasonable approach so that we could walk hand in hand for the betterment of mankind."

Other conference speakers included Norman I. Minetta, mayor of San Jose, Mary Lee Widner, northern chairman of the Democratic State Central Committee, Paul Haerle, vice chairman of the Republican State Central Committee, Percy H. Steel, Jr., executive director of the Bay Area Urban League, Robert L. Chass, Air Pollution officer of Los Angeles County, Alfred E. Heller, President of California Tomorrow, Dale Marr, Safety Officer of Operating Engineers, Local 3 in San Francisco, Leslie Carbett, PG&E tax economist, William T. Lenerd, executive vice president of Associated Home Builders of the Greater East Bay, Inc.

As a result of the conference, the California Labor Federation, AFL-CIO, has drafted economic impact legislation which is currently pending in the State legislature. The legislation would require an economic impact report to be produced

concurrently with an environmental impact report. The objective of this legislation is to provide public officials with a more balanced view of the total impact of proposed projects and particularly the employment to be generated from proposed projects. Under the so-called Mammoth decision on the 1970 Environmental Quality Act, environmental impact reports are presently required to be filed on any project having a significant impact on the environment but no economic impact reports are presently required. State AFL-CIO-sponsored legislation would improve the situation.

Women in the Work Force

More than 300 women workers from AFL-CIO unions throughout the state met at the Jack Tar Hotel over the weekend of May 19-20, 1973. The conference was the first statewide women's conference sponsored by the California Labor Federation. The conference, "Organizing the Unorganized" and the "Role of Women in the Labor Movement."

Among the resolutions adopted by the conference were:

- Establishment of a permanent Women's Conference on an annual basis.

- Analysis of union pension and welfare plans in terms of sex discrimination and the drafting of model clauses to erase such inequities.

- Development of more female leadership in the trade union movement.

- Support for enactment of AB 479, which would protect the working conditions standards for women and extending them to men.

- Continued support of the Farah strike and boycott.

- Continued support to the United Farm Workers in its struggle against the growers and the Teamsters Union.

The Executive Council of the California Labor Federation, AFL-CIO, appointed a committee on Women in the Work Force which was chaired by Vice President Loretta Riley. In a report to the Executive Council it was recommended that a Women's Conference be held in the summer of 1974 in San Francisco and that the seminar topics be: (1) contractual, legislative and legal questions involving maternity; (2) the question of how to involve more women in union activity.

Since the creation of Women in the Work Force Committee of the Executive Council of the State AFL-CIO, the Execu-

tive Council has adopted the 20 points in the 20 recommendations of the 1973 Women's Conference.

"Let's Get Organized"

"Let's Get Organized" was the theme of the second California Labor Federation's Women's Conference held in San Francisco in July 1974. Over 200 trade unionists, mostly women, attended the conference where major issues of job discrimination, low wage, child care and maternity benefits were discussed.

Loretta Riley, a vice president of the State Federation chaired the conference which was highlighted with speeches by your Secretary-Treasurer, President Gruhn, and keynoter Evelyn Dubrow, ILGWU Legislative Representative.

Occupational Safety and Health Conference

A one-day educational conference on Occupational Safety and Health was held at the Jack Tar Hotel in San Francisco on November 8, 1973. The conference was jointly sponsored by the California Labor Federation, AFL-CIO, and the Center for Labor Research and Education of the Institute of Industrial Relations at the University of California, Berkeley.

The objectives of the Conference were centered on early identification of diseases and other occupational hazards. More than 450 labor union members were in attendance. The Conference began with a format focusing on the legislative framework both federal and state and then turning to the work place to consider direct practical implications to workers and to the union representatives who are closest to them. The collective bargaining process was also discussed in terms of how OSHA enforcement will relate. The guest speakers at the Conference in addition to your Secretary-Treasurer were Don Vial, Chairman of the Center of Labor Research and Education; Bob Hayden, Asst. legislative director for United Steelworkers; Stephen Wodka, legislative representative from the Oil, Chemical and Atomic Workers, AFL-CIO; Assemblyman Jack Fenton, Chairman of the Select Committee on Industrial Safety and author of AB 150 which enacted the California Occupational Safety and Health Plan.

The conference concluded with panel discussions on various aspects of the OSHA plan. Panelists included persons representing a cross-section of labor, medicine and government interests.

SCHOLARSHIP PROGRAM

The Federation conducted its annual scholarship award programs in both 1973 and 1974. In 1973 a record 32 winners for the \$500 scholarships, the highest number to that date in the 21 year history of the contest were awarded. Twenty-eight of the 32 scholarships awarded were offered by Federation affiliates with the balance being offered directly by the Federation. Two thousand two hundred and forty seven seniors in 498 public and private high schools throughout the state participated in the competitive two-hour examination for the scholarship program. The following is a list of the 32 winners in 1973.

1973 Winners

Contra Costa County—Vivian Chen, 17, 3736 Barrington Dr., Concord, of Clayton Valley High; Thomas A. Dupree, 17, 2944 Rio Grande Dr., Antioch, of Antioch High; and Mark J. Hatch, 18, 197 Amherst Ave., Kensington, of El Cerrito High in El Cerrito.

Fresno County—Lyle J. Pash, 16, 1440 W. Roberts Ave., Fresno, of Bullard High.

Los Angeles County—Terry M. Borst, 17, 213 No. Ave. 51, Los Angeles, of Franklin High; Enda T. Brennan, 17, 407 N. Prospect Ave., Redondo Beach, of Bishop Montgomery High in Torrance; Virginia L. Brodek, 17, 10146 Babbitt Ave., Northridge, of Granada Hills High in Granada Hills; Lynn C. Campbell, 17, 9012 Chimineas Ave., Northridge, of Birmingham High in Van Nuys; Marie E. Ebner, 18, 2734 Sunset Hill Dr., West Covina, of Bishop Amat Memorial High in La Puente; Robert S. Henderson, 17, 2600 Coral Ridge Road, San Pedro, of Miral este High; David L. Klionsky, 17, 16340 Calahan St., Sepulveda, of James Monroe High; Marjorie E. McAboy, 17, 4251 Commonwealth Ave., La Canada, of La Canada High; Charles A. Moine, 18, 201 E. 220, Carson, of Carson High; Norman Zack, 17, 1778 Bedford St., Los Angeles, of Hamilton High; Judy I. Zacks, 17, 16840 Superior, Sepulveda, of James Monroe High; and Jan Zemplenyi, 17, 4425 Ventura Cyn. Ave., Sherman Oaks, of Grant High in Van Nuys.

Monterey County—Lori J. Hamburger, 17, 37 Nacional St., Salinas, of Salinas High.

Orange County—Bonnie L. Herman, 17, 9744 Paseo De Oro, Cypress, of Los Alamitos High in Los Alamitos; and Randal W. Rogers, 17, 509 Riverview Ave., Orange, of Villa Park High in Villa Park.

Placer County—Cindy L. Polansky, 17,

Route 1, Box 1138, Auburn, of Placer Union High.

San Joaquin County—Nancy Brissenden, 18, 2995 Oxford Ave., Stockton, of A. A. Stagg Sr. High; Jeffrey F. Gamboni, 17, 1816 W. Euclid, Stockton, of St. Mary's High; and Sidney M. Gutmann, 18, 151 W. Cleveland St., Stockton, of A. A. Stagg Sr. High.

San Mateo County—Ann K. Browne, 17, 1509 Solana Dr., Belmont, of Carlmont High.

Santa Barbara County—Janet A. Johnson, 18, 925 E. Fesler St., Santa Maria, of Santa Maria High.

Santa Clara County—Douglas K. Armstrong, 17, 4339 Miranda Ave., Palo Alto, of Gunn Sr. High; Gail C. Christie, 18, 3989 Casa Grande Way, San Jose, of Pioneer High; and Dennis J. McLaughlin, 18, 3894 Corina Way, Palo Alto, of Cubberley Sr. High.

Shasta County—Loren R. Amsden, 17, 7010 Cloverview Road, Anderson, of Anderson Union High.

Solano County—James D. Jones, 17, 3607 Fernwood St., Vallejo, of Hogan Sr. High; Sara L. Reusswig, 17, 406 Skyline Dr., Vallejo, also of Hogan Sr. High; and Terrence E. West, 17, 292 Begonia Blvd., Fairfield, of Fairfield High.

Forty-three additional seniors will be given "Honorable Mention" certificates of merit, commending them for their work in the examination.

Co-Sponsors Named

Of the 32 scholarships awarded this year, 28 were made available through the direct co-sponsorship of the following Federation affiliates:

Building & Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT, AFL-CIO (2); Carpenters Auxiliary, California State Council; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders & Hotel & Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn 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; Culinary Alliance, Local 681, Long Beach; Federated Fire Fighters of California; In-

ternational Union of Operating Engineers, Local Union No. 12; Joint Board of Culinary Workers, Bartenders & Hotel, Motel & Bartenders Club Service Workers of San Francisco; Los Angeles Building & Construction Trades Council; Los Angeles District Council of Carpenters; Marine Cooks & Stewards Union, AFL-CIO.

Northern California District Council of Laborers; Provision House Workers Union Local No. 274; San Diego-Imperial Counties Labor Council; Southern California District Council of Laborers; Southwestern States Council of Retail Clerks —Warren G. "Pop" DeSepte Award; State Building & Construction Trades Council of California; U.A. Local 38; United Cannery & Industrial Workers of the Pacific—James Waugh Memorial Scholarship; United Transportation Union, California State Legislative Board; and the Western Federation of Butchers.

The other four scholarships are sponsored by the Federation and have been set up as the Haggerty-Pitts Memorial Scholarships.

Thirty-one Winners in 1974

The 31 winners of \$500 scholarship awards offered in the 24th Annual High School Senior Scholarship Competition sponsored by the California Labor Federation, AFL-CIO, were selected from over 1,271 students representing 487 public and private high schools throughout the state who competed in a two-hour examination. Over 2,519 students had applied for the scholarships. Nineteen of the winners were from northern California and 12 from southern California. The 1974 winners are listed below:

The winners, listed alphabetically by counties, are:

Alameda County—Laurie E. Kermish, 17, of 586 Wala Vista Ave., Oakland, of Oakland High.

Contra Costa County—Scott D. Duncan, 18, of 5665 Likins Ave., Martinez, of Alhambra High; and Julia A. Fowler, 17, of 120 Castle Crest Rd., Walnut Creek, of Del Valley High.

Los Angeles County—Randolph T. Apple, 17, of 6715 McLennan Ave., Van Nuys, of Birmingham High; William R. Foster, 17, of 15528 Andrae Court, Sepulveda, of James Monroe High; Robert C. Goodman, 17, 538 Cabana Ave., La Puente of Bishop Amat Memorial High; Karen Lewthwaite, 17, 9001 Gladbeck Ave., Northridge of Grover Cleveland High in

Reseda; Albert B. Selby, 17, 1134 11th St., No. 202, Santa Monica of Santa Monica High; Calvin A. Slater, 17, of 2308 South 5th Ave., Arcadia, of Arcadia High; James R. Toscano, Jr., 17, of 2765 Via Campesina, Palos Verdes Estates of Palos Verdes High; and Barbara E. Ustanko, 16, of 15601 Morrison St., Sherman Oaks of Birmingham High in Van Nuys.

Madera County—Timothy W. Tune, 17, 14286 Rd. 21½ Madera High.

Marin County — Joan M. Larkins, 17, 222 Evergreen Drive, Kentfield of San Domenico School, San Anselmo.

Orange County—Larry C. Drapkin, 18, 19812 Burleigh Dr., Yorba Linda, Troy High, Fullerton; Julie D. Holcomb, 17, 1744 Skylark Lane, Newport Beach, Newport Harbor High; and Phillip L. Mangum, 18, 26402 El Mar Dr., Mission Viejo, Dana Hills High in Dana Point.

Placer County—Vicki L. Thacker, 18, 4667 Cimarron Way, Roseville, of Oakmont High.

Riverside County—David R. Saunders, 18, 970 River Drive, Norco, of Norco Sr. High;

Santa Clara County—Amy E. Goldfarb, 17, of 796 Duncardine Way, Sunnyvale of Fremont High; Marc L. Lopresto, 18, 891 Tantau Ave., San Jose, of Cupertino High in Cupertino; Michelle M. McSpadden, 17, of 6683 Hanover Dr., San Jose of Lynbrook High in Sunnyvale; and Malcolm L. Russell, 18, of 765 Mayfield Ave., Stanford, of the Henry M. Gunn High in Palo Alto.

Santa Cruz County—Janice K. Radich, 17, of 441 Carmel Street, Watsonville of Watsonville High.

San Francisco County—William H. Bowman, 17, of 324 San Carlos Street, San Francisco of Lowell High; Ann M. Carberry, 18, of 2535 28th Avenue, San Francisco, of the Star of the Sea Academy; and Thomas J. Scally, 17, of 2630 Fulton Street, San Francisco of Downtown Senior High.

San Joaquin County—Philip C. Anderson, 17, of 1401 Linda Place, Tracy of Tracy Joint Union High.

San Mateo County—Donald L. Vidger, 18, of 2320 Whitman Way, San Bruno, of Crestmoor High.

Sonoma County—Alice R. Fulton, 17, of 1645 Abramson Rd., Santa Rosa, of Piner High.

Stanislaus County—Thomas J. Rosa, 18, of 129 Village Rd., Modesto, of Thomas Downey High.

Yolo County—Judith B. Fraser, 15, of 425 Citadel Dr., Davis, of Davis Senior High.

Co-Sponsors Listed

Of the 31 scholarships awarded this year, 26 are being co-sponsored by the following Federation affiliates:

Building and Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; Calif. Federation of Teachers, AFT, AFL-CIO (2); Carpenters Ladies Auxiliary, Calif. State Council; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders & Hotel & Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn Memorial Scholarship;

Culinary Workers and Bartenders No. 814, Santa Monica; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Culinary Alliance, Local 681, Long Beach; Joint Board of Culinary Workers, Bartenders and Hotel, Motel, and Club Workers, San Francisco;

Los Angeles Building and Construction Trades Council; Los Angeles District Council of Carpenters; Los Angeles District Council of Painters; Northern California District Council of Laborers; Provision House Workers Union Local No. 274; San Diego-Imperial Counties Labor Council; Southern California District Council of Laborers; Southwestern State's Council of Retail Clerks—Warren G. "Pop" DeSepte Award;

State Building and Construction Trades Council of California; UA Local 38 Scholarship Committee; United Cannery and Industrial Workers of the Pacific — James Waugh Memorial Scholarship; United Transportation Union, California State Legislative Board; and the Western Federation of Butchers.

The other five scholarships are sponsored by the California Labor Federation. Four of these are known as the Haggerty-Pitts Scholarships.

The scholarships were awarded to promote a better understanding among California's youth of the extent to which organized labor is involved in the social and economic life of the nation. The competition affords hundreds of students an opportunity to examine the structure of the AFL-CIO, the American labor movement, its history, philosophy and goals.

1972 CONVENTION RESOLUTIONS

Of the 162 resolutions adopted at the Federation's 1972 Convention many called for further action by the Secretary-Treasurer. These resolutions, together with covering letters and other appropriate material, have been forwarded to various national and state organizations and representative individuals.

Resolutions Sent to the National AFL-CIO

No. 4. Enforce Toxic Chemical Safety Laws.

No. 5. Improve Social Security Benefits.

No. 8. "No Fault" Car Insurance.

No. 19. Public Welfare.

No. 23. Discrimination by Private Organizations.

No. 33. Amend Railroad Unemployment Insurance Act.

No. 34. Amend Railroad Retirement Act of 1937 and Railroad Retirement Tax Act.

No. 36. Access to Public Transportation Utilities by the Handicapped.

No. 78. Oppose Compulsory Arbitration Legislation.

No. 80. Support Emergency Community Facilities and Public Investment Act.

No. 81. Support Foreign Trade and Investment Act of 1972.

No. 97. Tankers and Taxes.

No. 98. Congressional Action on Oil Industry's Tax Loopholes.

No. 99. Tax Justice.

No. 101. Stop Export of American Workers' Jobs.

No. 104. Investigate National Labor Relations Board.

No. 106. Repeal Boycott Sections of NLRA.

No. 123. Strengthen Coastwise, Intercoastal and Domestic Maritime Trades.

No. 124. Maritime Industry.

No. 128. Support Department of California Veterans of Foreign Wars/Establish a Department of Veterans' Affairs.

No. 131. Oppose Unreasonable Postal Rate Increases.

No. 135. Amend Bankruptcy Act.

No. 139. Condemn Runaway Film Production.

No. 141. Protect Motion Picture and TV Industry Products through Burke-Hartke Bill.

No. 148. Utilize American Workers and Products.

No. 154. Repeal Section 14(b) of the National Labor Relations Act.

No. 157. Support Economic Action as a Means of Obtaining Signed Union Contracts.

Resolutions Sent to California's Congressional and Senatorial Delegation

No. 4. Enforce Toxic Chemicals Safety Law.

No. 5. Improve Social Security Benefits.

No. 19. Public Welfare.

No. 21. Consumer Health Protection.

No. 22. Discrimination by Private Organizations.

No. 23. Amend Railroad Unemployment Insurance Act.

No. 34. Amend Railroad Retirement Act of 1937 and Railroad Retirement Tax Act.

No. 78. Oppose Compulsory Arbitration Legislation.

No. 80. Support Emergency Community Facilities and Public Investment Acts.

No. 81. Support Foreign Trade and Investment Act of 1972.

No. 97. Tankers and Taxes.

No. 98. Congressional Action on Oil Industries Tax Loopholes.

No. 101. Stop Export of American Workers Jobs.

No. 104. Investigate National Labor Relations Board.

No. 106. Repeal Boycott Sections of NLRA.

No. 123. Strengthen Coastwise, Intercoastal, and Domestic Maritime Trade.

No. 131. Oppose Unreasonable Postal Rate Increases.

No. 135. Amend Bankruptcy Act.

No. 141. Protect Motion Picture and TV Industry Products through Burke-Hartke Bill.

No. 145. Unfair Foreign Competition.

No. 148. Utilize American Workers and Products.

Resolutions Sent to the Governor and the State Legislature

No. 4. Enforce Toxic Chemical Safety Laws.

- No. 19. Public Welfare.
- No. 21. Consumer Health Protection.
- No. 22. Discrimination by Private Organizations.
- No. 23. Educational Opportunities Program.
- No. 38. The Main Purpose of the California Labor Movement.
- No. 43. Revise Partial System in California Administrative Code.
- No. 63. Oppose the Electronic Claims Monitoring.
- No. 93. Early Childhood Education.
- No. 114. State Fair Labor Standards Act.
- No. 122. Amend Motor Vehicle Code and Drivers Licensing Manual.
- No. 146. Establish Owens Valley Regional Planning and Environmental Agency.

Resolutions Sent to Various Federal and State Governmental Agencies

- No. 20. Consumer Education.
- No. 38. The Main Purpose of the California Labor Movement.
- No. 43. Revise Partial System in California Administrative Code.
- No. 63. Oppose Electronic Claims Monitoring.
- No. 93. Early Childhood Education.
- No. 97. Tankers and Taxes.
- No. 98. Congressional Action on Oil Industry's Tax Loopholes.
- No. 104. Investigate National Labor Relations Board.
- No. 122. Amend Motor Vehicle Code and Drivers Licensing Manual.
- No. 138. Limit TV "Reruns."
- No. 139. Condemn Runaway Film Productions.
- No. 142. Appointees to the California Arts Commission.
- No. 146. Establish Owens Valley Regional Planning and Environmental Agency.
- No. 148. Utilize American Workers and Products.

Resolutions Sent to All Affiliates

- No. 8. "No Fault" Car Insurance.

- No. 11. Consumer Legislation.
- No. 15. Support 1973 United Crusade.
- No. 16. Support Community Chest, United Crusade, United Fund and other Federated Fund Raising Drives.
- No. 17. Support Aid-United Givers.
- No. 30. Affirmative Action Program.
- No. 32. End Discrimination Against Women Workers.
- No. 77. Support Farah Strikers.
- No. 78. Oppose Compulsory Arbitration Legislation.
- No. 81. Support Foreign Trade and Investment Act of 1972.
- No. 85. Dental Assistants.
- No. 93. Early Childhood Education.
- No. 99. Tax Justice.
- No. 102. Support Strikers at San Rafael Independent Journal.
- No. 112. Use of Union Services Under Dental Plan.
- No. 114. State Fair Labor Standards Act.
- No. 120. National Association for the Advancement of Colored People.
- No. 121. Jewish Labor Committee.
- No. 130. City of Hope.
- No. 140. Use AFL-CIO Artists and Craftsmen.
- No. 143. Support Strikers at Los Angeles Herald-Examiner.
- No. 144. Commend Histadrut on its 52nd Anniversary.
- No. 154. Repeal Section 14(b) of the National Labor Relations Act.
- No. 157. Support Economic Action as a Means of Obtaining Signed Union Contracts.

In addition to the resolutions specifically designated for distribution to organizations or individuals in either our National AFL-CIO offices or with various governmental agencies or representatives, many resolutions were given publicity in the Federation's weekly newspaper, the California AFL-CIO News. Some of the resolutions introduced in the 1972 convention of the Federation were referred to the Executive Council. The action of the Executive Council is published in its report to this convention.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel
Charles P. Scully

For Period June 17, 1972
Through June 15, 1974

I. COURT CASES

A. People's Lobby v. Legislature of the State of California and John Henning, et al. Sacramento Superior Court No. 246263

A Petition for Writ of Mandate was filed April 9, 1974, in essence contending Mr. Henning was a lobbyist subject to registration under the California Lobbyist Act and that he had failed to file in accordance with the requirement of that Act.

A Motion for Summary Judgment and various accompanying documents were filed on behalf of Mr. Henning on April 25, 1974, and the matter was argued before the court on May 13, 1974.

While an initial determination was issued by the court favorable to Mr. Henning, it was set aside and the matter is still pending decision by the court.

B. Crow v. California Department of Human Resources Development, Ninth Circuit Court of Appeals Nos. 91-1045 and 26,749, United States Supreme Court No. 73-1015

The following have been the developments in this matter since my last report. The original decision by the United States District Court held an unemployment insurance claimant who has been found to be eligible for benefits by a Claims Agent could not have those benefits cut off by a different decision without a due process hearing. The matter was appealed to the Ninth Circuit Court of Appeals before which court, under date of November 15, 1971, we filed an Amicus Curiae Brief on behalf of the Federation in support of the District Court decision.

Under date of December 14, 1973, the Ninth Circuit Court of Appeals, by a two-to-one decision, District Judge Battin and Circuit Judge Trask constituting the majority, and Circuit Judge Duniway constituting the minority, reversed the decision of the District Court. The majority found unemployment compensation is different from welfare payments since the State is

merely a stakeholder and accordingly different requirements of due process apply. They concluded Department procedures afforded adequate fundamental fairness and due process had not been denied. The dissent found no such difference and would follow the decision in the welfare case issued by the United States Supreme Court in 1970 in the case of *Goldberg v. Kelly*, 379 U.S. 254.

A Petition for Certiorari was filed with the United States Supreme Court in December, 1973. A Stay of the Ninth Circuit Court of Appeals Judgment and Order was issued and the matter is pending determination before the United States Supreme Court.

C. Firefighters Union Local 1186, et al. v. City of Vallejo, District Court of Appeal, First Appellate Division 3, 1 Civil No. 32325; California Supreme Court No. SF 23098

The question involved in this litigation was concerned with the rights of employees in public employment.

After a favorable decision by the lower court compelling arbitration, an appeal was taken by the City of Vallejo to the Court of Appeal and under date of March 9, 1973, a Brief Amicus Curiae was filed by the Federation in support of the lower court decision, contending the court had properly interpreted the obligation of bargaining with respect to "wages, hours and conditions of employment" and there was not an unconstitutional delegation of powers.

Under date of December 11, 1973, a unanimous decision was issued modifying the determination of the court below and restricting the scope of the arbitration and the Firefighters petitioned for a hearing before the California Supreme Court.

The hearing was granted on March 13, 1974, and the matter was argued before the California Supreme Court on May 14, 1974 and is currently awaiting a decision.

D. Gillis, et al. v. California Department of Human Resources Development, Court of Appeal, Third Appellate District, State of California, 3 Civil No. 13768; California Supreme Court, Sacramento, No. 7986

The issue involved in this litigation was whether unemployment benefits paid by the Department to an unemployed individual could be recovered where the initial favorable determination was reversed on appeal.

A final administrative determination per-

mitting the recouping of benefits was made by the Board in *In re Gillis*, Precedent Decision No. 113.

A class action was commenced in Sacramento Superior Court on February 15, 1972, challenging the recoupment of benefits paid where recipients were without fault in receiving the benefits. On June 5, 1972, the court issued a Memorandum and Order sustaining defendant's demurrer and denying plaintiffs request for Preliminary Injunction and Judgment of Dismissal was subsequently entered July 17, 1972, from which plaintiffs appealed August 1, 1972.

Under date of December 1, 1972, the Federation filed a Brief Amicus Curiae in Support of Plaintiffs and Appellants on Appeal, in the Court of Appeal, contending the determination of the Superior Court was erroneous. The matter was argued before the court in Sacramento Tuesday, March 20, 1973.

Under date of April 27, 1973, the Court of Appeal, Justices Regan, Richardson and Goldstein, issued a decision affirming the judgment.

A Petition for Hearing was filed with the California Supreme Court June 5, 1973, and at the same time, a Brief Amicus Curiae was filed by the Federation with the California Supreme Court urging that the Petition for Hearing be granted and that the decision below be reversed.

The Petition was granted and the matter was argued before the California Supreme Court October 16, 1973.

Under date of April 23, 1974, a decision was issued by the California Supreme Court reversing the decision of the Superior Court, overruling the defendant's demurrer and directing the Superior Court to permit the filing of an Answer in order that the determination could be made on the facts as to whether or not recoupment should be had, or whether the recovery would be prevented because it was "inequitable or unconscionable" based on the facts in each case.

E. Homemakers, Inc. v. Division of Industrial Welfare of the State of California and Industrial Welfare Commission, United States Court of Appeals, Ninth Circuit, No. 73-1786

The issue involved in this litigation is the propriety of a decision by the United States District Court, Honorable Charles B. Renfrew, Justice, declaring invalid Sections 1350 and 1350.5 of the California Labor Code and Section 3 of the Industrial Welfare Commission Order 5-68, which required the payment of time and one-half

regular pay to women on the ground that they were in conflict with and superseded by Title VII of the Civil Rights Act of 1964.

An appeal was taken by the Attorney General of the State of California from that decision to the Ninth Circuit Court of Appeals and under date of June 25, 1973, a Brief Amicus Curiae was filed by the Federation in support of the appellants.

Under date of May 17, 1973, an Order was issued by the Ninth Circuit Court of Appeals staying the judgment of the District Court pending a final disposition of the case on appeal or until further order of the court.

Although briefs have been filed, the matter has not as yet been set for oral argument.

F. Henning v. Industrial Welfare Commission, et al. San Francisco Superior Court No. 674671

A series of fifteen Hours and Working Conditions Orders were issued by the Commission and published on March 29, 1974.

In 1973 the Legislature amended the law to extend the Industrial Welfare Commission's authority to apply the protection of Hours and Working Conditions to men as well as to women.

Although the Legislature specifically instructed the Commission that its action:

"shall be directed toward the end of accomplishing the objectives of this Chapter, and updating such rules, regulations and policies to the extent found—necessary to provide adequate and reasonable wages, hours and working conditions appropriate for all employees in the modern society,"

the Commission issued Orders severely restricting the existing privileges and eliminated overtime after eight hours which women had enjoyed and made more onerous conditions applicable to men and women alike.

Within the time permitted by law, the Federation, under date of April 15, 1974, filed a Petition for Reconsideration and a Petition for Rehearing with the Commission, which were denied April 24, 1974.

Under date of May 7, 1974, a Petition for Alternative Writ of Mandate was filed in the Superior Court in and for the City and County of San Francisco, returnable May 23, 1974. May 21, 1974, there was filed an Application and Motion for Stay.

On May 23, 1974, the Petition was referred to the Presiding Judge for trial and the Application for Stay was assigned for argument on May 24, 1974.

After arguments, both orally and by briefs, on May 24, 1974, the court, under date of May 31, 1974, granted the Stay, which is currently still in effect. Further proceedings are now pending.

II. LEGISLATION

A. Drafting Legislation

(1) 1973 Session

Pursuant to instructions, all bills recommended for introduction were drafted by me and introduced at the session and were 46 in number. It is my understanding that a separate report on legislative activities is being presented by the Secretary-Treasurer and accordingly I will not submit any details in this report as to the 1973 bills.

(2) 1974 Session

Pursuant to instructions, all bills recommended for introduction were drafted by me and introduced at the session and were 20 in number. It is my understanding that a separate report on legislative activities is being presented by the Secretary-Treasurer and accordingly I will not submit any details in this report as to the 1974 bills.

(3) Farm Workers Election Bill

Pursuant to the instructions of the Secretary-Treasurer, I prepared a draft bill which was submitted to the representatives of the Farm Workers, who, in turn, submitted a series of revisions.

Redrafts of the bill, based upon these suggestions, were made on several occasions and a draft in final form was introduced for consideration at the 1974 session. It is my understanding that a separate report on this legislation is being presented by the Secretary-Treasurer and accordingly I will not submit any further details in this report.

B. Reading Bills, Files and Journals

During each session, I read and analyzed all bills and amendments introduced and submitted memoranda in regard to them to the Secretary-Treasurer, to arrange for their printing and dissemination to the affiliates. I also reviewed all Files and Journals.

C. Collective Bargaining for Public Employees

At the request of the Secretary-Treasurer, I attended a series of conferences in the Federation offices with representatives of the affiliates concerned with the above matter and discussed specific proposed legislative items in detail.

III. EXECUTIVE COUNCIL MEETINGS

I attended the following meetings of the Executive Council and rendered advice as requested:

August 16-17 and 20, 1972—Los Angeles
December 6-7, 1972—Palm Springs
June 26-27, 1973—Sacramento
October 3-4, 1973—Los Angeles
December 10-12, 1973—Palm Springs
March 5-6, 1974—San Francisco
June 12-13, 1974—Los Angeles

In addition, Mr. Donald Carroll attended the meeting of March 28-29, 1973, in San Francisco when I was absent on my vacation.

I also attended various meetings of the Executive Council Standing Committee on Legislation and the Advisory Committee, when called to meet with them.

IV. CONVENTION

I attended the convention of the Federation in Los Angeles and assisted the committees as requested during the month of August, 1972.

V. MISCELLANEOUS

A. AFL-CIO Attorneys' Conference-Convention

At the request of President Meany, the Secretary-Treasurer requested I attend the National Conference of Lawyers during the AFL-CIO convention in Miami, October 20-23, 1973.

I attended the conference as requested and submitted a report to the Executive Council. I will not repeat it here, since I assume it will be covered either under the report of the Executive Council or the Secretary-Treasurer.

B. Ballot Propositions

(1) General

As requested by the Secretary-Treasurer, I reviewed the various state ballot propositions to appear at the time of election and submitted an analysis of each to him.

(2) Governor Reagan's Tax Initiative Measure

I reviewed and prepared a detailed analysis of this initiative, which was presented to the Executive Council and considered by them at the same time the Governor appeared personally before the Council to

express his views. I also met with the Secretary-Treasurer and other staff members and representatives of the Executive Council at a conference with the Governor and his staff in Sacramento on September 20, 1973, to discuss the same subject matter.

(3) Proposition 9

I prepared a detailed analysis of Proposition 9 for consideration by the Executive Council and reviewed it with them in detail.

C. Federal Election Campaign Act of 1971

I reviewed and prepared a detailed analysis of this legislation, which analysis was presented to the Executive Council and discussed item by item by me with them.

D. California Campaign Contribution Law—1973

I reviewed and prepared a detailed analysis of this legislation, which analysis was presented to the Executive Council and discussed item by item by me with them.

E. Workmen's Compensation

(1) Workmen's Compensation Rates for Union Officials

I reviewed the discriminatory rating practice which was followed by the carriers in regard to this matter and communicated with the Insurance Commissioner as requested by the Secretary-Treasurer. The matter is still pending and the discrimination has not as yet been corrected.

(2) Prompt Payment Modification Program

I reviewed the proposed modification in the so-called Prompt Payment Program submitted by Director Ball for review.

After a detailed review, I recommended to the Secretary-Treasurer that the modifications be rejected as inadequate.

F. Leases

At the request of the Secretary-Treasurer, I reviewed various leases of the Federation specifically applicable to the Sacramento Office, as well as the convention in San Diego for the 1974 convention of the Federation.

G. Health and Welfare for Staff

The untimely death of former Secretary-Treasurer Pitts raised the problem of adequate health and welfare coverage for those individuals covered under the Staff Pension Program.

Investigations have been conducted as to the availability of programs to provide this coverage and the Executive Council.

at its meeting in June, 1974, authorized the Secretary-Treasurer and Staff to proceed to submit a report to them at their next meeting for consideration and action in this regard.

H. Staff Pension Program

At the request of Secretary-Treasurer Henning, I reviewed with him and the Federation actuaries the substance of the Plan, the contents of the actuarial report and billings and the desirability of future changes in the program. At the meeting of the Executive Council in June, 1974, amendments were adopted providing for a 120 month payment certain for both preretirement and postretirement benefits. Since I assume this will be reported on in more detail by the Secretary-Treasurer, I make no further comment here at this time.

I. January 25, 1974, Conference re Supreme Court Matters

On January 25, 1974, I met with Mr. Gold, Associate Attorney of General Counsel Al Woll, and my associate, Mr. Carroll, in San Francisco, to review various matters pending before the Supreme Court of the United States, including the "green card" case, in all of which the Federation had been interested. I reported on this meeting to the Secretary-Treasurer and express no further details at this time.

VI. OPINIONS AND MISCELLANEOUS ADVICE

Throughout the period from our last report, I have, on numerous occasions, been requested to respond orally and in writing with regard to various matters coming before the Federation for consideration. Since this will undoubtedly be covered in the report of the Secretary-Treasurer and of the Executive Council, further discussion is not set forth at this time in this report.

Respectfully submitted,
Charles P. Scully,
General Counsel

CONCLUSION

There have been many changes in the State Federation activities since the 1972 convention. We have kept pace with most developments affecting the labor movement in California, and have responded in a timely and proper manner, providing the state leadership necessary to keep the labor movement an effective partner in our challenging society.

In the last two years there have been a

number of changes in the Federation's staff. Vice President M. R. Callahan has been hired as assistant director of COPE after Fred Smith resigned the position to take up residency and employment in the state of Washington. John A. Kidder, from the Technical Engineers Union has replaced Michael Peevey as director of research and legislative assistant. There have been many other changes in staff personnel with retirements and resignations. The office in Los Angeles has been closed, but we have maintained a full-time office in Sacramento and the headquarters office remains in San Francisco where it has been since the Federation was created 73 years ago.

An interesting innovation in March 1974 was the expansion of the California AFL-CIO News to tabloid size.

Over the past two years as your Secretary-Treasurer, I have continued to serve

the interests of California labor, by representing California in international, national, state AFL-CIO affairs.

I wish to express my appreciation for the supportive activities of the Federation's many affiliates who have supplied much of the substance of the Federation's accomplishments.

Further, I wish to acknowledge the assistance of the Federation's President, General Vice President and staff which has been invaluable in meeting the increasing demands on the Federation as we develop new programs. This assistance remains essential to meeting the responsibilities of this office in forthcoming years.

Fraternally, submitted,

JOHN F. HENNING

Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of May 31, 1974

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artists of America, Associated		Barbers No. 643	25
Actors Equity Association	325	Barbers No. 767	20
American Federation of Television & Radio Artists	1500	Barbers No. 827	30
American Federation of Television & Radio Artists	343	Beauticians No. 881-A	39
American Guild of Musical Artists	729	Barbers No. 891	40
American Guild of Variety Artists	294	Barbers No. 896	27
American Guild of Variety Artists	130	Barbers No. 912	35
Screen Actors Guild	4791	Barbers No. 917	133
Screen Extras Guild, Inc.	3000	Barbers No. 941	25
Asbestos Wkrs. Int'l Assn. of Heat & Frost Insulators		Barbers No. 959	18
Asbestos Workers No. 5	216	Health Workers No. 1036	29
Asbestos Workers No. 16	284	Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of	
Asbestos Workers No. 20	22	Boilermakers No. 6	600
Bakery & Confectionery Wkrs. Int'l. Union of America		Boilermakers No. 10	400
Bakers No. 24	1500	Boilermakers No. 92	800
Bakers No. 85	362	Boilermakers No. 94	241
Bakery & Confectionery Wkrs. No. 119	800	Boilermakers No. 232	73
Bakers No. 195	26	Boilermakers No. 317	115
Bakers No. 453	200	Boilermakers No. 513	433
Barbers, Hairdressers & Cosmetolo- gists' Int'l. Union of America, The Journeyman		Boilermakers No. 749	458
Barbers No. 6	65	Boot & Shoe Workers Union	
Barbers No. 112	136	Boot & Shoe Workers No. 446	184
Barbers No. 134	253	Brewery Workers Directly Affiliated With AFL-CIO	
Barbers & Beauticians No. 148	751	Brewery Workers No. 293	155
Barbers No. 171	74	Brick & Clay Workers of America, The United	
Barbers No. 253	66	Brick & Clay Workers No. 774	712
Barbers No. 256	161	Brick & Clay Workers No. 820	131
Beauticians No. 295-A	152	Brick & Clay Workers No. 824	333
Barbers & Beauticians No. 311	25	Brick & Clay Workers No. 843	120
Barbers No. 317	55	United Metaltronics & Hospital Sup- ply Employees No. 955	796
Barbers & Beauticians No. 333	89	Brick & Clay Workers No. 998	137
Barbers & Beauticians No. 335	79	Bricklayers, Masons & Plasterers Int'l. Union of America	
Barbers No. 354	23	Bricklayers No. 1	100
Barbers No. 431	46	Bricklayers No. 2	456
Barbers No. 498	39	Bricklayers No. 8	200
Barbers & Beauticians No. 508	96	Bricklayers No. 9	186
Barbers No. 516	37	Bricklayers No. 10	108
Barbers No. 549	73	Bricklayers & Stonemasons No. 13	239
Barbers No. 582	81	Broadcast Employees & Technicians, Nat'l. Assn. of	
Barbers No. 595	29	Natl. Assn. of Broadcast Employees & Technicians No. 51	247
Barbers No. 622	55	Natl. Assn. of Broadcast Employees & Technicians No. 53	904
		National Broadcast Employees No. 54	70

**International
and
Local**

**Per Capita
Paid
Membership**

**Carpenters & Joiners of America,
United Brotherhood of**

Carpenters No. 22	2333
Carpenters No. 25	894
Pile Drivers No. 34	520
Carpenters No. 35	800
Carpenters & Joiners No. 36	1573
Carpenters & Joiners No. 162	944
Carpenters No. 180	928
Carpenters & Joiners No. 194	126
Millmen No. 262	1098
Carpenters & Joiners No. 316	2464
Carpenters No. 483	1043
Shinglers No. 553	50
Carpenters No. 586	1200
Carpenters & Joiners No. 642	963
Carpenters & Joiners No. 668	775
Carpenters No. 701	104
Cabinet Makers & Millmen No. 721	2565
Carpenters & Joiners No. 743	843
Carpenters & Joiners No. 751	917
Carpenters No. 769	684
Carpenters & Joiners No. 771	280
Carpenters No. 844	1550
Carpenters No. 848	479
Carpenters & Joiners No. 925	520
Carpenters & Joiners No. 944	978
Carpenters & Joiners No. 1062	748
Carpenters No. 1109	260
Carpenters No. 1140	674
Carpenters No. 1147	715
Carpenters & Joiners No. 1158	321
Carpenters & Joiners No. 1240	160
Carpenters & Joiners No. 1280	1424
Carpenters No. 1296	1468
Shipwrights, Boatbuilders No. 1300	977
Carpenters & Joiners No. 1323	450
Carpenters No. 1358	282
Carpenters No. 1400	1036
Lumber & Sawmill Workers No. 1407	500
Carpenters No. 1437	549
Carpenters No. 1478	800
Carpenters & Joiners No. 1490	632
Millmen No. 1495	675
Millmen No. 1496	206
Carpenters & Joiners No. 1507	1333
Carpenters No. 1522	46
Carpenters No. 1571	755
Carpenters No. 1599	442
Millwrights No. 1607	684
Carpenters No. 1622	2025
Carpenters & Joiners No. 1632	580
Carpenters Local Union No. 1648	53
Carpenters No. 1815	2258
Hardwood Floor Layers No. 1861	299
Carpenters No. 1869	200
Carpenters & Joiners No. 1913	1633
Carpenters No. 1976	468
Carpenters No. 1992	131

**International
and
Local**

**Per Capita
Paid
Membership**

Carpenters & Joiners No. 2006	908
Carpenters No. 2020	1331
Carpenters No. 2042	516
Carpenters No. 2043	221
Carpenters No. 2046	2530
Carpenters & Joiners No. 2078	1128
Carpenters No. 2114	309
Carpenters No. 2203	1507
Carpenters & Joiners No. 2398	1016
Carpenters No. 2477	295
Lumber & Sawmill Workers No. 2505	150
Lumber & Sawmill Workers No. 2561	49
Industrial Carpenters No. 2565	338
Lumber & Sawmill Workers No. 2592	1198
Lumber & Sawmill Workers No. 2687	859
Lumber & Sawmill Workers No. 2688	103
Lumber & Sawmill Workers No. 2749	6
Lumber & Sawmill Workers No. 2762	159
Plywood & Veneer Workers No. 2789	273
Lumber & Sawmill Workers No. 2801	132
Lumber & Sawmill Workers No. 2808	297
Carpenters & Joiners No. 2838	166
Lumber & Sawmill Workers No. 2907	653
Plywood & Veneer Workers No. 2931	266
Lumber & Sawmill Workers No. 3019	278
Lumber & Sawmill Workers No. 3074	1000
Box Makers No. 3088	561
Lumber & Sawmill Workers No. 3170	74

**Cement, Lime & Gypsum Workers
Int'l. Union**

United Cement, Lime & Gypsum Workers No. 46	160
United Cement, Lime & Gypsum Workers No. 48	269
United Cement, Lime & Gypsum Workers No. 49	235
United Cement, Lime & Gypsum Workers No. 52	195
United Cement, Lime & Gypsum Workers No. 57	241
United Cement, Lime & Gypsum Workers No. 89	251
United Cement, Lime & Gypsum Workers No. 100	135

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
United Cement, Lime & Gypsum Workers No. 158	31	Communications Workers No. 9510....	1461
United Cement, Lime & Gypsum Workers No. 192	207	Communications Workers No. 9511....	342
United Cement, Lime & Gypsum Workers No. 334	99	Communications Workers No. 9571....	1133
United Cement, Lime & Gypsum Workers No. 365	128	Communications Workers No. 9573....	606
United Cement, Lime & Gypsum Workers No. 417	44	Communications Workers No. 9575....	452
United Cement, Lime & Gypsum Workers No. 427	63	Communications Workers No. 9576....	487
Cement, Lime & Gypsum Workers No. 464	86	Communications Workers No. 9577....	48
Chemical Workers, Int'l.		Communications Workers No. 9581....	239
Chemical Workers No. 25	102	Communications Workers No. 9583....	5
Chemical Workers No. 190	123	Communications Workers No. 9584....	117
Chemical Workers No. 466	74	Communications Workers No. 9586....	384
Chemical Workers No. 802	96	Communications Workers No. 9588....	750
Communications Workers of America		Coopers International	
Communications Workers No. 9400....	201	Coopers No. 65	3
Communications Workers No. 9401....	60	Coopers No. 66	4
Communications Workers No. 9402....	634	Coopers No. 68	3
Communications Workers No. 9403....	423	Distillery, Rectifying, Wine & Allied Workers Int'l. Union of America	
Communications Workers No. 9404....	373	Winery, Distillery & Rectifying No. 45	95
Communications Workers No. 9405....	99	Wholesale Wine & Liquor Salesmen No. 151	108
Communications Workers No. 9406....	450	Sugar Workers No. 174	188
Communications Workers No. 9407....	227	Sugar Workers No. 175	155
Communications Workers No. 9408....	633	Sugar Workers No. 178	234
Communications Workers No. 9409....	867	Sugar Workers No. 179	221
Communications Workers No. 9410....	3432	Sugar Workers No. 180	472
Communications Workers No. 9411....	383	Sugar Workers No. 181	107
Communications Workers No. 9412....	805	Sugar Workers No. 182	135
Communications Workers No. 9414....	191	Wholesale Wine & Liquor Salesmen No. 187	90
Communications Workers No. 9415....	750	Electrical, Radio & Machine Workers, Int'l. Union of	
Communications Workers No. 9416....	403	Electrical Workers No. 850	176
Communications Workers No. 9417....	689	Electrical Workers No. 854	317
Communications Workers No. 9418....	425	Electrical Workers No. 1501	406
Communications Workers No. 9419....	256	Electrical Workers No. 1502	66
Communications Workers No. 9420....	160	Electrical Workers No. 1504	75
Communications Workers No. 9421....	925	Electrical Workers No. 1507	226
Communications Workers No. 9422....	200	Electrical Workers No. 1511	141
Communications Workers No. 9423....	1000	Electrical Workers No. 1514	82
Communications Workers No. 9424....	215	Electrical Workers, Int'l. Brotherhood of	
Communications Workers No. 9425....	301	Electrical Workers No. 6	800
Communications Workers No. 9426....	299	Electrical Workers No. 11	2000
Communications Workers No. 9428....	302	Electrical Workers No. 18	550
Communications Workers No. 9429....	73	Studio Electricians, Sound Techni- cians & Air Condition Engineers No. 40	200
Communications Workers No. 9430....	433	Broadcast, Television & Recording Engineers No. 45	400
Communications Workers No. 9431....	187	Electrical Utility Workers No. 47	500
Communications Workers No. 9435....	39	Electrical Workers No. 180	150
Communications Workers No. 9470....	71	Electrical Workers No. 234	219
Communications Workers No. 9477....	82	Electrical Workers No. 302	750
Communications Workers No. 9490....	1505	Electrical Workers No. 332	898
Communications Workers No. 9502....	650	Electrical Workers No. 340	250
Communications Workers No. 9503....	1014	Electrical Workers No. 413	450
Communications Workers No. 9504....	75	Electrical Workers No. 428	405
Communications Workers No. 9505....	1358	Electrical Workers No. 440	259
Communications Workers No. 9508....	381		
Communications Workers No. 9509....	1299		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Electrical Workers No. 441	924	Treasure Island Federal Fire	
Electrical Workers No. 442	161	Fighters No. F-159	37
Electrical Workers No. 447	206	Fire Fighters Assn. of Oakland	
Electrical Workers No. 465	527	No. 55	798
Electrical Workers No. 477	507	Fire Fighters (L.A.) No. 112	1967
Electrical Workers No. 482	72	San Diego City Fire Fighters	
Electrical Workers No. 543	479	No. 145	666
Electrical Workers No. 551	350	Fire Fighters (Richmond) No. 188....	136
Electrical Workers No. 569	1606	Long Beach Fire Fighters No. 372	416
Electrical Workers No. 591	100	Sacramento Fire Fighters No. 522	682
Electrical Workers No. 595	1240	Eureka Fire Fighters No. 652	47
Electrical Workers No. 617	700	Alameda Fire Fighters No. 689	102
Electrical Workers No. 639	100	Fresno Fire Fighters No. 753	265
Electrical Workers No. 659	100	Burbank Fire Fighters No. 778	116
Electrical Workers No. 684	296	Fire Fighters of San Francisco	
Electrical Workers No. 689	66	No. 798	1614
Electrical Workers No. 729	26	Pasadena Fire Fighters No. 809	150
Electrical Workers No. 800	150	Fire Fighters (Fullerton) No. 810	9
Electrical Workers No. 848	244	San Jose Fire Fighters No. 873	527
Electrical Workers No. 952	445	Fire Fighters (San Bernardino)	
Electrical Workers No. 1023	73	No. 891	151
Electrical Workers No. 1245	12000	Los Angeles County Fire Fighters	
Electrical Workers No. 1682	139	No. 1014	1876
Electrical Workers No. 1710	580	Santa Monica Fire Fighters	
Electrical Workers No. 1969	300	No. 1109	99
Electrical Workers No. 2125	424	Torrance Fire Fighters No. 1138	154
Electrical Workers No. 2131	291	Santa Clara County Fire Fighters	
Electrical Workers No. 2295	533	No. 1165	175
Elevator Constructors, Int'l. Union of		Santa Clara Fire Fighters No. 1171..	108
Elevator Constructors No. 8	143	Fresno County Fire Fighters Assn.	
Elevator Constructors No. 18	168	No. 1180	48
Engineers, Int'l. Union of Operating		Vallejo Fire Fighters No. 1186	81
Operating Engineers No. 3	12000	Seaside Fire Fighters No. 1218	23
Operating Engineers No. 12	18750	Berkeley Fire Fighters Assn.	
Operating Engineers-Stationary		No. 1227	178
No. 39	1500	Fire Fighters of Stockton No. 1229....	193
Stationary Operating Engineers		Fire Fighters of Contra Costa	
No. 501	1500	County No. 1230	368
Farm Workers, United, of America		San Joaquin County Fire Fighters	
United Farm Workers	17208	No. 1243	46
Fire Fighters, Int'l. Assn. of		Fire Fighters (Salinas) No. 1270	68
Fire Marshals' Local No. S-9	20	Fire Fighters of Santa Cruz County	
Federal Naval Fire Fighters of the		No. 1272	18
Bay Area No. F-15	65	Fontana Fire Fighters No. 1274	61
China Lake Fire Fighters No. F-32....	79	Modesto Fire Fighters No. 1289	78
San Diego Federal Fire Fighters		Kern County Fire Fighters No. 1301	502
No. F-33	174	Palo Alto Fire Fighters No. 1319	72
Hunters Point Fire Fighters		Redlands Fire Fighters No. 1354	36
No. F-52	20	California Forestry Fire Fighters	
Federal Fire Fighters, Flight Test		No. 1388	59
Center No. F-53	104	Merced County Fire Fighters	
Federal Fire Fighters, Greater Sac-		No. 1396	76
ramento Area No. F-57	66	Fire Fighters Assn. (Santa Rosa)	
Federal Fire Fighters Association		No. 1401	56
No. F-85	98	Petaluma Fire Fighters Assn.	
Vandenberg Fire Fighters No. F-116	11	No. 1415	29
Hamilton Air Force Base Fire		Fire Fighters Assn. (San Lorenzo)	
Fighters No. F-134	11	No. 1428	88
Presidio, San Francisco, Fire		Ontario Fire Fighters No. 1430	66
Fighters No. F-145	31		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Fire Fighters (Spring Valley)		Belmont Fire Fighters No. 2133	31
No. 1434	33	Chula Vista Fire Fighters No. 2180....	38
Madera City Fire Fighters		Tahoe City Fire Fighters No. 2232	5
No. 1466	7	San Mateo Fire Fighters No. 2250	43
Fire Fighters Assn. (Coronado)		Avalon Fire Fighters No. 2295	2
No. 1475	22	Furniture Workers of America, United	
Lawrence Radiation Laboratory		Furniture Workers No. 262	747
Fire Fighters No. 1477	3	Furniture Workers No. 577	18
Merced Fire Fighters No. 1479	40	Furniture Workers No. 1010	579
Fire Fighters Assn. (W. Sac.)		Garment Workers of America, United	
No. 1482	33	Garment Cutters No. 45	39
Newark Fire Fighters No. 1483	23	United Garment Workers No. 125	198
Whittier Fire Fighters No. 1503	76	United Garment Workers No. 131	720
Pacifica Fire Fighters No. 1543	22	United Garment Workers No. 197	458
Alhambra Fire Fighters No. 1578	79	Garment Workers Union, Int'l. Ladies'	
Oxnard Fire Fighters No. 1684	68	Cloakmakers Union No. 8	560
Clovis Fire Fighters No. 1695	11	Ladies Garment Workers No. 55	725
Milpitas Fire Fighters No. 1699	31	Cloak Makers No. 58	134
Claremont Fire Fighters No. 1705	15	Ladies Garment Workers No. 84	152
Santa Cruz City Fire Fighters		Ladies Garment Workers No. 96	696
No. 1716	27	Ladies Garment Workers No. 97	96
Brisbane Fire Fighters No. 1725	10	Dressmakers Union No. 101	987
Humboldt Fire District No. 1770	19	Ladies Garment Cutters No. 213	121
Marin County Fire Fighters		Office & Distribution Workers	
No. 1775	14	No. 214	2
Professional Fire Fighters of		Ladies Garment Workers No. 270	5
Antioch No. 1794	38	Ladies Garment Workers No. 271	2
Sanger Fire Fighters No. 1809	9	Ladies Garment Workers No. 293	2
Half Moon Bay Fire Fighters		Ladies Garment Workers No. 451	95
No. 1824	15	Designers' Guild of Ladies Apparel	
Bonita-Sunnyside Firefighters		No. 452	20
No. 1827	10	Ladies Garment & Accessory Work-	
Morro Bay Fire Fighters No. 1855....	9	ers No. 482	827
Burlingame Fire Fighters No. 1872....	54	Ladies Garment Workers No. 497	47
Manteca Fire Fighters No. 1874	8	Ladies Garment Workers No. 498	2
Millbrae Fire Fighters No. 1877	15	Ladies Garment Workers No. 512	187
Daly City Fire Fighters No. 1879	66	Glass & Ceramic Workers of North	
Montgomery Fire Fighters No. 1884 ..	15	America, United	
Dublin Fire Fighters No. 1885	25	Flat Glass Workers No. 187	74
Lompoc Fire Fighters No. 1906	18	United Glass & Ceramic Workers	
Culver City Fire Fighters No. 1927....	60	No. 418	950
San Bruno Fire Fighters No. 1944	23	United Glass & Ceramic Workers	
Union City Fire Fighters No. 1946....	20	No. 474	261
Hollister Fire Fighters No. 1956	4	Glass Bottle Blowers' Association of	
Mountain View Fire Fighters		the United States & Canada	
No. 1965	54	Glass Bottle Blowers No. 2	100
Calexico Fire Fighters No. 1966	4	Glass Bottle Blowers Assn. No. 16....	47
Brawley Fire Fighters No. 1967	15	Glass Bottle Blowers Assn. No. 17....	374
La Habra Fire Fighters No. 1968	34	Glass Bottle Blowers No. 19	344
Pleasanton Fire Fighters No. 1974....	21	Glass Bottle Blowers No. 29	352
Visalia Fire Fighters No. 1981	11	Glass Bottle Blowers No. 34	278
Pittsburg Fire Fighters No. 1993	19	Glass Bottle Blowers No. 39	300
Garden Grove Fire Fighters		Glass Bottle Blowers No. 53	206
No. 2005	80	Glass Bottle Blowers No. 69	300
Redwood City Fire Fighters		Glass Bottle Blowers No. 80	141
No. 2014	69	Glass Bottle Blowers No. 81	393
Santa Maria Fire Fighters No. 2020 ..	13	Glass Bottle Blowers No. 82	106
Santa Barbara County Fire Fighters		Glass Bottle Blowers No. 85	200
No. 2046	120	Glass Bottle Blowers No. 114	387
San Fernando Fire Fighters No. 2074 ..	22	Glass Bottle Blowers No. 137	1439

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Glass Bottle Blowers No. 141	600	Hotel & Restaurant Employees & Bartenders No. 220	547
Glass Bottle Blowers No. 142	100	Cooks No. 228	1478
Glass Bottle Blowers No. 155	403	Hotel & Club Service Workers No. 283	3206
Glass Bottle Blowers No. 160	246	Bartenders Union No. 284	1388
Glass Bottle Blowers No. 177	362	Bartenders & Culinary Workers No. 340	5400
Glass Bottle Blowers No. 192	250	Bartenders & Culinary Alliance No. 368	362
Glass Bottle Blowers No. 224	149	Miscellaneous Culinary Employees No. 393	907
Glass Bottle Blowers No. 254	29	Culinary Alliance & Hotel Service Employees No. 402	2958
Glass Bottle Blowers No. 262	494	Miscellaneous Restaurant Employ- ees No. 440	2420
Glass Bottle Blowers No. 267	136	Dining Car Cooks & Waiters No. 456	232
Glass Workers Union, American Flint American Flint Glass Workers No. 139	241	Cooks No. 468	2500
Government Employees, American Federation of Government Employees No. 1466	56	Culinary, Bartenders & Hotel Serv- ice Employees No. 470	270
Grain Millers, American Federation of American Federation of Grain Mil- lers No. 59	444	Hotel, Restaurant & Bartenders No. 483	2286
American Federation of Grain Mil- lers No. 71	110	Culinary Alliance & Bartenders No. 498	741
Granite Cutters International Granite Cutters	42	Waiters & Bartenders No. 500	888
Graphic Arts International Union Graphic Arts International Union No. 3-B	1288	Hotel, Restaurant, Cafeteria & Mo- tel Employees Union No. 512	1538
Graphic Arts International Union No. 35-B	164	Culinary Workers & Bartenders No. 535	1010
Graphic Arts International Union No. 40-B	67	Culinary Workers & Bartenders No. 542	504
Graphic Arts International Union No. 63-B	602	Hotel, Restaurant Employees & Bartenders No. 550	235
Graphic Arts International Union No. 280-L	395	Culinary Workers & Bartenders No. 560	622
Hatters, Cap & Millinery International Cap Makers Union No. 22	30	Waiters & Waitresses No. 561	943
Horseshoers International Horseshoers No. 11	18	Culinary Workers Alliance No. 572	1387
Horseshoers No. 12	25	Bartenders Union No. 577	835
Horseshoers No. 17	17	Bartenders & Culinary Workers No. 595	1978
Hotel & Restaurant Employees' & Bartenders' Int'l. Union Dining Room & Cafeteria Employ- ees No. 8	7629	Bartenders No. 600	551
Dining Room Employees No. 9	6420	Bartenders & Culinary Workers No. 654	381
Waiters, Waitresses, Service Crafts No. 31	2495	Culinary Alliance No. 681	5255
Bartenders No. 41	2007	Cooks Union No. 683	578
Cooks Union No. 44	3239	Bartenders No. 686	1111
Bartenders Union No. 47	403	Hotel, Motel Restaurant Employees & Bartenders Union No. 694	2944
Bartenders No. 52	999	Culinary Alliance & Bartenders No. 703	987
Culinary, Bartenders & Hotel Serv. Empl. No. 62	1890	Bartenders & Culinary Workers No. 753	568
Miscellaneous Employees No. 110	1933	Hotel Service Employees No. 765	1666
Bartenders & Culinary Workers No. 126	1156	Bartenders & Culinary Workers No. 770	1180
Hotel, Restaurant & Hotel Service Employees No. 180	4540	Hotel & Restaurant Employees No. 793	152
		Culinary Workers & Bartenders No. 814	5760
		Culinary Workers & Bartenders No. 822	873

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Culinary Workers & Bartenders No. 823	3122	Hod Carriers & Common Laborers No. 294	1170
Industrial Workers of America		Laborers Union No. 297.....	329
Industrial Union No. 1662	98	Laborers Union No. 300.....	6697
Insurance Workers International Union, AFL-CIO		Construction & General Laborers No. 304	2489
Insurance Workers No. 30	130	Construction Laborers No. 324.....	2037
Insurance Workers No. 73	55	Hod Carriers & Laborers No. 326.....	400
Insurance Workers No. 83	751	Gunitite Workers No. 345.....	279
Insurance Workers No. 194	83	Hod Carriers & General Laborers No. 371	416
Iron Workers, Int'l. Assn. of Bridge, Structural & Ornamental		Construction & General Laborers No. 389	926
Iron Workers Union No. 118	700	Hod Carriers & Common Laborers No. 439	200
Iron Workers No. 155	100	Laborers No. 507.....	1800
Bridgemen No. 229	240	Hod Carriers & Common Laborers No. 585	1208
Iron Workers No. 377	200	Construction & General Laborers No. 591	399
Structural Iron Workers No. 378	200	Hod Carriers No. 652.....	1500
Reinforced Iron Workers No. 416	625	Hod Carriers & Laborers No. 783.....	911
Structural Ironworkers No. 433	148	Shipyard Laborers No. 802.....	1401
Iron Workers Shopmen No. 509	700	Hod Carriers & Laborers No. 806.....	600
Iron Workers No. 624	60	Shipyard & Marine Shop Laborers No. 886	541
Iron Workers No. 627	1802	Clerks & Lumber Handlers No. 939..	75
Iron Workers No. 790	1970	Hod Carriers No. 1082.....	968
Jewelry Workers Union, International		Industrial Iron & Metal Processing Workers No. 1088.....	202
Jewelry Workers No. 36	189	Laborers Union No. 1130.....	688
Dental Technicians of Northern Calif. No. 99	180	Hod Carriers & Common Laborers No. 1184	729
Southern Calif. Dental Technicians No. 100	112	Construction & General & Oil Field Laborers No. 1222.....	319
Watchmakers Union No. 101	200	Construction & General Laborers No. 1464	150
Jewelry Workers No. 112	37	Lathers, Int'l. Union of Wood, Wire & Metal	
Laborers International Union of North America		Wood, Wire & Metal Lathers No. 65	146
Laborers Union No. 36	41	Lathers No. 83	33
Hod Carriers & Common Laborers No. 73	750	Lathers No. 88.....	160
Laborers No. 89.....	3000	Lathers No. 109.....	59
Hod Carriers & General Laborers No. 121	217	Lathers No. 122.....	36
Hod Carriers & Common Laborers No. 139	644	Lathers Local Union No. 144.....	24
Hod Carriers No. 166.....	436	Lathers No. 268.....	40
Hod Carriers & Common Laborers No. 181	231	Lathers No. 300.....	40
Construction & General Laborers No. 185	2500	Lathers Union No. 302.....	15
Hod Carriers & Common Laborers No. 220	239	Lathers No. 440.....	243
Hod Carriers No. 234.....	249	Lathers No. 454.....	37
Construction & General Laborers No. 261	1991	Lathers No. 460.....	43
Hod Carriers No. 262.....	125	Laundry & Dry Cleaning International Union	
Construction & General Laborers No. 270	2589	Laundry, Dry Cleaning, Government & Industrial Workers Union No. 3..	2660
Construction & General Laborers No. 283	232	Laundry & Dry Cleaning Workers No. 52	1000
Hod Carriers & General Laborers No. 291	625	Laundry Workers No. 156.....	29
		Leather Goods, Plastics & Novelty Workers Int'l.	

International and Local	Per Capita Paid Membership
Leather & Novelty Workers No. 31.....	100
Longshoremen's Association, AFL-CIO, International	
Masters, Mates & Pilots No. 18.....	80
Masters, Mates & Pilots No. 89.....	17
Masters, Mates & Pilots Offshore Division.....	1025
Machinists & Aerospace Workers, Int'l. Assn. of	
Machinists No. 5.....	30
Machinists No. 68.....	2088
Machinists-Hunter's Point Lodge No. 85.....	283
Machinists No. 139.....	310
Machinists No. 238.....	600
Machinists & Aerospace Workers No. 252.....	476
Machinists No. 284.....	1916
Machinists & Aerospace Workers No. 311.....	2403
Technical & Office Workers No. 322.....	357
Machinists No. 364.....	612
Machinists No. 389.....	939
Automotive Machinists No. 428.....	600
Machinists No. 504.....	2003
Machinists Sutter Lodge No. 536.....	327
Machinists No. 540.....	156
Electronics No. 547.....	179
Machinists No. 562.....	1933
Machinists No. 565.....	861
Machinists & Aerospace Workers No. 620.....	20
Machinists No. 653.....	898
Machinists No. 685.....	721
Machinists No. 706.....	315
Machinists No. 726.....	31
Machinists & Aerospace Workers No. 727-A.....	401
Machinists & Aerospace Workers No. 727-B.....	568
Machinists & Aerospace Workers No. 727-C.....	524
Machinists & Aerospace Workers No. 727-D.....	598
Machinists & Aerospace Workers No. 727-E.....	326
Machinists & Aerospace Workers No. 727-F.....	157
Machinists & Aerospace Workers No. 727-M.....	133
Machinists & Aerospace Workers No. 727-P.....	900
Machinists & Aerospace Workers No. 727-Q.....	574
Machinists-Alameda Naval Aircraft Lodge No. 739.....	302
Machinists No. 755.....	1670
Machinists No. 821.....	595
Machinists No. 824.....	904
Machinists-Rocket Lodge No. 947.....	326

International and Local	Per Capita Paid Membership
Machinists & Aerospace Workers	
No. 1004.....	185
Machinists No. 1047.....	159
Auto Mechanics No. 1101.....	2017
Machinists No. 1104.....	168
Machinists No. 1125.....	1732
Machinists No. 1173.....	909
Machinists & Aerospace Workers	
No. 1178.....	420
Machinists No. 1185.....	854
Machinists No. 1186.....	2500
Machinists No. 1213.....	181
Machinists No. 1235.....	375
Automotive Machinists No. 1305.....	2200
Machinists No. 1309.....	926
Machinists No. 1327.....	2464
Auto & Machinists No. 1397.....	220
Machinists No. 1414.....	681
Auto Machinists No. 1484.....	638
Machinists No. 1492.....	599
Electronic-Plastic & Metal	
Production Lodge No. 1518.....	1000
Automotive Machinists No. 1546.....	6329
Machinists-Port Stockton Lodge	
No. 1549.....	66
Machinists No. 1571.....	811
Machinists No. 1596.....	308
Machinists & Aerospace Workers	
No. 1600.....	133
Machinists & Aerospace Workers	
No. 1626.....	126
Machinists & Aerospace Workers	
No. 1638.....	80
Air Transport Employees No. 1781.....	2604
Machinists & Aerospace Workers	
No. 1785.....	44
Mechanics & Machinists No. 1824.....	431
Machinists & Aerospace Workers	
No. 1903.....	104
Machinists & Aerospace Workers	
No. 1932.....	266
Machinists & Mechanics No. 1939.....	40
Machinists No. 1960.....	184
Machinists & Mechanics No. 1983.....	50
Automotive Lodge No. 2182.....	1948
Machinists No. 2193.....	822
Machinists No. 2215.....	1380
Machinists & Aerospace Workers	
No. 2217.....	93
Machinists No. 2218.....	78
Missiles & Electronics Workers	
No. 2230.....	173
Machinists & Aerospace Workers	
No. 2242.....	124
Marine & Shipbuilding Workers of America, Industrial Union	
Marine & Shipbuilding Workers	
No. 9.....	100
Marine Engineers Beneficial Association, National	

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Marine Engineers, Pacific Coast, District No. 1.....	1000	Musicians Union No. 353.....	100
Marine Engineers, New York, District No. 2.....	337	Musicians No. 367.....	75
Meat Cutters & Butcher Workmen of North America, Amalgamated		Musicians No. 424.....	175
Meat Cutters & Butcher Workmen No. P-67.....	168	Musicians Protective Union No. 454..	65
Meat Cutters & Butcher Workmen No. P-78-A.....	1141	Musicians No. 508.....	100
Meat Cutters & Butcher Workmen No. P-78-C.....	115	Musicians Union No. 510.....	190
Fur Workers No. 87-F.....	130	Musicians Protective Union No. 541..	44
Butchers Union No. 115.....	4085	Musicians Assn. of Monterey Co. No. 616.....	34
Butchers Union No. 120.....	2343	Musicians Association No. 652.....	71
Leather Workers No. L-122.....	218	Newspaper Guild, The	
Butchers No. 126.....	2221	Newspaper Guild (S. F.) No. 52.....	1300
Butchers No. 127.....	1210	Newspaper Guild (L. A.) No. 69.....	1430
Butchers No. 193.....	500	Sacramento Newspaper Guild No. 92	386
Sausage Makers Union No. 203.....	600	San Diego Newspaper Guild No. 95..	661
Los Angeles Leather-Luggage Workers No. 213-L.....	500	Newspaper Guild (San Jose) No. 98..	515
Butchers Union No. 229.....	1725	Stockton Newspaper Guild No. 100....	101
Provision House Workers No. 274....	4646	Bakersfield Newspaper Guild No. 202.....	108
Butchers No. 352.....	376	Office & Professional Employees	
Meat Cutters No. 421.....	2758	Int'l. Union	
Meat Cutters No. 439.....	2500	Office & Professional Employees No. 3.....	2237
Butchers No. 498.....	1823	Office Employees No. 29.....	2500
Butchers Union No. 506.....	2643	Office Employees No. 30.....	1800
Butchers No. 508.....	950	Office Employees No. 139.....	198
Butchers Union No. 516.....	750	Office Employees No. 174.....	760
Butchers Union (Unit 2) No. 516.....	75	Hypnotists No. 472.....	19
Butchers & Meat Cutters No. 532....	817	Oil, Chemical & Atomic Workers	
Butchers No. 551.....	3811	Int'l. Union	
Meat Cutters No. 556.....	800	Oil, Chemical & Atomic Workers No. 1-2.....	45
Butchers Union No. 563.....	3360	Oil, Chemical & Atomic Workers No. 1-6.....	266
Meat Cutters No. 587.....	800	Oil, Chemical & Atomic Workers No. 19.....	730
Metal Polishers, Buffers, Platers, International		Oil, Chemical & Atomic Workers No. 128.....	4830
Metal Polishers No. 67.....	65	Oil, Chemical & Atomic Workers No. 1-534.....	84
Molders & Allied Workers Union, AFL-CIO, International		Oil, Chemical & Atomic Workers No. 547.....	887
Molders & Foundry Workers No. 164	325	Painters & Allied Trades of the United States & Canada, International Brotherhood of	
Molders & Foundry Workers No. 374	95	Painters No. 4.....	857
Musicians, American Federation of		Hollywood Painters No. 5.....	316
Musicians Union No. 6.....	1500	Painters No. 40.....	203
Musicians Association No. 7.....	100	Painters & Allied Trades No. 83.....	190
Musicians No. 12.....	250	Painters No. 92.....	87
Musicians Union No. 47.....	2083	Painters No. 95.....	116
Musicians Protective Union No. 113..	207	Painters No. 254.....	437
Musicians Protective Union No. 153..	50	Painters No. 256.....	469
Orange Belt Musicians Association No. 167.....	82	Painters No. 314.....	158
Musicians Union No. 189.....	100	Painters & Allied Trades No. 315....	83
Musicians No. 210.....	198	Painters No. 376.....	185
Musicians Protective Union No. 263..	40	Painters No. 388.....	247
Musicians Protective Union No. 305..	198		
Musicians Protective Association No. 308.....	384		
Musicians Association No. 325.....	185		

International and Local	Per Capita Paid Membership
Painters No. 487.....	562
Painters No. 507.....	531
Sign, Scene & Pictorial Painters No. 510.....	229
Painters No. 560.....	183
Painters No. 686.....	1063
Painters No. 713.....	377
Glaziers & Glass Workers No. 718.....	359
Painters No. 741.....	150
Painters No. 775.....	292
Sign, Scene & Pictorial Painters No. 831.....	93
Painters & Decorators No. 913.....	300
Painters No. 955.....	337
Painters No. 1026.....	120
Paint, Varnish & Lacquer Workers No. 1053.....	451
Painters No. 1146.....	151
Auto, Marine & Specialty Painters No. 1176.....	600
Painters No. 1178.....	527
Painters No. 1226.....	21
Carpet & Linoleum Layers No. 1235.....	408
Carpet, Linoleum & Soft Tile Workers No. 1237.....	309
Carpet, Linoleum & Soft Tile Workers No. 1290.....	300
Painters No. 1336.....	77
Painters No. 1348.....	464
Painters No. 1595.....	500
Painters No. 1627.....	133
Carpet, Linoleum & Resilient Tile Workers No. 1711.....	200
Painters No. 1817.....	672
Painters No. 1906.....	297
Paint Makers & Allied Trades No. 1975.....	759
Paperworkers, United, International Union	
United Paperworkers No. 208.....	132
United Paperworkers No. 268.....	44
United Paperworkers No. 307.....	1250
Paper Makers No. 329.....	173
United Paperworkers No. 341.....	183
Pattern Makers League of North America	
Pattern Makers Assn.....	80
Plasterers' & Cement Masons' Inter- national Assn. of the United States & Canada, Operative	
Cement Masons Union No. 25.....	485
Plasterers No. 66.....	177
Plasterers & Cement Finishers No. 73.....	256
Plasterers Union No. 112.....	87
Plasterers & Cement Masons No. 188.....	137
Operative Plasterers No. 191.....	175
Plasterers No. 224.....	120

International and Local	Per Capita Paid Membership
Plasterers No. 295.....	112
Plasterers & Cement Masons No. 346.....	285
Plasterers & Cement Masons No. 355.....	130
Plasterers & Cement Masons No. 429.....	117
Plasterers & Cement Finishers No. 481.....	18
Plasterers No. 489.....	307
Cement Masons Union No. 580.....	252
Cement Masons No. 582.....	430
Cement Masons No. 594.....	275
Cement Masons No. 627.....	702
Plasterers & Cement Masons No. 631.....	37
Plasterers No. 739.....	325
Plasterers & Cement Finishers No. 741.....	300
Plasterers & Cement Masons No. 805.....	43
Cement Finishers No. 814.....	100
Plasterers & Cement Masons No. 825.....	179
Cement Masons No. 893.....	451
Cement Masons No. 923.....	171

**Plumbing & Pipe Fitting Industry of
the U. S. & Canada, United Asso-
ciation of Journeymen & Appren-
tices of the**

Plumbers & Pipe Fitters No. 38.....	2698
Plumbers & Steamfitters No. 62.....	70
Plumbers No. 78.....	1751
Plumbers-Fitters No. 114.....	236
Plumbers & Fitters No. 159.....	375
Plumbers & Pipefitters No. 230.....	1013
Plumbers & Steamfitters No. 246.....	393
Plumbers & Pipefitters No. 280.....	233
Steamfitters No. 342.....	1218
Plumbers No. 343.....	283
Plumbers & Steamfitters No. 364.....	600
Plumbers & Steamfitters No. 393.....	250
Plumbers & Steamfitters No. 398.....	651
Plumbers & Steamfitters No. 403.....	100
Plumbers & Pipe Trades No. 437.....	250
Plumbers & Gas Fitters No. 444.....	903
Plumbers & Steamfitters No. 447.....	300
Plumbers & Steamfitters No. 460.....	333
Plumbers & Steamfitters No. 467.....	458
Plumbers & Steamfitters No. 471.....	40
Sprinkler Fitters No. 483.....	283
Plumbers Local No. 484.....	218
Plumbers & Steamfitters No. 492.....	165
Plumbers & Fitters No. 545.....	491
Plumbers & Steamfitters No. 582.....	300
Plumbers & Steamfitters No. 607.....	145
Sprinkler Fitters No. 709.....	335

**Porters, Brotherhood of Sleeping Car
Sleeping Car Porters**

100

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Postal Workers Union, AFL-CIO, American		Printing Specialties & Paper	
American Postal Workers Union No. 841	160	Products No. 659.....	143
American Postal Workers Union No. 1159	150	Printing Specialties & Paper Products No. 677.....	103
Pottery & Allied Workers International		Printing Specialties & Paper Products No. 678.....	449
Operative Potters No. 89.....	127	Printing Specialties & Paper Products No. 706.....	41
Operative Potters No. 214.....	111	Printing Specialties & Paper Products No. 777.....	854
Operative Potters No. 218.....	199	Radio Association, American	
Operative Potters No. 222.....	159	American Radio Association, AFL-CIO	
Operative Potters No. 223.....	225	450	
Operative Potters No. 226.....	120	Railway Carmen of the United States & Canada, Brotherhood	
Operative Potters No. 307.....	60	Railway Carmen No. 735.....	
Operative Potters No. 319.....	175	Railway Carmen No. 1344.....	
Printing & Graphic Communications Union, International		44	
Paper Handlers No. 3.....	71	60	
Web Pressmen No. 4.....	750	Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees, Int'l.	
Ink & Roller Makers No. 5.....	225	Railway Clerks, Desert Lodge No. 1376	
Western Graphic Arts No. 14.....	1329	133	
Newspaper Pressmen No. 18.....	540	Railway & Steamship Clerks No. 2114	
Paper Handlers No. 24.....	16	52	
Stereotypers & Electrotypers No. 29	239	Retail Clerks, International Association	
San Diego Newspaper Web Pressmen No. 48.....	87	Retail Clerks No. 137.....	
Stereotypers No. 58.....	168	Retail Clerks No. 197.....	
Printing Pressmen No. 60.....	150	Retail Clerks Union No. 324.....	
Offset Workers, Printing Pressmen & Assistants No. 78.....	550	Retail Clerks No. 373.....	
Stereotypers Union No. 82.....	32	Retail Store Employees Union No. 410	
Stereotypers & Platemakers No. 104	9	1100	
Stereotypers & Electrotypers No. 120	66	Retail Store Employees No. 428.....	
Electrotypers No. 137.....	37	6839	
Printing Pressmen No. 138.....	72	Retail Clerks No. 541.....	
Printing Pressmen & Assts. No. 140..	67	366	
Printing Pressmen No. 166.....	21	Retail Clerks No. 588.....	
Printing Pressmen No. 285.....	98	2500	
Printing Pressmen & Assts. No. 328..	51	Retail Clerks Union No. 648.....	
Printing Specialties & Paper Products No. 362.....	890	4596	
Printing Specialties & Paper Products No. 382.....	752	Retail Clerks No. 775.....	
Printing Specialties & Paper Products No. 388.....	625	2518	
Santa Barbara Printing Pressmen No. 426	14	Retail Clerks No. 839.....	
Printing Specialties & Paper Converters No. 460.....	68	1385	
Printing Specialties & Paper Products No. 495.....	137	Retail Clerks No. 870.....	
Printing Specialties & Paper Products No. 522.....	279	6885	
Printing Specialties & Paper Products No. 609.....	112	Retail Clerks No. 905.....	
Printing Specialties & Paper Products No. 653.....	67	2513	
Printing Specialties & Paper Products No. 656.....	16	Auto Salesmen's Union No. 1095.....	
		585	
		Retail Department Store Employees No. 1100	
		5939	
		Retail Clerks No. 1119.....	
		1125	
		Retail Clerks No. 1288.....	
		1500	
		Retail Clerks No. 1364.....	
		1031	
		Retail Clerks Union No. 1428.....	
		829	
		Retail Clerks No. 1532.....	
		1439	
		United Slate, Tile & Composition	
		Roofers, Damp & Waterproof	
		Workers Association	
		Roofers No. 36.....	
		766	
		Roofers Union No. 40.....	
		300	
		Roofers No. 47.....	
		120	
		Roofers No. 50.....	
		15	
		Roofers No. 81.....	
		250	
		Roofers No. 95.....	
		183	
		Rubber, Cork, Linoleum & Plastic	
		Workers of America, United	
		Rubber Workers No. 43.....	
		600	

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Rubber Workers No. 64.....	129	Building Service Employees No. 81..	893
Rubber Workers No. 78.....	116	Building Service Employees No. 87..	2802
Rubber Workers No. 100.....	681	Service Employees No. 102.....	1120
Rubber Workers No. 131.....	923	Service Employees No. 110.....	460
Rubber Workers No. 146.....	63	Theatrical Janitors No. 121.....	201
Rubber Workers No. 158.....	75	Cemetery Workers & Greens	
Rubber Workers No. 171.....	165	Attendants No. 265.....	169
Rubber Workers No. 335.....	158	Pari Mutuel Employees Guild	
Rubber Workers No. 428.....	108	No. 280.....	333
Rubber Workers No. 430.....	37	Hospital & Institutional Workers	
United Rubber Workers No. 451.....	186	No. 327.....	120
Rubber Workers No. 560.....	196	San Diego-Imperial County	
Rubber Workers No. 585.....	249	Physicians Union No. 669.....	9
Rubber Workers No. 639.....	651		
Rubber Workers No. 656.....	74	Sheet Metal Workers International	
Rubber Workers No. 657.....	205	Association	
Rubber Workers No. 678.....	7	Sheet Metal Workers No. 104.....	451
Rubber Workers No. 703.....	799	Sheet Metal Workers No. 108.....	1618
Rubber Workers No. 721.....	67	Sheet Metal Workers No. 162.....	522
Rubber Workers No. 726.....	697	Sheet Metal Workers No. 206.....	500
Rubber Workers No. 782.....	143	Sheet Metal Workers No. 216.....	500
Rubber Workers No. 817.....	5	Sheet Metal Workers No. 252.....	221
Rubber Workers No. 829.....	45	Sheet Metal Workers No. 272.....	39
Rubber Workers No. 839.....	31	Sheet Metal Workers No. 273.....	246
Seafarers International Union of		Sheet Metal Workers No. 283.....	137
North America		Sheet Metal Workers No. 309.....	390
Advertising & Public Relations		Sheet Metal Workers No. 420.....	550
Employees Union.....	40	Sheet Metal Workers No. 495.....	122
Cab Drivers No. 101.....	483	Stage Employees & Moving Picture	
California Practical Nurses Assn.....	108	Machine Operators of the United	
Cannery Workers & Fishermen's		States & Canada, Int'l. Alliance	
Union.....	947	Theatrical Stage Employees No. 16..	98
Fish Cannery Workers of the Pacific	62	Film Exchange Employees No. B-17	32
Inland Boatmen of the Pacific (S.F.)	402	Film Exchange Employees No. F-17	57
Inlandboatmen's Union of the		Theatrical Employees No. B-18.....	190
Pacific (So. Calif. Region).....	264	Stage Employees No. 33.....	400
Marine Cooks & Stewards.....	5000	Affiliated Property Craftsmen	
Marine Firemen.....	1200	No. 44.....	2000
Marine Staff Officers.....	200	Stage Employees No. 50.....	39
Military Sea Transport Union.....	670	Film Exchange Employees No. B-61	99
Mortuary Employees Union No. 9049	48	Theatre Employees No. B-66.....	50
Petroleum Workers No. 11.....	35	Studio Grips No. 80.....	600
Sailors Union of the Pacific.....	5333	Theatrical Stage Employees No. 90..	15
Seafarers, Atlantic & Gulf District		Theatrical Stage Employees	
— Wilmington.....	175	No. 107.....	60
Seafarers, Atlantic & Gulf District		Stage Employees No. 122.....	44
— San Francisco.....	825	Theatrical Stage Employees	
Seine & Line Fishermen—Monterey	120	No. 134.....	20
Seine & Line Fishermen—San Pedro	229	Stage Employees No. 158.....	19
Sugar Workers No. 1.....	1014	Moving Picture Machine Operators	
United Cannery Workers & Indus-		No. 162.....	150
trial Workers of the Pacific—		Motion Picture Studio Projectionists	
Wilmington.....	4000	No. 165.....	231
United Industrial Workers of North		Moving Picture Operators No. 169....	90
America—Pacific District (S.F.)....	150	Amusement Area Employees	
Service Employees International		No. B-192.....	91
Union, AFL-CIO		Theatrical & Stage Employees	
Theatrical Janitors No. 9.....	150	No. 215.....	17
Window Cleaners Union No. 44.....	200	Theatrical, Stage & Motion Picture	
Service Employees Union No. 77.....	637	Operators No. 241.....	16

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Moving Picture Machine Operators No. 252	53	Motion Picture Studio Art Crafts- men No. 790.....	34
Moving Picture Projectionists No. 297	120	Theatrical, Stage & Moving Picture Operators No. 796	25
Theatrical, Stage & Motion Picture Operators No. 409.....	77	Theatrical, Stage & Motion Picture Operators No. 811.....	18
Motion Picture Machine Operators No. 420	12	Scenic Artists No. 816.....	172
Motion Picture Projectionists No. 428	19	Publicists Association No. 818.....	211
Motion Picture Machine Operators No. 431	47	Moving Picture Screen Cartoonists No. 839	836
Stage and Motion Picture Machine Operators No. 442.....	22	Set Designers & Model Makers No. 847	80
Motion Picture Projectionists No. 501	10	Story Analysts No. 854.....	49
Theatrical Stage Employees No. 504	129	Treasurers & Ticket Sellers No. 857..	98
Moving Picture Projectionists No. 521	40	Script Supervisors No. 871.....	102
Motion Picture Projectionists No. 560	23	Theatrical Wardrobe Employees No. 874	7
Theatrical, Stage & Motion Picture Operators No. 564.....	35	Society of Motion Picture Art Directors No. 876.....	154
Motion Picture Projectionists No. 577	41	Studio Teachers No. 884.....	35
Moving Picture Machine Operators No. 599	17	State, County & Municipal Employees, American Federation	
Stage Employees & Moving Picture Operators No. 605.....	8	Sonoma State Hospital No. 14	86
Theatrical Stage Employees No. 611	39	Los Angeles County Employees No. 119	352
Stage Hands No. 614... ..	22	County Employees (San Berdoo) No. 122	779
Theatrical Stage Employees No. 656	10	Patton State Hospital Employees No. 128	154
Motion Picture Photographers No. 659	300	State, County & Municipal Employ- ees (Mt. Baldy) No. 135	45
Film Technicians No. 683.....	2487	Housing Authority of the City of Los Angeles No. 143	140
Motion Picture Sound Technicians No. 695	312	County Employees (Sacramento) No. 146	740
Motion Picture Costumers No. 705....	590	Police Department Employees (San Jose) No. 170	93
Make-up Artists No. 706.....	320	Napa State Hospital No. 174	45
Motion Picture Crafts Service No. 727	150	Department of Corrections (Cuca- monga) No. 179	17
Studio Electrical Technicians No. 728	400	Ventura Municipal Employees No. 181	70
Motion Picture Set Painters No. 729	265	Los Angeles Department Water & Power Employees No. 233	291
Theatrical, Stage & Motion Picture Operators No. 730.....	25	Agnews State Hospital No. 247	17
Motion Picture Projectionists No. 739	6	Oakland Unified School Employees Union No. 257	277
Motion Picture Machine Operators No. 762	15	Los Angeles Municipal Employees (Covina) No. 319	17
Motion Picture Studio First Aid Employees No. 767.....	81	University of California Employees No. 371	183
Theatrical Wardrobe Attendants No. 768	50	San Mateo Classified School Em- ployees No. 377	357
Motion Picture Film Editors No. 776	840	Miscellaneous Foremen & Supt. Public Works No. 413	111
Theatrical Wardrobe Attendants No. 784	39	East Bay Municipal District Em- ployees No. 444	341
Motion Picture Cinetechnicians No. 789	463	Nelles School for Boys No. 479	26
		Stockton State Hospital Employees No. 513	17

International and Local	Per Capita Paid Membership
Mendocino State Hospital Employees No. 519	22
Los Angeles County Superior Court Clerks No. 575	149
Pasadena Unified School Employees No. 606	142
Los Angeles County Probation Officers No. 685	1029
South San Mateo & Peninsula Cities No. 756	50
State, County & Municipal Employees No. 800	181
County Employees of San Mateo No. 829	1218
Fairview State Hospital No. 887	84
Daly City Municipal Employees No. 919	78
California Labor Commissioners No. 975	36
Torrance Municipal Employees No. 1117	289
American Federation of State, County & Municipal Employees No. 1239	323
State Employees, Los Angeles Area No. 1406	66
Nonacademic Employees Union No. 1423	29
American Federation of State, County & Municipal Employees No. 1476	22
Metropolitan State Hospital No. 1492	75
Pacific State Hospital Employees No. 1515	191
State, County & Municipal Employees No. 1569	64
State, County & Municipal Employees No. 1577	65
Santa Clara County Probation Department No. 1587	209
California State Employees No. 1676	22
Clerical, Technical & Professional Employees, University of California No. 1695	376
California State Employees No. 1829	20
Neuropsychiatric Institute No. 2070	337
San Bruno City Employees No. 2190	24
Hayward, Sonoma & San Jose State Colleges Employees No. 2556	41
Association of Psychiatric Social Workers No. 2712	4
Steelworkers of America, United	
Steelworkers Union No. 1069	680
Steelworkers Union No. 1304	839
Steelworkers Union No. 1440	1097
Steelworkers No. 1502	349
Steelworkers Union No. 1547	26
Steelworkers Union No. 2029	54
Steelworkers Union No. 3941	36

International and Local	Per Capita Paid Membership
Steelworkers No. 4765	136
Steelworkers Union No. 4997	580
Steelworkers Union No. 5084	142
Steelworkers No. 5261	51
Steelworkers Union No. 5303	125
Steelworkers Union No. 5450	37
Steelworkers No. 5504	293
Steelworkers No. 5632	365
Steelworkers No. 5649	72
Steelworkers No. 6729	37
Steelworkers No. 6849	191
United Steelworkers No. 7100	696
Steelworkers No. 7616	444
Stove, Furnace & Allied Appliance Workers, Int'l.	
Stove & Furnace Workers No. 125-B	24
Teachers, American Federation of	
United Professors of California	2945
Sacramento Federation of Teachers No. 31	160
Teachers No. 61	1971
San Diego Federation of Teachers No. 370	486
Monterey Federation of Teachers No. 457	15
Glendale Federation of Teachers No. 610	22
Bassett Federation of Teachers No. 727	61
Teachers of Oakland, Alameda County No. 771	582
Teachers No. 827	75
San Bernardino Federation of Teachers No. 832	120
Teachers No. 866	308
Fresno Federation of Teachers No. 869	56
San Jose Federation of Teachers No. 957	126
Monterey Bay Federation of Teachers No. 1020	157
Teachers, Los Angeles No. 1021	3395
Pasadena Federation of Teachers No. 1050	149
Berkeley Federation of Teachers No. 1078	346
Santa Barbara Federation of Teachers No. 1081	189
South San Francisco Federation of Teachers No. 1119	58
Sequoia Federation of Teachers No. 1163	91
Palo Alto Federation of Teachers No. 1256	53
Long Beach Federation of Teachers No. 1263	150
Oxnard Federation of Teachers No. 1273	87
Escondido Federation of Teachers No. 1278	60

San Leandro Federation of Teachers No. 1285	79	Madera Federation of Teachers No. 1694	28
Stockton Federation of Teachers No. 1287	75	Solano Community College Teachers No. 1696	31
Centinela Valley Federation of Teachers No. 1301	20	San Lorenzo Federation of Teachers No. 1713	2
Shasta County Federation of Teach- ers No. 1320	51	San Jose Junior College Federation of Teachers No. 1730	20
Napa Federation of Teachers No. 1336	67	San Juan Unified Federation of Teachers No. 1743	73
Culver City Federation of Teachers No. 1343	93	Garden Grove Federation of Teach- ers No. 1752	141
Oceanside-Carlsbad Federation of Teachers No. 1344	10	Lucia Mar Federation of Teachers No. 1753	32
El Camino College Federation of In- structors No. 1388	45	Contra Costa College Federation of Teachers No. 1754	48
Compton Federation of Teachers No. 1413	102	Simi Federation of Teachers No. 1773	45
Riverside Federation of Teachers No. 1414	67	Temple City Federation of Teachers No. 1791	23
Hayward Federation of Teachers No. 1423	237	La Puente Valley Federation of Teachers No. 1792	108
American Federation of Teachers (W. Cov.) No. 1424	471	Antelope Valley Federation of Teachers No. 1793	111
L.A. County Federation of Private School Teachers No. 1426	11	Newport-Mesa Federation of Teach- ers No. 1794	139
Huntington Beach Federation of Teachers No. 1427	5	University Federation of Librarians No. 1795	28
Covina Valley Federation of Teach- ers No. 1432	24	Newark Federation of Teachers No. 1804	61
Teachers Federation No. 1440	26	Riverside City College Teachers No. 1814	31
Clovis Federation of Teachers No. 1463	9	Ventura County Federation of Col- lege Teachers No. 1828	81
Berkeley Faculty Union, U.C. No. 1474	102	Elk Grove Federation of Teachers No. 1851	21
Federation of Nursery School Teachers No. 1475	191	Beverly Hills Federation of Teach- ers No. 1863	23
Teachers (Foster City) No. 1481	221	Bakersfield Federation of Teachers No. 1866	42
Delta College Federation of Teach- ers No. 1486	36	Petaluma Federation of Teachers No. 1881	83
San Mateo Community College Teachers No. 1493	123	Folsom-Cordova Federation of Teachers No. 1891	76
Teachers (Fremont) No. 1494	107	Humboldt County Federation of Teachers No. 1898	15
American Federation of Teachers College Guild (L.A.) No. 1521	95	Diablo Valley Federation of Teach- ers No. 1902	176
Alameda Federation of Teachers No. 1528	117	Gilroy Federation of Teachers No. 1921	67
State Center Federation of Teachers No. 1533	44	Hart Federation of Teachers No. 1922	13
Peralta Federation of Teachers No. 1603	175	Greater Grossmont Federation of Teachers No. 1930	160
Burbank Federation of Teachers No. 1608	58	San Diego Community College Guild No. 1931	104
College of Marin Federation of Teachers No. 1610	54	Sweetwater Federation of Teachers No. 1932	120
Stanislaus Federation of Teachers No. 1626	80	San Diequito Federation of Teachers No. 1933	39
New Haven Federation of Teachers (Union City) No. 1657	41	Grossmont College Federation of Teachers No. 1934	100
Foothill College Federation of Teachers No. 1676	65	Pajaro Valley Federation of Teach- ers No. 1936	8
East Bay Skills Center Teachers No. 1688	28		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Mountain View-Los Altos Teachers No. 1937	28	Fowler Federation of Teachers No. 2194	17
West San Bernardino Federation of Teachers No. 1952	60	Selma Unified Federation of Teach- ers No. 2197	16
West Valley Federation of Teachers No. 1953	47	Faculty Union (Santa Cruz) No. 2199	32
University of California No. 1966	25	Delano Federation of Teachers No. 2203	13
Anaheim Federation of Teachers No. 1967	92	Torrance Federation of Teachers No. 2206	71
Los Alamitos Federation of Teach- ers No. 1972	28	Carpinteria Federation of Teachers No. 2216	11
Ventura Federation of Teachers No. 1981	48	Kern Federation of Teachers No. 2217	34
Tamapais Federation of Teachers No. 1985	116	Kings Canyon Unified School Dis- trict No. 2218	19
Novato Federation of Teachers No. 1986	157	Galt Federation of Teachers No. 2219	11
Los Angeles Faculty Union U.C.L.A. No. 1990	46	Corcoran Unified Federation of Teachers No. 2220	45
Pittsburg-Antioch Federation of Teachers No. 2001	56	University of California at Irvine No. 2226	75
Morgan Hill Federation of Teachers No. 2022	33	Tulare Federation of Teachers No. 2227	12
University of California at Davis No. 2023	73	San Francisco Archdiocesan Fed- eration of Teachers No. 2240	19
Inglewood Federation of Teachers No. 2024	46	Coachella Valley Federation of Teachers No. 2247	33
Ukiah Federation of Teachers No. 2025	33	South Bay Federation of Teachers No. 2261	48
Santa Rosa Federation of Teachers No. 2029	27	Placer Teachers Union No. 2267	17
Greater Santa Cruz Federation of Teachers No. 2030	71	Cutler-Orosi Federation of Teachers No. 2269	11
San Diego Faculty Union No. 2034	22	Los Rios Federation of Teachers No. 2279	97
Acalanes District Union of Teachers No. 2037	20	Fullerton Federation of Teachers No. 2291	124
San Ramon Federation of Teachers No. 2052	65	Huntington Beach Federation of Teachers No. 2292	2
Santa Paula Federation of Teachers No. 2071	62	Placentia Federation of Teachers No. 2293	2
Red Bluff Federation of Teachers No. 2078	16	Teachers Union of Fontana No. 2294	55
Chino Federation of Teachers No. 2086	92	South East Tulare County Federa- tion of Teachers No. 2301	45
San Jose Federation of Teachers No. 2102	86	Capistrano Unified Federation of Teachers No. 2312	49
Intermountain Federation of Teach- ers No. 2116	15	Yorba Linda Federation of Teachers Teachers No. 2313	23
Teachers Federation of Ojai No. 2119	29	Norwalk-La Mirada Federation of Teachers No. 2314	84
Community College Federation of Teachers No. 2121	287	ABC Federation of Teachers No. 2317	96
Milpitas Federation of Teachers No. 2140	76	Fallbrook Federation of Teachers No. 2331	8
University of California at Santa Barbara No. 2141	73	Tehachapi Federation of Teachers No. 2332	16
Travis Federation of Teachers No. 2182	3	St. Mary's College Teachers No. 2336	9
Orange Unified Federation of Teach- ers No. 2188	51	Gavilan College Federation of Teachers No. 2345	7

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Poway Federation of Teachers		Santa Clara Cnty. Fed. Pre-School	
No. 2357	32	Educators No. 3245	2
Sanger Federation of Teachers		Technical Engineers, Professional	
No. 2366	14	American Federation of Technical	
Walnut Federation of Teachers		Engineers No. 21	299
No. 2369	12	Telegraph Workers, United	
Palm Springs Federation of Teach-		United Telegraph Workers No. 34	455
ers No. 2374	18	United Telegraph Workers No. 208 ..	106
Sunnyvale Federation of Teachers		Textile Workers Union of America	
No. 2387	17	Textile Workers No. 99	312
Fremont-Cupertino Federation of		Textile Workers No. 915	273
Teachers No. 2390	37	Textile Workers No. 1291	187
Santa Clara Federation of Teachers		Theatrical Press Agents	
No. 2393	20	Theatrical Press Agents & Man-	
Rowland Federation of Teachers		agers No. 18032	66
No. 2406	38	Transit Union, Amalgamated	
Las Virgenes Federation of Teach-		Amalgamated Transit Union No. 192	958
ers No. 2410	2	Amalgamated Transit Union No. 256	204
Desert Sands Federation of Teach-		Street Carmen No. 265	126
ers No. 2411	3	Amalgamated Transit Union No. 276	64
Washington Federation of Teachers		Motor Coach Operators No. 1027	62
No. 2412	10	Bus Drivers No. 1222	208
Muroc Federation of Teachers		Amalgamated Transit Union	
No. 2422	10	No. 1225	1500
Turlock Federation of Teachers		Amalgamated Transit Union	
No. 2424	10	No. 1277	873
Irvine Federation of Teachers		Bus Drivers Amalgamated Transit	
No. 2428	14	Union No. 1309	536
KCCFT Bakersfield No. 2429	15	Amalgamated Transit Union	
Ontario-Montclair Federation of		No. 1471	471
Teachers No. 2442	9	Amalgamated Transit Union	
Tranquility Federation of Teachers		No. 1555	76
No. 2443	8	Transport Workers Union of America	
Goleta Federation of Teachers		Transport Workers Union No. 250-A.	1437
No. 3146	21	Transport Workers Union No. 292	845
West Hills Community College		Air Transport Workers No. 502	383
Teachers No. 3148	4	Transport Workers No. 505	200
Lompoc Federation of Teachers		Transport Workers No. 518	35
No. 3151	24	Transportation Union, United	
Tustin Federation of Teachers		United Transportation Union No. 31	79
No. 3152	10	United Transportation Union No. 32	138
Chula Vista Federation of Teachers		United Transportation Union No. 47	107
No. 3157	33	United Transportation Union No. 99	62
Berryessa Federation of Teachers		United Transportation Union No. 100	64
No. 3164	6	United Transportation Union No. 239	271
Pacific Grove Federation of Teach-		United Transportation Union No. 240	310
ers No. 3166	2	United Transportation Union No. 492	228
Ocean View Federation of Teachers		United Transportation Union No. 694	209
No. 3174	3	United Transportation Union No. 710	50
Sonora Federation of Teachers		United Transportation Union No. 771	326
No. 3187	2	United Transportation Union No. 811	198
West Valley College Federation of		United Transportation Union No. 835	116
Teachers No. 3189	9	United Transportation Union No. 986	62
Southwestern College Federation of		United Transportation Union	
Teachers No. 3194	4	No. 1080	123
Ohlone College Federation of Teach-		United Transportation Union	
ers No. 3200	2	No. 1200	158
Palos Verdes Federation of Teach-		United Transportation Union	
ers No. 3208	10	No. 1201	244
Palmdale Federation of Teachers			
No. 3210	4		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
United Transportation Union		United Transportation Union	
No. 1207	57	No. 1798	74
United Transportation Union		United Transportation Union	
No. 1241	50	No. 1801	41
United Transportation Union		United Transportation Union	
No. 1252	141	No. 1804	86
United Transportation Union		United Transportation Union	
No. 1260	58	No. 1806	45
United Transportation Union		United Transportation Union	
No. 1262	40	No. 1808	44
United Transportation Union		United Transportation Union	
No. 1332	46	No. 1812	116
United Transportation Union		United Transportation Union	
No. 1336	213	No. 1813	54
United Transportation Union		United Transportation Union	
No. 1422	357	No. 1819	58
United Transportation Union		United Transportation Union	
No. 1469	267	No. 1827	35
United Transportation Union		United Transportation Union	
No. 1537	29	No. 1846	105
United Transportation Union		United Transportation Union	
No. 1544	202	No. 1915	176
United Transportation Union		Typographical Union, International	
No. 1556	104	Mailers No. 9	272
United Transportation Union		Mailers No. 18	419
No. 1561	129	Bay Area Typographical Union	
United Transportation Union		No. 21	2023
No. 1563	599	Central Valley Typographical Union	
United Transportation Union		No. 46	549
No. 1564	602	San Diego Mailers No. 75	47
United Transportation Union		Typographical (Fresno) No. 144	200
No. 1565	550	Typographical (L.A.) No. 174	1252
United Transportation Union		Typographical (Eureka) No. 207	57
No. 1570	201	San Diego Typographical No. 221	409
United Transportation Union		Typographical Union (Bakersfield)	
No. 1581	159	No. 439	150
United Transportation Union		Typographical (Tulare) No. 519	36
No. 1604	34	Typographical (Pl. Hill) No. 597	42
United Transportation Union		Typographical (Petaluma) No. 600	11
No. 1607	535	Monterey Bay Area Typographical	
United Transportation Union		No. 651	126
No. 1665	18	Typographical Union (Chico)	
United Transportation Union		No. 667	22
No. 1674	49	Typographical (Richmond) No. 738	60
United Transportation Union		Typographical Union (Glendale)	
No. 1694	68	No. 871	56
United Transportation Union		Typographical (Pacific Palisades)	
No. 1714	100	No. 875	17
United Transportation Union		Typographical Union (Whittier)	
No. 1730	66	No. 899	53
United Transportation Union		Ventura Typographical No. 909	76
No. 1732	134	Typographical Union (Lodi) No. 983	20
United Transportation Union		Typographical (Redding) No. 993	41
No. 1741	254	Upholsterers International Union	
United Transportation Union		Upholsterers No. 15	320
No. 1770	385	Upholsterers No. 28	200
United Transportation Union		Upholsterers No. 32	165
No. 1785	99	Furniture Union No. 500	200
United Transportation Union		Utility Workers Union of America	
No. 1795	120	Utility Workers No. 132	1041

OFFICERS' REPORTS

<u>International and Local</u>	<u>Per Capita Paid Membership</u>	<u>International and Local</u>	<u>Per Capita Paid Membership</u>
Utility Workers No. 160	51	Woodworkers of America, Int'l.	
Utility Workers No. 160-C	123	Woodworkers No. 3-64	601
Utility Workers No. 259	166	Woodworkers No. 3-269	259
Utility Workers No. 283	55		

New Affiliations and Reinstatements

6-1-72 through 5-31-74

<u>International and Local</u>	<u>Date</u>	<u>International and Local</u>	<u>Date</u>
Brick & Clay Workers of America, The United		Communications Workers No. 9595	6/26/73
United Metaltronics & Hospital Supply Employees No. 955	6/13/72	Coopers International Union of North America, AFL-CIO	
Carpenters & Joiners of America, United Brotherhood of		Coopers No. 65	2/19/74
Carpenters No. 701	3/ 4/74	Coopers No. 66	2/19/74
Carpenters No. 1648	4/29/74	Coopers No. 68	2/19/74
Carpenters No. 2308	5/22/74	Distillery, Rectifying, Wine & Allied Workers' International Union of America	
Lumber & Sawmill Workers No. 2749	4/24/74	Beet Sugar Workers No. 174	2/27/73
Lumber & Sawmill Workers No. 3170	2/ 5/74	Sugar Workers No. 181	9/11/73
Communications Workers of America		Electrical Workers, International Brotherhood of	
Public Employees Local No. 9300	3/ 6/73	Electrical Workers No. 482	1/ 8/74
Communications Workers No. 9404	9/18/72	Electrical Workers No. 800	8/ 1/73
Communications Workers No. 9405	12/14/72	Electrical Workers No. 1023	8/29/73
Communications Workers No. 9409	7/20/72	Fire Fighters, International Association of	
Communications Workers No. 9414	8/ 7/72	Fire Marshals No. S-9	4/23/73
Communications Workers No. 9424	6/13/72	Treasure Island Federal Fire Fighters No. F-159	9/26/72
Communications Workers No. 9435	1/11/73	Moffett Field Federal Fire Fighters No. F-162	9/26/72
Communications Workers No. 9477	6/13/72	Lawrence Radiation Laboratory Fire Fighters No. 1477	1/ 1/73
Communications Workers No. 9504	5/22/73	Santa Cruz City Fire Fighters No. 1716	1/31/73
Communications Workers No. 9511	11/ 2/72	Half Moon Bay Fire Fighters No. 1824	6/27/73
Communications Workers No. 9575	8/ 7/72	Pittsburg Fire Fighters No. 1993	9/26/72
Communications Workers No. 9577	9/ 5/73	Monterey Fire Fighters No. 2137	9/26/72
Communications Workers No. 9579	6/27/72	Chula Vista Fire Fighters No. 2180	2/12/73
Communications Workers No. 9583	2/10/74	Tahoe City Fire Fighters No. 2232	6/25/73
Communications Workers No. 9586	6/ 4/73	San Mateo Fire Fighters No. 2250	9/ 4/73
Communications Workers No. 9588	12/19/72	Avalon Fire Fighters No. 2295	3/20/74
		Yuba-Sutter Fire Fighters No. 2321	5/ 7/74
		Garment Workers Union, International Ladies'	

International and Local	Date	International and Local	Date
Office and Distribution Workers No. 214	4/30/74	Aeronautical Industrial Lodge No. 727-Q	2/20/73
Ladies Garment Workers No. 270	4/29/74	Aeronautical Industrial Lodge No. 1004	2/20/73
Ladies Garment Workers No. 271	4/29/74	Port Stockton Machinists Lodge No. 1549	12/14/72
Ladies Garment Workers No. 293	4/29/74	Precision Lodge No. 1600	2/27/73
Ladies Garment Workers No. 498	4/29/74	Aeronautical Industrial Lodge No. 1626	2/20/73
Glass Bottle Blowers Assn. of the U.S. and Canada		Aeronautical Industrial Lodge No. 1638	2/20/73
Glass Bottle Blowers No. 254	1/29/74	Roosevelt Base Local No. 1785	3/18/74
Hotel & Restaurant Employees' Bartenders' Int'l. Union		Pioneer Air Transport Local No. 1903	12/14/73
Culinary, Bartenders & Hotel Service Employees No. 470	2/ 5/74	Airtransport Lodge No. 1932	1/29/74
Hotel, Restaurant Employees & Bartenders No. 550	1/ 7/74	Pacific Astronautics Lodge No. 2217	11/13/73
Insurance Workers		Musicians, American Federation of	
International Union		Musicians Association of Monterey County No. 616	2/ 9/73
Insurance Workers No. 194	1/31/73	Office & Professional Employees, International Union	
Iron Workers, International		The Hypnotist's Union No. 472	7/ 3/73
Association of Bridge, Structural & Ornamental		Painters & Allied Trades of the United States & Canada	
Shopmen's Local Union No. 627	4/16/73	International Brotherhood of Painters No. 95	4/17/73
Laborers International Union		Plumbing & Pipe Fitting Industry Of the U.S. & Canada, United	
Of North America		Association of Journeymen & Apprentices of the	
Laborers Union No. 36	1/16/74	Plumbers & Steamfitters No. 62	4/10/73
Lathers, International Union of Wood, Wire & Metal		Plumbers-Fitters No. 114	5/ 2/73
Lathers No. 144	2/12/74	Plumbers & Pipefitters No. 230	5/15/73
Machinists & Aerospace Workers, International Association		Plumbers & Pipefitters No. 280	5/ 3/73
Machinists-Sutter Lodge No. 536	1/ 4/73	Plumbers No. 484	4/ 3/73
San Diego Naval Lodge No. 726	11/ 2/73	Printing & Graphic Communications Union, International	
Aeronautical Industrial Lodge No. 727-A	2/20/73	San Francisco Paper Handlers Union No. 24	2/27/73
Aeronautical Industrial Lodge No. 727-B	2/20/73	Printing Specialties & Paper Products No. 653	3/13/73
Aeronautical Industrial Lodge No. 727-C	2/20/73	Printing Specialties & Paper Products No. 656	5/29/73
Aeronautical Industrial Lodge No. 727-D	2/20/73	Printing Specialties & Paper Products No. 706	3/13/73
Aeronautical Industrial Lodge No. 727-E	2/20/73	Retail Clerks	
Aeronautical Industrial Lodge No. 727-F	2/20/73	International Association	
Aeronautical Industrial Lodge No. 727-M	2/20/73	Retail Clerks Store Employees Union No. 197	3/21/73
Aeronautical Industrial Lodge No. 727-P	2/20/73		

<u>International and Local</u>	<u>Date</u>	<u>International and Local</u>	<u>Date</u>
Retail Clerks Union No. 1428	2/ 7/74	Travis Federation of Teachers No. 2182	4/22/74
Roofers, United Slate, Tile & Composition; Damp & Waterproof Workers Association Roofers No. 50	2/12/74	Federation of Associated Classifieds and Teachers No. 2189	5/10/74
Seafarers International Union of North America California Practical Nurses Association	9/18/72	Fowler Federation of Teachers No. 2194	6/27/72
Service Employees International Union Service Employees No. 102	3/29/73	Carpinteria Association of Federated Teachers No. 2216	1/29/74
San Diego-Imperial County Physicians Union No. 669	5/30/73	Galt Federation of Teachers No. 2219	11/ 2/72
Sheet Metal Workers International Association Sheet Metal Workers No. 108	4/22/74	University of California No. 2226	6/30/72
Sheet Metal Workers No. 497	3/ 6/73	Cutler-Orosi Unified Federation of Teachers No. 2269	11/ 2/72
State, County & Municipal Employees, American Federation of Nonacademic Employees Union No. 1423	6/26/73	Rio Hondo College Guild No. 2280	7/19/72
Hayward, Sonoma & San Jose State College Employees No. 2556	6/12/73	Fullerton Federation of Teachers No. 2291	7/28/72
Assn. of Psychiatric Social Workers, L. A. County No. 2712	4/ 9/74	Federated Teachers of Huntington Beach No. 2292	4/22/74
Teachers, American Federation of Monterey Federation of Teachers No. 457	10/30/73	Placentia Federation of Teachers No. 2293	4/22/74
Bassett Federation of Teachers No. 727	1/11/73	Teachers Union of Fontana No. 2294	7/19/72
Fresno Federation of Teachers No. 869	5/22/74	South East Tulare County Federation of Teachers (Porterville) No. 2301	2/22/73
Huntington Beach Federation of Teachers No. 1427	4/22/74	Capistrano Unified Federation of Teachers No. 2312	2/22/73
Covina Valley Local No. 1432	10/22/73	Yorba Linda Federation of Teachers No. 2313	7/19/72
Clovis Federation of Teachers No. 1463	2/27/73	Norwalk-La Mirada No. 2314	9/ 5/72
State Center Federation of Teachers No. 1533	4/22/74	ABC Federation of Teachers No. 2317	9/ 5/72
San Lorenzo Federation of Teachers No. 1713	4/16/74	Fallbrook Federation of Teachers No. 2331	4/ 8/73
San Jose Junior College Federated Teachers No. 1730	3/ 6/73	Tehachapi Federation of Teachers No. 2332	11/ 2/72
Humboldt County Federation of Teachers No. 1898	8/ 6/73	St. Mary's College Teachers No. 2336	6/26/73
Pajaro Valley Federation of Teachers No. 1936	4/22/74	Gavilan College Federation of Teachers No. 2345	11/28/72
Morgan Hill Federation of Teachers No. 2022	9/ 5/72	Poway Federation of Teachers No. 2357	5/29/73
		Sanger Federation of Teachers 2366	3/ 8/73
		Walnut Federation of Teachers No. 2369	4/ 3/73
		Palm Springs Federation of Teachers No. 2374	1/17/73
		Sunnyvale Federation of Teachers No. 2387	1/11/73
		Fremont-Cupertino Federation of Teachers No. 2390	3/ 1/73
		Santa Clara Federation of Teachers No. 2393	3/21/73

International and Local	Date	International and Local	Date
Rowland Federation of Teachers No. 2406	3/21/73	Councils	
Las Virgenes Federation of Teachers No. 2410	4/22/74	C. W. A. Coastal Valley Council	8/10/73
Desert Sands Federation of Teachers No. 2411	4/ 9/74	American Postal Workers Union	1/16/74
Washington Federation of Teachers No. 2412	4/ 5/73	Building & Construction Trades Councils	
Muroc Federation of Teachers No. 2422	6/26/73	Fresno, Madera, King & Tulare Counties	1/31/73
Turlock Federation of Teachers No. 2424	6/ 4/73	District Councils	
Federation of Irvine Teachers No. 2428	6/26/73	Southern California District Council International Ladies' Garment Workers	4/29/74
KCCFT (Kern County) Bakersfield College No. 2429	6/ 5/73	Machinists Automotive Trades District Lodge of Northern California No. 190	2/ 7/74
Federation of Ontario-Montclair Teachers No. 2442	11/13/73	Aeronautical Industrial District Lodge No. 727	2/20/73
Tranquillity Federation of Teachers No. 2443	6/26/73	Joint Boards	
Goleta Federation of Teachers No. 3146	10/ 2/73	Los Angeles Joint Board International Ladies Garment Workers	4/29/74
West Hills Community College Federation of Teachers (Coalinga) No. 3148	9/ 6/73	San Francisco Joint Board International Ladies' Garment Workers	4/30/74
Lompoc Federation of of Teachers No. 3151	1/10/74		
Tustin Federation of Teachers No. 3152	4/16/74	Withdrawals	
Chula Vista Federation of Teachers No. 3157	11/28/73	6-1-72 through 5-31-74	
Berryessa Federation of Teachers No. 3164	10/24/73	Brewery Workers Directly Affiliated With AFL-CIO	
Pacific Grove Federation of Teachers No. 3166	4/22/74	Brewers & Maltsters No. 7	12/ 1/73
Ocean View Federation of Teachers No. 3174	1/ 8/74	Brick & Clay Workers of America, The United	
Sonora Federation of Teachers No. 3187	1/28/74	Brick & Clay Workers No. 793	4/ 1/74
West Valley College Federation of Teachers (Saratoga) No. 3189	1/29/74	Carpenters & Joiners of America, United Brotherhood of	
Southwestern College Federation of Teachers No. 3194	4/1/74	Carpenters No. 1376	11/17/72
Ohlone College Federation of Teachers No. 3200	2/20/74	Engineers, International Union Of Operating	
Palos Verdes Federation of Teachers No. 3208	2/20/74	Operating Engineers No. 732	6/30/73
Palmdale Federation of Teachers No. 3210	5/13/74	Fire Fighters, International Association of	
Santa Clara County Federation of Pre-School Educators No. 3245	5/ 6/74	Lemoore Fire Fighters No. F-102	1/ 1/73
Transit Union, Amalgamated Amalgamated Transit Union No. 1555	1/16/74	Imperial Valley Fire Fighters No. F-156	12/ 1/72
		Moffett Field Federal Fire Fighters No. F-162	1/ 1/73
		Vista Fire Fighters No. 1429	11/ 1/73
		Paradise Fire Fighters No. 1829	9/ 1/73
		Redding Fire Fighters No. 1934	3/ 1/73
		Campbell Fire Fighters No. 1939	1/ 1/73
		Shasta County Fire Fighters No. 1995	4/ 1/73

**International
and
Local****Date**

Monterey Fire Fighters No. 2137	1/ 1/73
Musicians, American Federation of	
Marysville Musicians Protective Assn. No. 158	1/31/73
Santa Rosa Fed. of Musicians No. 292	9/ 1/72
Oil, Chemical & Atomic Workers Int'l. Union	
Ventura Local No. 1-120	5/ 1/73
State, County & Municipal Employees, American Federation	
Santa Monica Municipal Employees No. 423	9/18/72
Steelworkers of America, United	
Steelworkers Union No. 2869	3/ 1/73
Teachers, American Federation of	
Diablo Valley College Federation of Teachers No. 1726	3/ 1/74
San Diego Research & Teaching Assts. No. 2241	3/27/73
Utility Workers Union of America	
Utility Workers No. 246	1/31/73
Councils	
Western Conference of Specialty Unions	3/ 6/73

Suspensions

6-1-72 through 5-31-74

Asbestos Workers International Assn. of Heat and Frost Insulators	
Asbestos Workers No. 70	5/21/73
Barbers, Hairdressers & Cosmetologists' Int'l Union Of America, the Journeymen	
Barbers No. 312	10/ 1/73
Clothing Workers of America, Amalgamated	
Clothing Workers No. 55-D	9/ 1/73
Clothing Workers No. 81	9/ 1/73
Amalgamated Clothing Workers No. 107	9/ 1/73
Cleaners, Dyers, Pressers & Allied Trades No. 268	9/ 1/73
Clothing Workers No. 278	9/ 1/73
Clothing Workers No. 288	9/ 1/73
Clothing Workers No. 408	9/ 1/73
Communications Workers Of America	
Public Employees No. 9300	9/ 1/73
Communications Workers No. 9595	5/28/74

**International
and
Local****Date**

Electrical Workers, International Brotherhood of	
Electrical Workers No. 100	4/23/73
Fire Fighters, International Association of	
Los Altos Fire Fighters No. 1167	7/12/72
Benicia Fire Fighters No. 1610	7/12/72
Hayward Fire Fighters No. 1909	7/12/72
Laborers International Union of North America	
Public Employees No. 1110	11/ 1/73
Gardeners, Florists & Nurserymen No. 1206	10/ 1/73
Musicians, American Federation of	
Musicians Protective Union No. 346	9/26/72
Postal Workers Union, American	
American Postal Workers No. 2	12/ 1/72
American Postal Workers Union (Sunnyvale) No. 1285....	11/ 1/72
Printing & Graphic Communications Union, Int'l.	
Printing Pressmen No. 429	5/21/73
Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees, Int'l. Brotherhood	
Railway & Airline Clerks No. 1304	2/27/74
Roofers, United Slate, Tile & Composition, Damp & Waterproof Workers Association	
Roofers No. 50	7/12/72
Roofers No. 72	3/ 1/74
Rubber, Cork, Linoleum & Plastic Workers of America, United	
Rubber Workers No. 44	4/23/73
Rubber Workers No. 141	10/ 1/73
Rubber Workers No. 458	7/ 1/73
Rubber Workers No. 621	7/ 1/73
Rubber Workers No. 766	4/23/73
Seafarers International Union of North America	
Masters, Mates & Pilots No. 40	10/ 1/73
Service Employees International Union, AFL-CIO	
Building Service Employees No. 278	1/ 1/73

International and Local	Date	International and Local	Date
Sheet Metal Workers International Association Sheet Metal Workers No. 108	7/ 1/73	Sheet Metal Workers International Sheet Metal Workers No. 75	3/ 1/74
Steelworkers of America, United		State, County & Municipal Employees, American Federation of Los Angeles Park & Recreation No. 517	5/30/73
Steelworkers Union No. 6700	2/27/74	Weimar Employees Local No. 745	6/ 1/73
Steelworkers Union No. 6845	4/23/73	Steelworkers of America, United	
Steelworkers No. 7019	11/ 1/73	United Steelworkers No. 1684	8/ 2/73
Stove, Furnance & Allied Appliance Workers of North America		Teachers, American Federation of	
Stove Mounters No. 123-B	10/ 1/73	Teachers of Marin County No. 1077	2/27/74
Teachers, American Federation of		University-Employed Graduate Students No. 1570	4/23/73
Teachers of Marin County No. 1077	2/27/74	U.C.L.A. Teaching Assistants No. 1781	11/ 1/72
University-Employed Graduate Students No. 1570	4/23/73	San Mateo High School District No. 1914	4/ 1/74
U.C.L.A. Teaching Assistants No. 1781	11/ 1/72	North Sonoma County Federation of Teachers No. 1999	11/ 1/72
San Mateo High School District No. 1914	4/ 1/74	Alameda County Private School Teachers No. 2040	5/21/73
North Sonoma County Federation of Teachers No. 1999	11/ 1/72	Joint Boards	
Alameda County Private School Teachers No. 2040	5/21/73	Northern California Joint Board Amalgamated Clothing Workers	5/ 1/74
Joint Boards		Southern California Joint Board Amalgamated Clothing Workers	5/ 1/74
Northern California Joint Board Amalgamated Clothing Workers	5/ 1/74	Disbanded	
Southern California Joint Board Amalgamated Clothing Workers	5/ 1/74	6-1-72 through 5-31-74	
Asbestos Workers International Association of Heat & Frost Insulators & Asbestos Workers No. 29	7/ 1/73	Asbestos Workers International Association of Heat & Frost Insulators & Asbestos Workers No. 29	7/ 1/73
Barbers, Hairdressers & Cosmetologists International		Barbers, Hairdressers & Cosmetologists International	
Barbers No. 869	2/ 1/74	Barbers No. 869	2/ 1/74
Cement, Lime & Gypsum Workers International		Cement, Lime & Gypsum Workers International	
Cement, Lime & Gypsum Workers No. 148	5/ 1/74	Cement, Lime & Gypsum Workers International	
Ironworkers, International Association of Bridge, Structural, Ornamental; Riggers, Heavy Machinery Movers & Sheetors		Ironworkers, International Association of Bridge, Structural, Ornamental; Riggers, Heavy Machinery Movers & Sheetors	
Ornamental Ironworkers No. 792	5/ 1/73	Ornamental Ironworkers No. 792	5/ 1/73
International and Local	Date	International and Local	Date
Sheet Metal Workers International Sheet Metal Workers No. 75	3/ 1/74	Sheet Metal Workers International Sheet Metal Workers No. 75	3/ 1/74
State, County & Municipal Employees, American Federation of Los Angeles Park & Recreation No. 517	5/30/73	State, County & Municipal Employees, American Federation of Los Angeles Park & Recreation No. 517	5/30/73
Weimar Employees Local No. 745	6/ 1/73	Weimar Employees Local No. 745	6/ 1/73
Steelworkers of America, United United Steelworkers No. 1684	8/ 2/73	Steelworkers of America, United United Steelworkers No. 1684	8/ 2/73
Teachers, American Federation of Lone Pine Educators Guild No. 2183	8/31/73	Teachers, American Federation of Lone Pine Educators Guild No. 2183	8/31/73
Rio Hondo College Guild No. 2280	2/ 6/73	Rio Hondo College Guild No. 2280	2/ 6/73
Transport Workers Union of America		Transport Workers Union of America	
Transport Workers No. 3005	12/31/72	Transport Workers No. 3005	12/31/72
United Transportation Union		United Transportation Union	
United Transportation Union No. 1026	9/ 1/73	United Transportation Union No. 1026	9/ 1/73
United Transportation Union No. 1116	1/ 1/74	United Transportation Union No. 1116	1/ 1/74
United Transportation Union No. 1236	9/ 1/73	United Transportation Union No. 1236	9/ 1/73
United Transportation Union No. 1450	9/ 1/73	United Transportation Union No. 1450	9/ 1/73
United Transportation Union No. 1541	1/ 1/74	United Transportation Union No. 1541	1/ 1/74
United Transportation Union No. 1584	1/ 1/74	United Transportation Union No. 1584	1/ 1/74
United Transportation Union No. 1791	12/14/72	United Transportation Union No. 1791	12/14/72
United Transportation Union No. 1821	1/ 1/74	United Transportation Union No. 1821	1/ 1/74
United Transportation Union No. 1935	1/ 1/74	United Transportation Union No. 1935	1/ 1/74
District Councils		District Councils	
American Federation of State County & Municipal Employees No. 96	7/31/72	American Federation of State County & Municipal Employees No. 96	7/31/72
Mergers		Mergers	
6-1-72 through 5-31-74		6-1-72 through 5-31-74	
Bakers & Confectionery Workers International Union		Bakers & Confectionery Workers International Union	
Candy & Glace Fruit Workers No. 158		Candy & Glace Fruit Workers No. 158	
Merged with Bakers Union No. 125 N/A	7/ 1/73	Merged with Bakers Union No. 125 N/A	7/ 1/73

International and Local	Date	International and Local	Date
Barbers, Hairdressers & Cosmetologists' International Union of America, the Journeymen		Construction & General	
Barbers No. 749		Laborers No. 185	6/ 1/72
Merged with		Billboards Local No. 696	
Barbers No. 891	2/ 1/73	Merged with	
Carpenters & Joiners of America, United Brotherhood		Studio Utility Employees	
Lumber & Planing Mill		No. 724 N/A	8/14/72
Workers No. 3102		Cement Mill Workers No. 760	
Merged with		Merged with	
Millmen No. 262	11/ 1/73	Construction & Gen. Laborers, Cement No. 270	7/ 3/72
Communications Workers of America		Construction & General	
Communications Workers		Laborers No. 995	
No. 9579		Merged with	
Merged with		Laborers No. 1130	4/ 1/73
Communications Workers		Hod Carriers & Common	
No. 9586	11/ 1/72	Laborers No. 1060	
Graphic Arts International Union		Merged with	
Graphic Arts International		Hod Carriers & Common	
Union No. 117-B		Laborers No. 294	7/ 6/72
Merged with		Laundry & Dry Cleaning	
Graphic Arts International		International Union, AFL-CIO	
Union No. 63-B	9/ 1/73	Laundry Workers No. 2	
Hotel & Restaurant Employees & Bartenders' Int'l. Union		Merged with	
Waitresses Union No. 48		Laundry, Dry Cleaning,	
Merged with		Government & Industrial	
Dining Room Employees		Service No. 3	4/15/74
Union No. 9	1/ 1/74	Laundry Workers No. 7	
Bartenders No. 591		Merged with	
Merged with		Laundry, Dry Cleaning,	
Hotel, Restaurant, Cafeteria		Government & Industrial	
& Motel Employees Union		Service No. 3	4/15/74
No. 512	9/ 1/73	Cleaning & Dye House	
Waitresses & Cafeteria Workers		Workers No. 7-A	
No. 639		Merged with	
Merged with		Laundry, Dry Cleaning,	
Dining Room & Cafeteria		Government & Industrial	
Employees No. 8	1/ 1/74	Service No. 3	4/15/74
Laborers International Union of North America		Cleaning & Dye House Workers	
Hod Carriers, Bldg. & Common		No. 3009	
Laborers No. 272		Merged with	
Merged with		Laundry, Dry Cleaning,	
Laborers No. 297	7/ 7/72	Government & Industrial	
Hod Carriers & Common		Service No. 3	4/15/74
Laborers No. 690		Meat Cutters & Butcher	
Merged with		Workmen, Amalgamated	
Laborers No. 297	7/ 7/72	Amalgamated Meat Cutters &	
Construction & General		Butcher Wkmn. No. P-1138	
Laborers No. 302		Merged with	
Merged with		Meat Cutters No. 421	10/ 1/72
		Plasterers & Cement Masons, International	
		Operative Plasterers &	
		Cement Masons No. 381	
		Merged with	
		Plasterers & Cement Finishers	
		No. 66	8/24/72

International and Local	Date	International and Local	Date
Railway Carmen, International Brotherhood		United Transportation Union	
Railway Carmen No. 765		No. 1332	7/ 1/72
Merged with		United Transportation Union	
Railway Carmen		No. 1896	
No. 767 N/A	11/30/72	Merged with	
Service Employees International Union, AFL-CIO		United Transportation Union	
Classified School Employees		No. 1201	1/ 1/73
No. 562		United Transportation Union	
Merged with		No. 1933	
Service Employees, School		Merged with	
Employees Unit No. 110	6/ 1/73	United Transportation Union	
Sheet Metal Workers		No. 42 N/A	7/ 1/73
International		United Transportation Union	
Sheet Metal Workers No. 497		No. 1959	
Merged with		Merged with	
Sheet Metal Workers		United Transportation Union	
No. 104	10/15/73	No. 1846	7/ 1/73
State, County & Municipal Employees, American Federation		Typographical Union, International	
Santa Clara Municipal		Stockton Typographical Union	
Employees No. 107		No. 56	
Merged with		Merged with	
AFSCME-San Jose		Central Valley Typographical	
No. 101 N/A	9/19/72	Union No. 46	6/ 1/73
Telegraph Workers, United		San Jose Typographical Union	
United Telegraph Workers		No. 231	
No. 150		Merged with	
Merged with		Bay Area Typographical Union	
United Telegraph Workers		No. 21	8/28/72
No. 48 N/A	6/ 1/73	Palo Alto Typographical Union	
Transportation Union, United		No. 521	
United Transportation Union		Merged with	
No. 241		Bay Area Typographical	
Merged with		Union No. 21	8/28/72
United Transportation Union		Pasadena Typographical Union	
No. 47	1/ 1/73	No. 583	
United Transportation Union		Merged with	
No. 1115		Coast Valleys Typographical	
Merged with		Union No. 650 N/A	1/30/73
United Transportation Union		Modesto Typographical Union	
No. 99	1/ 1/73	No. 689	
United Transportation Union		Merged with	
No. 1120		Central Valley Typographical	
Merged with		Union 46	6/ 1/73
United Transportation Union		Councils	
No. 694	7/ 1/72	Allied Printing Trades Council	
United Transportation Union		East Bay Cities	
No. 1540		Merged with	
Merged with		Allied Printing Trades Council	
United Transportation Union		San Francisco Bay Area	1/14/74
No. 1201	1/ 1/73	San Jose Allied Printing Trades	
United Transportation Union		Council	
No. 1667		Merged with	
Merged with		Allied Printing Trades Council	
		San Francisco Bay Area	1/14/74
		Southern California	
		Typographical Conference	
		Merged with	

OFFICERS' REPORTS

**International
and
Local**

Date

California-Nevada
Typographical-Mailer
Conference 2/12/74

Exonerations

6-1-72 through 5-31-74

**Brick and Clay Workers of
America**

Brick and Clay Workers
No. 774 2/1/72-8/31/72

**Cement, Lime & Gypsum
Workers, International**
United Cement, Lime &
Gypsum Workers
No. 334 10/1-10/31/73

**Glass Bottle Blowers
Association**

Glass Bottle Blowers
No. 19 4/1-4/30/74

Glass Bottle Blowers
No. 137 4/1-5/31/74

Glass Bottle Blowers
No. 267 4/1-5/31/74

Newspaper Guild

Newspaper Guild
No. 69 6/1/72-5/31/74

**Oil, Chemical & Atomic
Workers**

Oil, Chemical & Atomic
Workers No. 128 7/8/9/10/73

**International
and
Local**

Date

**Pottery & Allied Workers
International**

Operative Potters
No. 218 9/10/73

Retail Clerks International
Retail Department Store
Employees

No. 1100 1/1-4/30/74

Retail Clerks Union
No. 1364 6/1/72-5/31/74

**Rubber, Cork, Linoleum &
Plastic Workers
International**

Rubber Workers
No. 639 6/1-6/30/72

**State, County & Municipal
Employees, American
Federation**

University of California
Employees

No. 371 4/1-6/30/72

Clerical, Technical &
Professional Employees,
University of California

No. 1695 5/1-7/31/72

**Typographical Union
International**

Typographical
No. 174 6/1/72-5/31/74

SUMMARY OF MEMBERSHIP

June 1, 1972 to May 31, 1974

Labor Unions	6/1/72	1368
Labor Councils	6/1/72	148
TOTAL		1516
Labor Unions Newly Affiliated to 5/31/74		164
Labor Councils		7
TOTAL		1687

MERGERS, SUSPENSIONS, WITHDRAWALS, ETC.

June 1, 1972 to May 31, 1974

Mergers

Labor Unions 39
Councils 3

Suspensions

Labor Unions 42
Councils 2

Withdrawals

Labor Unions 21
Councils 1

Disbanded

Labor Unions 20
Councils 1

TOTAL UNIONS 122

TOTAL COUNCILS 7

TOTAL 129

Labor Unions 5/31/74 1429

Labor Councils 5/31/74 151

TOTAL UNIONS AND COUNCILS 1580

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
995 Market Street
San Francisco, California

We have examined the statement of cash receipts and disbursements of the California Labor Federation, AFL-CIO for the two-year period ended June 30, 1974, and the statement of cash balances as of June 30, 1974. 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.

In our opinion, the accompanying statements present fairly the cash receipts and disbursements of the California Labor Federation, AFL-CIO for the two-year period ended June 30, 1974 and the cash balances as of June 30, 1974 classified on a basis consistent with that of the preceding period.

COOPERS & LYBRAND
Certified Public Accountants
San Francisco, California
July 24, 1974

CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
for the two-year period ended June 30, 1974

Cash receipts:

Per capita receipts and membership fees	\$1,427,817.35
Refund of pro rata expenses from California	
Labor Council on Political Education	19,200.00
Interest earned	22,789.00
Conference receipts:	
General	6,262.00
Legislative	14,594.13
Ballot proposition receipts	31,535.00
Scholarship reimbursement	30,000.00
Other receipts	12,427.80
Total cash receipts	1,564,625.28

Cash disbursements:

Executive salaries	\$188,622.78
Expenses and allowances:	
Executives	69,998.73
Geographical and At-Large vice presidents	35,808.90
General office salaries	394,085.86
Assistant to Secretary-Treasurer	28,853.72
Accounting	16,900.00
Automobile maintenance	7,100.73
Ballot proposition disbursements	74,765.56
Conferences:	
General	9,659.52
Labor education	9,454.74
Convention	86,910.00
Contributions	58,989.40
Furniture and fixtures	955.95
Insurance	40,786.98
Legislative	28,990.41
Legal	47,134.09
Library	4,848.61
Maintenance	9,863.20

OFFICERS' REPORTS

Newsletters	81,592.52
Office rents	89,360.20
Postage and mailing	25,110.00
Printing	32,897.04
Retirement plan contributions	50,945.36
Scholarships	30,666.00
Services	24,198.77
Stationery and supplies	22,442.87
Taxes	31,358.35
Telephone and telegraph	50,304.20
General expenses	18,609.00
Total cash disbursements	1,571,213.49
Excess of cash disbursements over cash receipts	6,588.21
Cash, July 1, 1972	369,561.34
Cash, June 30, 1974	\$ 362,973.13

CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH BALANCES
June 30, 1974

Office cash fund	\$ 300.00
Deposits	1,130.00
Bank of America:	
Commercial	97,014.26
Savings (restricted \$8,656.26)	103,295.78
Time certificate of deposit	50,000.00
The Hibernia Bank:	
Savings	43,621.71
Time certificate of deposit	26,128.05
Crocker Bank—savings	27,359.74
United California Bank—savings	14,123.59
	<u>\$362,973.13</u>

Note: A blanket position surety bond in the amount of \$50,000 was in effect during the two years ended June 30, 1974.

ROLL OF DELEGATES

**This comprises the completed roll of delegates to the
1974 Convention of the California Labor Federation, AFL-CIO**

- Actors and Artistes of America, Associated**
Actors Equity Association (325)
 Edward Weston, 163
 Bern Hoffman, 162
A.F.T.R.A. (1500)
 Claude L. McCue, 1500
American Guild of Musical Artists (729)
 Francis Barnes, 365
 Thomas S. Clarke, 364
Screen Actors Guild (4791)
 Dennis Weaver, 480
 Kathleen Nolan, 479
 Joe Flynn, 479
 Kathleen Freeman, 479
 Elizabeth Allen, 479
 Gilbert Perkins, 479
 Leon Ames, 479
 Walter Pidgeon, 479
 Chester L. Midgen, 479
 Ken Orsatti, 479
Screen Extras Guild, Inc. (3000)
 Curtis J. Hyans, 500
 Murray Pollack, 500
 H. O'Neil Shanks, 500
 Miles Shepard, 500
 Barbara Smith, 500
 Norman Stevens, 500
- Asbestos Workers, International Association of Heat and Frost Insulators and**
Asbestos Workers No. 16 (284)
 Eddie H. Story, 284
Barbers, Hairdressers and Cosmetologists Int'l Union of America, The Journeymen
Barbers No. 256 (161)
 Alvin Holt, 161
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l Brotherhood of
Boilermakers No. 6 (600)
 G. P. Campbell, 300
 D. L. Meehan, 300
Boilermakers No. 10 (400)
 C. W. Huddleston, 400
Boilermakers No. 513 (433)
 Manuel Dias, 217
 Ernest M. King, 216
Brick and Clay Workers of America, The United
Brick and Clay Workers
 No. 820 (131)
 Roy L. Brown, 66
 Antonio Sanchez, 65
United Metaltronic and Hospital Supply Empls. No. 955 (796)
 Joseph D. Shoats, 266
 Carolyn Berlanga, 265
 Faye H. Miley, 265
Broadcast Employees and Technicians Natl. Assn. of
NABET No. 53 (904)
 Al Gordon 904
Carpenters and Joiners of America, United Brotherhood of
Box Makers No. 3088 (561)
 William H. Long, 561
Cabinet Makers and Millmen
 No. 721 (2565)
 Joseph Pinto, 642
 James Flores, 641
 Richard Garrison, 641
 Paul Frank Gurule, 641
Carpenters No. 483 (1043)
 Russell Pool, 522
 Raymond Scheffel, 521
Carpenters No. 586 (1200)
 M. B. Bryant, 400
 J. B. Furniss, 400
 W. J. Kracher, 400
Carpenters No. 769 (684)
 Oscar Osborn, 342
 William D. Kelley, 342
Carpenters No. 844 (1550)
 W. D. Mitchell, 388
 Joe Whiteside, 388
 Arthur Hovious, 387
 F. McDaniel, 387
Carpenters No. 925 (520)
 Derrel Ross, 260
 Russell Jeska, 260
Carpenters No. 1296 (1468)
 Lawrence Daniel, 367
 Luis P. Adams, 367
 King Taylor, 367
 Virgil Reno, 367
Carpenters No. 1358 (282)
 Wayne A. Perry, 141
 Charles Evans, 141
Carpenters No. 1400 (1036)
 John M. Harry, 259
 Richard T. Norwillo, 259
 David Wertz, 259
 Geo. Zurow, 259
Carpenters No. 1478 (800)
 Clifford G. Bone, 267
 Benjamin W. Entwistle, 267
 Maurice R. Quinn, 266
Carpenters No. 1490 (632)
 Paul S. Cecil, 211
 Francis Sorce, 211
 Dallas Roose, 210
Carpenters No. 1571 (755)
 Floyd E. Cain, 755
Carpenters No. 1976 (468)
 Nathan Fleisher, 468
Carpenters No. 2046 (2530)
 Louis Menacho, 844
 Marvin J. Terrell, 843
 Anthony Viola, Jr., 843
Carpenters No. 9586 (384)
 Larry J. Beall, 384
Carpenters and Joiners No. 36 (1575)
 Gunnar B. Benonys, 788
 Margarito Leon, 787
Carpenters and Joiners No. 162 (944)
 Earl W. Honerlah, 315
 Sam J. Shannon, 315
 Fred Hagen, 315
Carpenters and Joiners No. 316 (2464)
 Artemio Flores, 616
 Dennis Pearsall, 616
 James H. Morris, 616
 Rudy Valente, 616
Carpenters and Joiners
 No. 642 (963)
 Charles R. Parkhurst, 963
Carpenters and Joiners
 No. 668 (775)
 James E. Powers, 388
 Ervin B. Schultz, 387
Carpenters and Joiners No. 771 (280)
 Herman M. Cornell, 280
Carpenters and Joiners
 No. 1280 (1424)
 Cal Boice, 356
 Tom Crawford, 356
 Jerry Hoopes, 356
 Gunther F. C. Just, 356
Carpenters and Joiners
 No. 1323 (450)
 Russel S. Hansen, 225
 Leo E. Thiltgen, 225
Carpenters and Joiners No. 1507 (1333)
 William Lang, 334
 Lester Hooper, 333
 Richard Parker, 333
 Wm. A. Bennett, 333
Carpenters and Joiners No. 1918 (1633)
 George J. Carr, 327
 Frank Schepis, 327
 Daniel Ramirez, 327
 George A. Papp, 326
 C. V. Reyes, 326
Lumber and Sawmill Workers
 No. 2907 (653)
 Lloyd J. Lea, 218
 Willie Taylor, 218
 James Brunello, Jr., 217
Millmen No. 1495 (675)
 Ronald E. Spurgeon, 675
Pile Drivers No. 34 (520)
 Allen J. Melton, 520
Plywood and Veneer Workers
 No. 2931 (266)
 Raymond K. Nelson, 133
 Noel E. Harris, 133
Communications Workers of America
Communications Workers No. 9410 (3432)
 G. T. Kirkpatrick, 1144
 Letha B. Lane, 1144
 Seymour Singer, 1144
Communications Wkrs.
 No. 9414 (191)
 Paul J. Terry, 191
Communications Workers
 No. 9415 (750)
 Alan Brose, 750
Communications Wkrs.
 No. 9419 (256)
 Paula J. Terry, 256
Communications Workers No. 9423 (1,000)
 Avelino E. Montes, 500
 LaRene M. Paul, 500
Communications Workers No. 9490 (1505)
 D. A. Archuleta, 1505
Communications Wkrs.
 No. 9503 (1014)
 Robert G. Stata, 254
 David G. Verdugo, 254
 June M. Cozzo, 253
 Ronald Richards, 253
Communications Wkrs.
 No. 9508 (381)
 George A. Turner, 191
 Joanne A. Nolen, 190
Communications Wkrs.
 No. 9509 (1299)
 Donald C. Banning, 433
 T. E. Monkres, 433
 Polly Hoss, 433
Communications Workers No. 9571 (1133)
 Gene W. Gibson, 567
 Raymond L. Cordova, 566
Communications Workers No. 9573 (606)
 Norman Rosenthal, 303
 George Turner, 303
Communications Workers No. 9575 (452)
 Jean Mason, 452

Communications Workers No. 9576 (487)

Josephine A. Gibson, 487

Communications Wkrs.

No. 9586 (384)

Larry J. Beall, 384

Communications Workers No. 9588 (750)

Norman Rosenthal, 750

Electrical Workers, Int'l Brotherhood of**Electrical Workers No. 6 (800)**

Franz E. Glen, 267

Willard H. Olson, 267

Henry M. Shonwald, 266

Electrical Workers No. 11 (2000)

E. Earl Higgins, 500

Howard M. Jones, 500

Theodore S. Rios, 500

Solomon Fingold, 500

Electrical Wkrs. No. 18 (550)

Walter L. Risse, 275

Edward R. Riley, 275

Electrical Wkrs. No. 180 (150)

Clarence A. Feigel, 150

Electrical Workers No. 302 (750)

S. R. McCann, 250

Robert Keena, 250

Steve Roberti, 250

Electrical Wkrs. No. 332 (898)

L. J. Pitchford, 300

E. T. Johnson, 299

B. R. Brown, 299

Electrical Workers No. 340 (250)

E. G. Christenson, 125

John A. Jenkins, 125

Electrical Wkrs. No. 441 (924)

Walter D. Johnson, 308

Marvin R. Markham, 308

Z. L. Huggins, 308

Electrical Workers No. 442 (161)

Walter L. Hurlburt, 161

Electrical Workers No. 465 (527)

Richard C. Robbins, 264

W. J. Bois, 263

Electrical Wkrs. No. 569 (1606)

Howard J. Volz, 536

Paul Blackwood, 535

Frank R. Underhill, 535

Electrical Workers No. 595 (1240)

Thomas J. Sweeney, 1240

Electrical Workers No. 617 (700)

James E. Cecil, 700

Electrical Wkrs. No. 1245 (12,000)

L. L. Mitchell, 1500

E. M. Horn, 1500

Dale Turman, 1500

Guy E. Marley, 1500

James W. Gray, 1500

Richard D. Robuck, 1500

Manuel A. Mederos, 1500

Darrel L. Mitchell, 1500

Electrical Workers No. 1710 (580)

Mike M. Morales, 290

Henry Gomez, 290

Electrical Utility Workers No. 47 (500)

A. J. Coughlin, 250

Edward J. Walsh, 250

Studio Electricians, Sound

Technicians and Air

Conditioning Engineers

No. 40 (200)

Pat Burns, 200

Elevator Constructors, Int'l Union of**Elevator Constructors No. 8 (143)**

Hector E. Rueda, 143

Elevator Constructors

No. 18 (168)

Donald Pyne, 84

William Barber, 84

Engineers, Int'l Union of Operating**Operating Engineers No. 3 (12,000)**

Dale Marr, 1200

Harold Huston, 1200

Robert Mayfield, 1200

D. R. Kinchloe, 1200

James R. Ivy, 1200

Ray Cooper, 1200

Ken Green, 1200

Dick Bell, 1200

Mike Kraynick, 1200

Walter Talbot, 1200

Operating Engrs. No. 12 (18,750)

Joseph H. Seymour, 1875

William Waggoner, 1875

Harold Edwards, 1875

Warren Ramsey, 1875

Vern Gullledge, 1875

Andy Groshans, 1875

Ernie Heinrichs, 1875

Bob Zahm, 1875

William Jereczek, 1875

James Bossard, 1875

Operating-Stat'y Engineers No. 39 (1500)

Bernard Speckman, 375

Bruce Donaldson, 375

Robert Hydorn, 375

Art Viat, 375

Stat'y. Operating Engineers

No. 501 (1500)

R. H. Fox, Jr. 375

Edward B. Fox, 375

Joseph Wetzler, 375

Arthur Brown, 375

Farm Workers of America, United**United Farm Workers (17,208)**

David Burciaga, 1721

Scott Washburn, 1721

Vivian Drake, 1721

Fred Ross, Jr., 1721

Anna Puharich, 1721

Humberto Gomez, 1721

Marcellina Mendez, 1721

Jesus Solano, 1721

Matilde Reyes, 1720

Cynthia Bell, 1720

Fire Fighters, International Association of**Fire Fighters No. 112 (1967)**

William V. Wheatly, 1967

Fire Fighters, Chula Vista,

No. 2180 (38)

Terry Koepfer, 19

James Dyar, 19

Fire Fighters of Contra Costa

County (368)

Brian L. Hatch, 368

Fire Fighters, Los Angeles

County No. 1014 (1876)

Alfred K. Whitehead, 376

Herbert H. Schisler, 375

Everett B. Millican, 375

Rick Burke, 375

Gary Dennis, 375

Fire Fighters, Ontario, No. 1430 (66)

Brian L. Hatch, 66

Fire Fighters, Sacramento

No. 522 (682)

Brian Hatch, 682

Fire Fighters, San Diego No. 145 (666)

J. J. Hunter, 222

R. Stinson, 222

T. C. Boerner, 222

Fire Fighters, San Francisco

No. 798 (1614)

William A. Roberts, 1614

Fire Fighters, Stockton

No. 1229 (193)

Robert L. Renner, 193

Furniture Workers of America, United**Furniture Workers No. 262 (747)**

Fred Stefan, 249

Anthony Scardaci, 249

Rose Fera, 249

Garment Workers of America, United**Garment Cutters No. 45 (39)**

Joseph P. Iusi, 39

Garment Workers No. 125 (198)

Betty Feeney, 99

Regina Lucero, 99

United Garment Workers No. 131 (720)

Maria McFadden, 720

Garment Workers Union, International Ladies'**Cloakmakers No. 8 (560)**

Mattie Jackson, 560

Cloakmakers No. 58 (134)

Cornelius Wall, 134

Designers' Guild of Ladies'

Apparel No. 452 (20)

Max B. Wolf, 20

Dressmakers No. 101 (987)

Myrtle M. Banks, 987

Ladies Garment & Accessory

Workers No. 482 (827)

Cornelius Wall, 827

Ladies Garment Cutters No. 213 (121)

Mattie Jackson, 121

Ladies Garment Workers No. 55 (725)

Yvonne Frey, 725

Ladies Garment Workers No. 84 (152)

Cornelius Wall, 152

Ladies Garment Workers No. 96 (696)

Max B. Wolf, 696

Ladies Garment Workers No. 97 (96)

Indalecia Sarabia, 96

Ladies Garment Workers No. 270 (5)

Indalecia Sarabia, 5

Ladies Garment Workers No. 271 (2)

Indalecia Sarabia, 2

Ladies Garment Workers No. 293 (2)

Esthela Munoz, 2

Ladies Garment Workers No. 451 (95)

Esthela Munoz, 95

Ladies Garment Workers

No. 497 (47)

Esthela Munoz, 47

Ladies Garment Workers No. 498 (2)

Yvonne Frey, 2

Ladies Garment Workers No. 512 (187)

Max B. Wolf, 187

Office and Distribution Workers

No. 214 (2)

Mattie Jackson, 2

Glass Bottle Blowers' Assn. of the United States and Canada**Glass Bottle Blowers No. 17 (374)**

Myrtle West, 187

Ray Pimentel, 187

Glass Bottle Blowers No. 19 (344)

James Warren, 172

Gerald Brown, 172

Glass Bottle Blowers No. 29 (352)

Louis Konior, 176

Darrell L. Cochrane, 176

- Glass Bottle Blowers No. 34 (278) Cooks No. 228 (1478)
 Clifford Valenciana, 139 P. L. Sander, 739
 Wesley Bromberg, 139 Jack Faber, 739
- Glass Bottle Blowers No. 81 (393)
 Wanda Logan, 197
 Bill Hicks, 196
- Glass Bottle Blowers No. 82 (106)
 Gratalee Reese, 106
- Glass Bottle Blowers No. 85 (200)
 Jerry Houldson, 200
- Glass Bottle Blowers No. 114 (397)
 Cecelia Torena, 194
 Connie Cannon, 193
- Glass Bottle Blowers No. 141 (600)
 Joseph E. Vanpool, 600
- Glass Bottle Blowers No. 155 (403)
 Mildred Boeh, 202
 Roger F. Gunderson, 201
- Glass Bottle Blowers No. 192 (250)
 Bill Turner, 125
 Harry Gordon, 125
- Glass Bottle Blowers No. 224 (149)
 Bob Broomfield, 75
 Mike Torres, 74
- Graphic Arts Int'l Union**
 Graphic Arts No. 35-B (164)
 James R. Prewitt, 164
- Graphic Arts No. 40-B (67)
 Barbara J. Webber, 67
- Graphic Arts No. 63-B (602)
 George E. Smith, 301
 Gino C. Petrella, 301
- Hotel and Restaurant Employees' and Bartenders' Int'l Union**
 Bartenders No. 41 (2007)
 George Corey, 335
 Joseph Garcia, 335
 Howard Eggers, 335
 Edward Maloney, 334
 Wm. G. Walsh, 334
 Wm. T. Holloway, 334
- Bartenders No. 284 (1388)
 Clarence Bailey, 463
 Herman Leavitt, 463
 John D. Mareschal, 462
- Bartenders No. 577 (835)
 J. H. Morgan, 835
- Bartenders No. 686 (1111)
 George E. Polin, 556
 M. R. Callahan, 555
- Bartenders and Culinary Wkrs. No. 126 (1156)
 Ray Markt, 578
 Elsie Jensen, 578
- Bartenders and Culinary Wkrs. No. 340 (5400)
 T. A. Small, 1800
 John T. Collins, 1800
 Val Connolly, 1800
- Bartenders and Culinary Workers No. 595 (1978)
 James E. Calvarese, 989
 Walter Holler, 989
- Bartenders and Culinary Wkrs. No. 654 (381)
 Virginia Davis, 381
- Bartenders and Culinary Wkrs. No. 753 (568)
 Joyce W. Gibbs, 568
- Bartenders and Culinary Wkrs. No. 770 (1180)
 Loretta Riley, 1180
- Cooks No. 44 (3239)
 Joe Belardi, 540
 Agnes Barnhill, 540
 James Bracisco, 540
 Gene Gerardo, 540
 Leon Chan, 540
 C. T. McDonough, 539
- Cooks No. 468 (2500)
 Paul E. Greenwood, 1250
 August A. Garcia, 1250
- Culinary Alliance No. 681 (5255)
 James T. Stevens, 526
 David Schultz, 526
 C. R. Van Hooser, 526
 Frank Hernandez, 526
 Millard Hill, 526
 Ernest Geoffroy, 525
 Maurine Tribble, 525
 Lucille Chalfa, 525
 Dale Bradford, 525
 Helen Worley, 525
- Culinary Alliance and Bartenders No. 703 (987)
 Frank T. Zenich, 987
- Culinary Alliance and Hotel Service Employees No. 402 (2958)
 Joseph Tinch, 423
 Esther Ryan, 423
 M. C. Bray, 423
 Joseph LiMandri, 423
 Loretta Proctor, 423
 Agnes Wilmoth, 423
 Robert Baum, 423
- Culinary, Bartenders and Hotel Serv. Empls. No. 62 (1890)
 Leo Vuchinich, 378
 Ralph Flores, 378
 Keith Barhart, 378
 William Rubine, 378
 Geneva Mell, 378
- Culinary, Bartenders and Hotel Service Wkrs. No. 470 (270)
 Robert D. Lewis, 270
- Culinary Wkrs. and Bartenders No. 535 (1010)
 Eugene J. Scileppi, 1010
- Culinary Wkrs. and Bartenders No. 814 (5780)
 Alice C. Arwedson, 823
 Albert Castro, 823
 Lloyd D. Davis, 823
 Eric H. Davy, 823
 Ralph King, 823
 John W. Meritt, 823
 Marjorie I. O'Brien, 823
- Culinary Workers and Bartenders No. 823 (3122)
 Joseph Medeiros, 781
 John J. Gillick, 781
 Gary Marciel, 780
 Steve Martin, 780
- Dining Car Cooks and Waiters No. 456 (232)
 T. W. Anderson, 116
 Steven K. Martin, 116
- Dining Room and Cafeteria Empls. No. 8 (7629)
 Andrew "Scotty" Allen, 3815
 Ruth Compagnon, 3814
- Dining Room Empls. No. 9 (6420)
 Sangle Escove, 3210
 Flora Douglass, 3210
- Hotel and Club Service Wkrs. No. 283 (3206)
 Glenn Chaplin, 802
 Phyllis Foley, 802
 Thomas Lujan, 801
 Fred Arnold, 801
- Hotel, Motel Rest. Empls. and Bartenders No. 694 (2944)
 Robert Axelrod, 982
 Lawrence Linke, 981
 William R. Robertson, 981
- Hotel Rest and Bartenders No. 483 (2286)
 Robert S. Gamber, 2286
- Hotel, Restaurant, Cafeteria and Hod Empls. No. 512 (1538)
 Mary Olson Moran, 385
 Robert D. Gorey, 385
 Bernice Hoagland, 384
 Goldie Revell, 384
- Hotel, Rest. Empls. and Bartenders No. 220 (547)
 Wayne A. Brower, 274
 Irene Hindley, 273
- Miscellaneous Culinary Empls. No. 393 (907)
 Phillip D. Dulaney, 907
- Miscellaneous Empls. No. 110 (1933)
 Charles Gricus, 645
 Roger Cardenas, 644
 A. T. Gabriel, 644
- Miscellaneous Restaurant Empls. No. 440 (2420)
 Merlin (Jack) Woods, 1210
 Fred C. Felix, 1210
- Waiters and Bartenders No. 500 (888)
 Geo. Mericantante, 888
- Waiters and Waitresses No. 561 (943)
 Lilas Jones (943)
- Waiters, Waitresses, Serv. Crafts No. 31 (2495)
 Ray Lane, 416
 Charles Irvine, 416
 Georgia Rosen, 416
 Jody Kerrigan, 416
 Velda Baron, 416
 Maude Gustavson, 415
- Insurance Workers Int'l Union, AFL-CIO**
 Insurance Wkrs. No. 194 (83)
 Cleveland F. Stevenson, 83
- Iron Workers, Int'l Assn. of Bridge and Structural**
 Iron Wkrs. No. 627 (1802)
 K. R. Mallett, 901
 J. C. Massaro, 901
- Jewelry Workers Union, Int'l**
 Dental Techs. No. 99 (180)
 Leo E. Turner, 180
- Dental Technicians, Southern California No. 100 (112)
 Oscar R. Fuss, 112
- Watchmakers No. 101 (200)
 George F. Allen, 200
- Laborers' Int'l Union of North America**
 Construction and Gen. Laborers No. 185 (2500)
 Thomas S. Clarke, 834
 Hugh C. Cowan, 833
 Joseph Karan, 833
- Construction and General Laborers No. 261 (1991)
 George Evankovich, 996
 Daniel Flores, 995
- Construction and Gen. Laborers No. 270 (2589)
 Robert H. Medina, 1295
 Gregorio B. Aguilar, 1294
- Construction and Gen. Laborers No. 283 (232)
 William Shelton, 232
- Construction and Gen. Laborers No. 389 (926)
 John Infusino, 926
- Const. and General Laborers No. 591 (399)
 Nick V. Orsua, 399
- Construction Laborers No. 324 (2037)
 Mance Thomas, 408
 Roscoe O. Hunter, 408
 Melvin Scott, 407
 Joseph G. Heaps, 407
 Nathaniel Jackson, 407
- Hod Carriers No. 166 (436)
 L. Goree, 218
 A. Silva, 218
- Hod Carriers No. 234 (249)
 Robert Spottswood, 125
 Russell Barcelona, 124

- Hod Carriers No. 263 (125)
Audrain E. Weatherl, 125
- Hod Carriers No. 652 (1500)
Ysidro Ruvalcava, 375
Ray Mendoza, 375
Jose M. Lara, 375
Paul R. Guzman, 375
- Hod Carriers No. 1082 (968)
Louis Bravo, 484
Jimmy Montgomery, 484
- Hod Carriers and Com. Laborers
No. 73 (750)
W. J. Billingsly, 250
Archie Easter, 250
Archie Thomas, 250
- Hod Carriers and Com Laborers
No. 139 (644)
Al Deorsey, 644
- Hod Carriers and Com.
Laborers No. 181 (231)
A. J. Gruhn, 231
- Hod Carriers and Com. Laborers
No. 294 (1170)
Chester Mucker, 293
Jesse Bernard, 293
Oscar Lacy, 292
L. E. Underwood, 292
- Hod Carriers and Common
Laborers No. 439 (200)
Joseph Herbert, 100
Mason Warren, 100
- Hod Carriers and Com.
Laborers No. 585 (1208)
Bennie A. Arellano, 1208
- Hod Carriers and Com. Laborers
No. 1184 (729)
John L. Smith, 243
Charles Stockton, 243
Kenneth Bell, 243
- Hod Carriers and Gen. Laborers
No. 291 (625)
James Barrett, 625
- Hod Carriers and General
Laborers No. 326 (279)
William D. "Mitch" Clark, 140
George Conner, 139
- Hod Carriers and General
Laborers No. 371 (416)
Jessie O. Payne, 208
Norman L. Mercer, 208
- Hod Carriers and Laborers
No. 783 (911)
Jose F. Rivera, 304
Ray Wilson, 304
Ray Fisher, 303
- Hod Carriers and Laborers No.
805 (600)
Joe M. Leon, 600
- Industrial Iron and Metal
Processing Wkrs. No. 1088
(202)
C. D. Parker, 101
L. Thompson, 101
- Laborers No. 89 (3000)
E. Dene Armstrong, 500
Phillip Usquiano, 500
Solomon A. Johnson, 500
Joe Alcoser, 500
Holson Bennett, 500
Ray Stedry, 500
- Laborers No. 297 (329)
George E. Jenkins, 165
John F. Mattos, 164
- Laborers No. 300 (6697)
Manuel Renteria, 1675
Carlos Enriquez, 1674
Crawford Mobley, 1674
Ray Pasillas, 1674
- Laborers No. 439 (200)
Joseph Herbert, 200
- Laborers No. 507 (1800)
Ralph C. Conzelman, 600
James A. Knight, 600
Frank S. Fuentes, 600
- Shipyard and Marine Shop
Laborers No. 886 (541)
Gerald Trubow, 271
H. T. Lumsden, 270
- Shipyard Laborers No. 802
(1401)
William R. McClain, 1401
- Lathers, Int'l Union of
Wood, Wire and Metal
Lathers No. 88 (160)
William Ward, 160
- Laundry and Dry Cleaning
Int'l Union, AFL-CIO
Laundry and Dry Cleaning
Workers No. 52 (1000)
Richard C. Vasquez, 334
Jack Begler, 333
Ivan Blackman, 333
- Laundry Dry Cleaning, Govern-
ment and Industrial Service
No. 3 (2660)
Jesse Cooksey, 532
Russell R. Crowell, 532
Mike Fernandez, 532
Robert Lee Luster, 532
Sebastian Reyes, 532
- Leather Goods, Plastics and
Novelty Workers Union Int'l
Los Angeles Leather-Luggage
Wkrs. No. 213-L (500)
Max Roth, 250
Albert Shaw, 250
- Longshoremen's Association,
AFL-CIO, International
Masters, Mates and Pilots
Offshore Div. (1025)
Henry C. Walther, 1025
- Machinists and Aerospace
Workers, Int'l Assn. of
Air Transport Employees No.
1781 (2604)
Harry Heckman, 372
James Keating, 372
R. Jirka, 372
E. Heinrich, 372
F. Perkins, 372
R. Kirton, 372
G. Conenna, 372
- Automotive Machinists No. 1546
(6329)
M. F. Damas, 1055
Nick Antone, 1055
Manuel E. Francis, 1055
C. L. McMonagle, 1055
Claude Carnahan, 1055
W. P. Sweno, 1054
- Electronic-Plastic and Metal
Production Lodge No. 1518
(1000)
Robert Moffatt, 500
Jesse Baptista, 500
- Electronics No. 547 (179)
L. J. Cox, 179
- Machinists No. 68 (2088)
Stanley Jensen, 1044
Robert W. Barnes, 1044
- Machinists No. 284 (1916)
Edward J. Logue, 479
Michael Chavez, 479
Kenneth J. Gibbons, 479
Henry Hemphill, 479
- Machinists No. 504 (2003)
John DeCarli, 2003
- Machinists No. 562 (1933)
Dwight L. Reed, 1933
- Machinists No. 565 (861)
John Escamilla, 861
- Machinists No. 706 (315)
Louis W. Jackson, 158
F. A. Chavez, 157
- Machinists No. 824 (904)
Stanley Jensen, 904
- Machinists No. 1104 (168)
Floyd Melton, 168
- Machinists No. 1125 (1732)
Harry D. Heyenga, 347
Bruce Nameth, 347
Matt Willows, 346
Dale Gordon, 346
Ira Highley, 346
- Machinists No. 2193 (822)
Ernest Owens, 274
Patricia Harte, 274
C. J. Reich, 274
- Machinists and Aerospace
Wkrs. No. 311 (2303)
George Rusnak, 801
Edgar Kochakji, 801
S. G. Goodman, 801
- Machinists and Aerospace
Wkrs. No. 727-A (401)
Hal Shean, 201
Leon Mandel, 200
- Machinists and Aerospace
Wkrs., No. 727-B (568)
Robert A. Brown, 568
- Machinists and Aerospace
Wkrs. No. 727-C (524)
Joe De Woody, 524
- Machinists and Aerospace
Workers No. 727-D (598)
Stephen A. Glass, 598
- Machinists and Aerospace
Wkrs. No. 727-E (326)
Frank Zarembinski, 326
- Machinists and Aerospace
Wkrs. No. 727-F (157)
Ralph Baitau, 157
- Machinists and Aerospace
Workers No. 727-M (133)
George W. Rubinate, 133
- Machinists and Aerospace
Wkrs. No. 727-P (900)
Richard A. Jenkins, 900
- Machinists and Aerospace
Wkrs., No. 727-Q (574)
Clyde B. Isham, 574
- Machinists and Aerospace Work-
ers No. 1004 (185)
Howard L. Jones, 185
- Machinists and Aerospace
Wkrs. No. 1626 (126)
Donald R. Grinstead, 126
- Machinists and Aerospace
Wkrs. No. 1638 (80)
Edwin P. Smith, Jr. 80
- Machinists Sutter Lodge No.
536 (327)
William Hatch, 164
Frank Turk, 163
- Pioneer Air Transport
Machinists and Aerospace
Workers Lodge 1903 (104)
John Pina, 52
Joe Wright, 52
- Marine and Shipbuilding
Workers of America,
Industrial Union of
Marine and Shipbuilding Wkrs.
No. 9 (100)
Warren Greer, 50
Oscar Baker, 50
- Marine Engineers' Beneficial
Association, National
M.E.B.A. Pacific Coast
Dist. No. 1 (1000)
James Ross, 1000
- Meat Cutters and Butcher
Workmen of North America,
Amalgamated
Butchers No. 115 (4085)
Robert Harrison, 1362
Ralph Huber, 1362
Patrick H. Sullivan, 1361
- Butchers No. 120 (2343)
E. Allen Coe, 586
Everett Davis, 586
Don L. Finnie, 586
John W. Reid, 585
- Butchers No. 127 (1210)
Richard Lautermilch, 1210
- Butchers No. 193 (500)
Max Osslo, 500

Butchers No. 229 (1725)

Max J. Ossio, 345
Arthur Meyer, 345
Ronnie L. Wolfe, 345
Theo Kalterbronn, 345
Laura Mae Cook, 345

Butchers No. 498 (1823)
Roy Mack, 1823

Butchers No. 506 (2643)
Fred L. Feci, 881
Walter R. Howes, 881
Michael Valenti, 881

Butchers No. 508 (950)
Edwin J. Laboure, 950

Butchers No. 516 (750)
Carmel M. Lujan, 250
Jerry Shirlinian, 250
Gordon Brons, 250

Butchers No. 516, Unit 2 (75)
Jerry Wall, 75

Butchers No. 532 (817)
Sam A. Beasley, Jr., 817

Butchers No. 551 (3811)
John Cortez, 3811

Butchers No. 563 (3360)
Arthur Eaton, 840
David Santana, 840
Glen Weidenhamer, 840
James Houston, 840

Butchers and Meat Cutters No. 532 (817)

Sam A. Beasley, Jr., 409
Tom Epperson, 408

Meat Cutters No. 421 (2758)
Harold Benninger, 920
Michael C. Pia, 919
Robert Moeller, 919

Meat Cutters No. 439 (2500)
Arnold F. Hackman, 1250
Walter A. Karas, 1250

Meat Cutters No. 566 (800)
Charles J. Regis, 800

Meat Cutters No. 587 (800)
Patricia D. Weger, 800

Meat Cutters and Butchers No. P-78-A (1141)
Frank L. Menezes, 571
Irene Johnston, 570

Provision House Wkrs. No. 274 (4646)
Earlie Houston, 2323
Don C. Holeman, 2333

Metal Polishers, Buffers, Platers and Allied Workers

Metal Polishers No. 67 (65)
William Lassleyn, 33
Clarence Clingman, 32

Musicians, American Federation of

Musicians No. 6 (1500)
William J. Catalano, Sr., 750
Sam Stern, 750

Musicians, No. 12 (250)
Thomas P. Kenny, 250

Musicians No. 325 (185)
Vic Spies, 93
Marvin Howard, 92

Newspaper Guild, The Newspaper Guild No. 52 (1300)
Fred D. Fletcher, 1300

Newspaper Guild No. 69 (1430)
Darrell R. Glover, 358
James M. Wood, 358
Stephen J. Robertson, 357
George B. Laine, 357

Newspaper Guild, San Diego, No. 95 (661)
John C. Edgington, 661

Office and Professional Employees Int'l Union

Office and Professional Employees No. 3 (2237)
John F. Henning, 1119
John Sheridan, 1118

Office Empls. No. 29 (4900)

Alice Bartley, 800
Louis Celaya, 800
Catherine F. Groulx, 800
Lucella Hanberry, 800
Leah Newberry, 800
Edith Withington, 800

Office Employees No. 30 (1800)
Berneice Gordon, 360

Ed Hill, 360
Ruth Levy, 360
Cynthia McCaughan, 360
Gwen Newton, 360

Office Employees No. 139 (198)
Ophelia Necochea, 99

Office Employees No. 174 (760)
Anna Stone, 99
Max J. Krug, 760

Oil, Chemical and Atomic Workers Int'l Union

Oil, Chemical and Atomic Wkrs. No. 128 (4830)

W. F. Braughton, 805
John Schmidt, 805
George McCall, 805
Randy Compton, 805
Lon Davis, 805
Kenneth Lord, 805

Painters and Allied Trades of the United States and Canada, Int'l Brotherhood of

Auto, Marine and Specialty Painters No. 1176 (600)

Leslie K. Moore, 600

Carpet and Linoleum Layers No. 1235 (408)

Edward Howe, 408
Ben Cox, 219

Painters No. 254 (437)
Steve Spolar, 218

Painters No. 256 (469)
Marvin Watson, 235

Painters No. 507 (531)
George A. Yale, 234

Painters No. 507 (531)
Richard M. Geyer, 268
Glen Selph, 265

Painters No. 686 (1063)
Rollie H. Tackett, 1063

Painters No. 713 (377)
Leonard H. Small, 189
William L. Sword, 188

Painters No. 741 (150)
Anton Motquin, 150

Painters No. 1226 (21)
Dave Fishman, 21

Painters No. 1348 (464)
Dave Fishman, 232
Max Cherin, 232

Painters No. 1595 (500)
Jack Horwitz, 250

Painters No. 1595 (500)
Larry Lapp, 250

Paint Makers and Allied Trades No. 1975 (759)

Kenneth B. Reeves, 253

Robert Crosby, 253

Maurice N. Stuart, 253

Paperworkers Int'l Union, United

Paperworkers No. 307 (1250)
B. E. "Bill" Fulmer, 417

Warren L. Collins, 417
Charles Costner, 416

Plasterers' and Cement Masons' Int'l Ass'n of the United States and Canada, Operative

Cement Masons No. 594 (275)
Bruce Dillashaw, 275

Plasterers No. 489 (387)
A. H. Gallardo, 387

Plasterers and Cement Finishers No. 73 (256)

Con O'Shea, 128

David A. Kidd, 128

Plasterers and Cement Masons No. 429 (117)

C. Al Green, 117

Plumbing and Pipe Fitting Industry of the United States and Canada, United Ass'n of Journeymen and Apprentices of the

Plumbers & Fitters No. 114 (236)

Raymond L. Foreman, 118
Henry Grimm, 118

Plumbers and Gas Fitters No. 444 (903)

George A. Hess, 301
Gerald L. Stacy, 301
Hubert H. Ross, 301

Plumbers and Steamfitters No. 364 (600)

Melvin Jahnke, 600

Plumbers and Steamfitters No. 447 (300)

M. J. Rotz, 300

Plumbers and Steamfitters No. 460 (333)

Bob Carter, 333

Plumbers and Steamfitters No. 467 (458)

Thomas J. Hunter, 229
Peter Silacci, 229

Plumbers and Steamfitters No. 607 (145)

James R. Ryan, 73

Jack H. Dick, 72

Sprinkler Fitters No. 483 (283)

L. C. Farton, 283

Sprinkler Fitters, U. A. No. 709 (335)

Jack T. Lyons, 168
Lauren E. Dunning, 167

Steamfitters No. 342 (1218)

Doyle Williams, 306

Bobby Beeson, 306

George Machado, 304

Ernie Boyer, 304

Porters, Brotherhood of Sleeping Car

Sleeping Car Porters (300)
C. L. Dellums, 300

Printing and Graphic Communications Union, Int'l

Newspaper Pressmen No. 18 (540)

Clifford C. Noble, 270
John A. Sullivan, 270

Offset Wkrs., Printing Pressmen & Assistants No. 78 (550)

Margus Stathes, 275

Philip Vinc, 275

Printing Specialties & Paper Products No. 382 (752)

Lenore Frigaard, 251

Charles Sardari, 250

Edgar Monk, 250

Printing Specialties & Paper Products No. 388 (625)

Carmen Piantedosi, 318

Arthur Burnette, 312

Printing Specialties & Paper Products No. 677 (103)

Loran Winje, 103

Stereotypers No. 58 (168)

Robert White, 84

Shirley M. Harris, 84

Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Empls. Brotherhood of

Railway Clerks—Desert Lodge No. 1376 (133)

L. F. Snead, 67

C. D. Newell, 66

Retail Clerks, Int'l Ass'n

Retail Clerks No. 137 (950)
Mel Rubin, 950

Retail Clerks No. 324 (15,771)
Adam Zack, 7886

Jack Maurer, 7885

- Retail Clerks No. 373 (1660)**
Robert D. Jones, 1660
- Retail Clerks No. 588 (2500)**
Ralph D. Williams, 2500
- Retail Clerks No. 648 (4596)**
Eric C. Lyons, 1149
Joseph F. Greff, 1149
R. Hutchinson, 1149
L. Patrick O'Brien, 1149
- Retail Clerks No. 775 (2518)**
William E. Ratcliff, 2518
- Retail Clerks No. 870 (6885)**
Paul H. Crockett, 6885
- Retail Clerks No. 905 (2513)**
J. R. Haislip, 2513
- Retail Clerks No. 1288 (1500)**
William T. Greaff, 750
Robert O'Brien, 750
- Retail Clerks No. 1428 (829)**
Maurice Z. Cofer, 277
Ira Van Valkenburgh, 276
Larry D. Sooter, 276
- Retail Department Store Employees No. 1100 (5939)**
Herman L. Griffin, 1980
Betsy Blom, 1980
Pat Kelley, 1979
- Retail Store Employees No. 410 (1100)**
Robert H. Ross, 1100
- Retail Store Employees No. 428 (6839)**
Patricia F. Brady, 1140
Claude L. Fernandez, 1140
Edna McGhee, 1140
James P. McLoughlin, 1140
David M. Reiser, 1140
George C. Soares, 1139
- Rubber, Cork, Linoleum and Plastic Workers of America, United**
- Rubber Workers No. 100 (681)**
Frank Vargas, 227
Albert Hernandez, 227
Albert Escobedo, 227
- Rubber Workers No. 131 (923)**
Frank Vargas, 308
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Albert Escobedo, 307
- Rubber Workers No. 782 (143)**
Tony Rodriguez, 143
- Rubber Workers No. 817 (5)**
Al Ofredo, 5
- United Rubber Workers No. 708 (799)**
Tony Rodriguez, 799
- Seafarers Int'l Union of North America**
- Advertising and Public Relations (40)**
Carol G. Marcuse, 20
Robert G. Shannon, 20
- Inlandboatmen's Union of the Pacific (402)**
Clifford J. Seccombe, 402
- Inlandboatmen's Union of Pacific So. Cal. Region (264)**
Frank R. Gleeson, 132
B. D. Lehman, 132
- Marine Cooks and Stewards (5,000)**
Ed Turner, 556
Jerry Posner, 556
Don Rotan, 556
Joe Goren, 556
Tom Nugent, 556
Val Villalta, 555
Frank Gill, 555
Horace Hamilton, 555
Tom Turner, 555
- Marine Firemen (1,200)**
Henry Disley, 400
John H. Fick, 400
Richard Tanemura, 400
- Marine Staff Officers (200)**
James Seccombe, 200
- Military Sea Transport Union (670)**
Roy A. Mercer, 335
Raleigh G. Minix, 335
- Sailors Union of the Pacific (5,333)**
Morris Weisberger, 1334
Gordon Ellis, 1333
Jim Dimitratos, 1333
George Williamson, 1333
- Seafarers, Atlantic and Gulf District, San Francisco (825)**
Steve Troy, 275
Frank Drozak, 275
Joe Sacco, 275
- Seafarers, Atlantic and Gulf District, Wilmington (175)**
Michael Worley, 88
Frank Drozak, 87
- Seine and Line Fishermen (229)**
Ralph Spinello, 115
Michael Mattera, 114
- Sugar Workers No. 1 (1014)**
Frank Lettich, 254
A. L. Benavidez, 254
Frank Clerk, Jr., 253
D. O. Olinger, 253
- United Cannery Workers and Industrial Workers of the Pacific (4,000)**
Steve Edney, 800
Larry Parks, 800
Wadenia Arendain, 800
Francisco Hermosillo, 800
Elena Fernandez, 800
- United Indust. Workers of N.A., Pacific District (150)**
Steve Troy, 75
Frank Drozak, 75
- Service Employees Int'l Union, AFL-CIO**
- Building Service Employees No. 87 (2802)**
Herman Eimers, 1401
Rex Kennedy, 1401
- Hosp. and Instit. Wkrs. No. 327 (120)**
Clarence E. Purnell, 120
- Service Employees No. 77 (637)**
Julian Gutierrez, 637
- Service Employees No. 102 (1120)**
James A. Hawes, 374
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Jodi Kolasz, 373
- Sheet Metal Workers Int'l Ass'n**
- Sheet Metal Wkrs. No. 104 (451)**
Edward F. Kenny, 226
Thomas W. Dowrick, 225
- Sheet Metal Wkrs. No. 108 (1618)**
Clyde D. Ringwood, 405
Serapio G. Cardona, 405
George J. Masi, 404
George H. Ortega, 404
- Sheet Metal Wkrs. No. 216 (500)**
W. A. Thomas, 250
C. E. Hubbard, 250
- Sheet Metal Wkrs. No. 273 (246)**
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- Stage Employees and Moving Picture Machine Operators of the United States and Canada, Int'l Alliance of Theatrical Affiliated Property Craftsmen No. 44 (2000)**
Josef Bernay, 667
Leonard Cross, 667
Milton W. Olsen, 666
- Amusement Area Employees No. B-192 (91)**
Martin Sokup, 91
- Film Technicians No. 683 (2487)**
Donald P. Haggerty, 1244
Ernest L. Repola, 1243
- Make-up Artists No. 706 (320)**
Howard J. Smit, 320
- Motion Picture Costumers No. 705 (590)**
William K. Howard, 590
- M. P. Machine Operators No. 162 (150)**
Henry Meyer, 75
Edward Ponn, 75
- M. P. Machine Operators No. 253 (53)**
Leslie E. McMillin, 53
- M.P. Operators No. 169 (90)**
Wm. E. Rose, 90
- Motion Picture Photographers No. 659 (300)**
Gerald K. Smith, 150
Terry M. Burley, 150
- M.P. Projectionists No. 297 (120)**
Edward M. Kops, 60
J. B. Steckman, 60
- M.P. Projectionists No. 428 (19)**
Harold Ledbetter, 19
- Motion Picture Set Painters No. 729 (265)**
Ralph W. Peckham, 265
- Motion Picture Sound Technicians No. 695 (312)**
John L. Coffey, 312
- Motion Picture Studio Art Craftsmen No. 790 (34)**
Albert K. Erickson, 34
- M. P. Studio Cinetechnicians No. 789 (463)**
Jules J. Weisberg, 463
- M. P. Studio Projectionists No. 165 (231)**
Emmett L. Welch, Jr., 116
Max Lulla, 115
- Scenic Artists No. 816 (177)**
Marvin J. DeChellis, 177
- Script Supervisors No. 871 (102)**
George A. Rutter, 102
- Society of Motion Picture Art Directors No. 876 (154)**
Gene Allen, 154
- Stage Employees No. 33 (400)**
Frank Barnhart, 400
- Stage Employees No. 50 (39)**
Harry Finks, 39
- Stage Employees No. 122 (44)**
Alvin Eaton, 22
Lawrence Kane, 22
- Stage Employees No. 158 (19)**
Jay Woody, 19
- Theatre Empls. No. B-66 (50)**
Ronald Finks, 50
- Theatrical Empls. No. B-18 (190)**
Wm. P. Sutherland, 190
- Theatrical Stage Empls. No. 16 (98)**
Edward C. Powell, 98
- Theatrical Stage Empls. No. 107 (60)**
John F. Craig, 30
Daniel B. Feereira, 30
- Theatrical Stage Employees No. 134 (20)**
John A. Forde, 20
- Theatrical Stage Empls. No. 611 (39)**
Arthur E. Jackson, 39
- Theatrical Stage and Motion Picture Oprs. No. 409 (77)**
John A. Woodworth, 39
Ernest Winther, 38
- Theatrical Stage and M.P. Oper. No. 796 (25)**
Thomas G. Bracking, 25

- Theatrical Wardrobe Attendants**
No. 784 (39)
Wm. P. Sutherland, 39
- Theatrical Wardrobe Empls.**
No. 874 (7)
Harry Finks, 7
- State, County and Municipal Employees, Amer. Federation of California Labor Commissioners**
No. 975 (36)
Paul Hill, 18
Don Houston, 18
- County Employees of San Mateo**
No. 829 (1218)
Frank Gillis, 609
Donna Patterson, 609
- L.A. County Probation Officers**
No. 685 (1029)
Arthur Duguay, 1029
- Los Angeles Municipal Empls. No. 319 (17)**
Helen A. Scheetz, 17
- Pacific State Hosp. Empls.**
No. 1515 (191)
Oswaldo Marrujo, 191
- Patton State Hospital Empls. No. 123 (154)**
Helen W. Warnick, 77
Ted Martin, 77
- San Mateo Classified School Empl. No. 377 (357)**
Charles McCloskey, 357
- Staff Employees No. 1423 (29)**
Frank S. Porter, 29
- State, County and Municipal Employees No. 1569 (64)**
Frank Gillis, 64
- State, County and Municipal Employees No. 1577 (65)**
George Daniels, 33
Georgiana Karim, 32
- Torrance Municipal Employees No. 1117 (289)**
James H. Simmons, 289
- Steelworkers of America, United Steelworkers No. 1304 (839)**
Frank White, 839
- Steelworkers No. 1440 (1097)**
Anthony Cannata, 1097
- Steelworkers No. 3941 (36)**
Gertrude M. Stone, 36
- Stove, Furnace and Allied Appliance Workers of North America**
- Stove, Furnace and Allied Appliance Wkrs. No. 125-B (24)**
A. G. Mendoza, 12
Richard J. Bacher, 12
- Teachers, Amer. Federation of A.F.T. College Guild**
No. 1521 (95)
Charles Dirks, 48
Gerald Zunino, 47
- El Camino College Fed. of Instructors No. 1388 (45)**
Dr. Richard Schwarzman, 45
- San Diego Community College Guild No. 1931 (104)**
Larry Schwartz, 52
Bob Russell, 52
- San Diego Faculty No. 2034 (22)**
Fred Lonidier, 11
Bruce Johnson, 11
- Teachers No. 61 (1971)**
Sandra Mack, 1971
- Teachers No. 866 (308)**
Kathleen Maas, 154
Carol Liu-Klein, 154
- Teachers No. 1163 (91)**
Ken McDevitt, 91
- Teachers No. 1424 (471)**
Jerry Leddy, 236
Robert Sorteberg, 235
- Teachers No. 1481 (221)**
Joe McGrath, 111
Frank Pustay, 110
- Teachers, ABC Fed., No. 2317 (96)**
Harvey Hoyo, 48
Marie M. Ishida, 48
- Teachers, Alameda Federation, No. 1528 (117)**
Gretchen Mackler, 117
- Teachers, Berkeley Fed. No. 1078 (346)**
Jacki Fox Ruby, 173
Mary Spivey, 173
- Teachers, Carpinteria Fed. No. 2216 (11)**
Cheryl Hoffman, 6
Bob Segesman, 5
- Teachers, Chula Vista Federation No. 3157 (33)**
Frank Luzzaro, 17
Lori Kakos, 16
- Teachers, Compton Fed. No. 1413 (102)**
Jackie Goldberg, 102
- Teachers, Diablo Valley Federation No. 1902 (176)**
Anne Lipow, 88
Arthur Lipow, 88
- Teachers, East County Fed., No. 2001 (56)**
Mary Bergan, 28
Joe Zamora, 28
- Teachers, Escondido Federation, No. 1278 (60)**
Jeannette George, 30
Robert Emery, 30
- Teachers, Folsom-Cordova Federation, No. 1891 (76)**
Douglas Wilson, 76
- Teachers, Fullerton Fed. No. 2291 (124)**
Kay McConnell, 124
- Teachers, Greater Grossmont Federation No. 1930 (160)**
Ann L. Zelinski, 80
Roger Schuman, 80
- Teachers Grossmont College Federation No. 1934 (100)**
Stan W. Claussen, 50
Edward Daner, 50
- Teachers, Hayward No. 1423 (237)**
Gretchen Mackler, 237
- Teachers, Lompoc Federation No. 3151 (24)**
Patricia Allen, 24
- Teachers, Long Beach Fed. No. 1263 (150)**
Ben L. Lipson, 75
Tam E. Lipson, 75
- Teachers, Los Rios Federation No. 2279 (97)**
Patricia Allen, 97
- Teachers, Monterey Federation No. 457 (15)**
Miles Myers, 15
- Teachers, Newport-Mesa Fed. No. 1794 (139)**
Maya Decker, 70
Charles Canniff, 69
- Teachers, Oakland-Alameda County No. 771 (582)**
David Creque, 582
- Teachers, Orange Unified Federation No. 2188 (51)**
Joseph A. AuBuchon, Jr. 26
Thomas V. Platter, Jr. 25
- Teachers, Oxnard Federation No. 1273 (87)**
Charles G. Crosby, 44
Don R. Goetzinger, 43
- Teachers, Pasadena Fed. No. 1050 (149)**
Raoul Teilhet, 149
- Teachers, Placer No. 2267 (17)**
Thomas Romero, 17
- Teachers, Poway Federation No. 2357 (32)**
Estelle Ricketson, 16
Wanda Faust, 16
- Teachers, Riverside City College, No. 1814 (31)**
Sigrid Bekowies, 16
Mary Curtin, 15
- Teachers, Rowland Fed., No. 2406 (38)**
Jennie Nichols, 19
Ralph Nichols, 19
- Teachers, Sacramento Federation No. 31 (160)**
Thomas Romero, 160
- Teachers, Salinas Valley Federation No. 1020 (157)**
Miles Myers, 157
- Teachers, San Diego Fed. No. 370 (486)**
Stanley Bartnich, 243
Sharon Mendenhall, 243
- Teachers, San Jose Federation No. 957 (126)**
Mary Bergan, 126
- Teachers, San Mateo Comm. College No. 1493 (123)**
Ron Hansen, 123
- Teachers, Santa Barbara Fed. No. 1081 (189)**
Tom Martin, 189
- Teachers, Sequoia Fed. No. 1163 (91)**
Humberto Ricci, 46
Ken McDevitt, 45
- Teachers, Sweetwater Federation No. 1932 (120)**
R. Shubert, 60
W. Hulsey, 60
- Teachers, Turlock Federation No. 2424 (10)**
Miles Myers, 10
- Teachers, Ventura County Federation of College No. 1828 (81)**
Kokki Shindo, 41
Sue Patterson, 40
- United Professors of California (2945)**
Ellen Smith, 589
Jess Fleming, 589
Rolf Schulze, 589
Louise Kanter, 589
Art Bierman, 589
- University Federation of Librarians, AFT No. 1795 (28)**
Anne Lipow, 14
Charles H. Shain, 14
- Univ. of California No. 2226 (75)**
Francis Halpern, 75
- Telegraph Workers, United United Telegraph Wkrs. No. 34 (455)**
James W. Cross, 455
- Transit Union, Amalgamated Amalgamated Transit Union No. 1277 (873)**
Merlin Gerkin, 873
- Bus Drivers Amal. Transit Union No. 1309 (536)**
David H. Moore, 268
Walter D. Zimmerman, 268
- Transport Workers Union of America**
- Air Transport Wkrs. No. 502 (383)**
George Garland, 383
- Transportation Union, United United Transportation Union No. 32 (138)**
K. Levin, 138
- United Transportation Union No. 239 (271)**
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C. A. Leiper, 310

United Transportation Union
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W. S. Howell, 223

United Transportation Union
No. 694 (309)
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United Transportation Union
No. 771 (326)
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United Transportation Union
No. 811 (198)
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United Transportation Union
No. 1200 (158)
S. L. Buchanan, 158

United Transportation Union
No. 1201 (244)
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United Transportation Union
No. 1252 (141)
S. L. Buchanan, 141

United Transportation Union
No. 1332 (46)
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United Transportation Union
No. 1336 (213)
J. P. Jones, 213

United Transportation Union
No. 1422 (357)
J. J. Murray, 357

United Transportation Union
No. 1469 ((267)
C. A. Leiper, 267

United Transportation Union
No. 1544 (202)
J. P. Jones, 202

United Transportation Union
No. 1556 (104)
W. S. Howell, 104

United Transportation Union
No. 1561 (129)
J. P. Jones, 129

United Transportation Union
No. 1563 (599)
John H. Cockburn, 599

United Transportation Union
No. 1564 (602)
J. L. Evans, 602

United Transportation Union
No. 1565 (550)
C. A. Leiper, 550

United Transportation Union
No. 1570 (210)
John H. Cockburn, 210

United Transportation Union
No. 1581 (159)
M. A. Holmes, 159

United Transportation Union
No. 1607 (535)
A. Dan Reilly, 535

United Transportation Union
No. 1732 (134)
K. Levin, 134

United Transportation Union
No. 1741 (254)
John H. Cockburn, 254

United Transportation Union
No. 1770 (385)
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No. 1812 (116)
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United Transportation Union
No. 1915 (176)
M. A. Holmes, 176

Typographical Union, Int'l
Bay Area Typographical No. 21
(2023)
Donald H. Abrams, 405
Rufus Day, 405
Morris Goldman, 405
Dennis Gruhn, 404
Elson Snow, 404

Central Valley Typographical
No. 46 (549)
Edgar O. True, 549

Mailers, San Diego No. 75 (47)
Louis Sumakis, 24
Sal Piranio, 23

San Diego Typographical No.
221 (409)
Amanda Walker, 205
Allen S. Wallin, 204

Typographical No. 144 (200)
Robert M. Perkins, 200

Typographical No. 174 (1252)
C. B. Hughes, 1252

Upholsterers' Int'l Union of
North America
Furniture Wkrs. No. 500 (200)
Hillary Henderson, 100
Armando Madrid, 100

Utility Workers Union
of America
Utility Wkrs. No. 132 (1041)
Edward T. Shedlock, 1041

Building and Construction
Trades Councils
Alameda Bldg. and Const.
Trades Council (2)
J. L. Childers, 1

Contra Costa County Bldg. and
Const. Trades Council (2)
L. H. Thomas, 1

Kern, Inyo and Mono Counties
Bldg. and Const. Trades
Council (2)
Cletus Stanley, 1

Long Beach Bldg. and Const.
Trades Council (2)
Geo. Yale, 1

Los Angeles County Bldg. and
Const. Trades Council (2)
J. A. Cinquemani, 1

Monterey Building and
Construction Trades Council
(2)
Russel S. Hansen, 1

Northeastern Bldg. and Const.
Trades Council (2)
Walter Hurlburt, 1

San Diego Bldg. and Const.
Trades Council (2)
Colin C. Bell, 1
Charles Trombley, 1

San Francisco Bldg. and Const.
Trades Council (2)
Daniel F. Del Carlo, 1
Joseph O'Sullivan, 1

Santa Clara and San Benito
Counties Bldg. and Const.
Trades Council (2)
U. E. Withrow, Jr., 1
Floyd W. Reed, 1

State Bldg. and Const. Trades
Council of Calif. (2)
James S. Lee, 1
James J. Twombly, 1

Ventura County Bldg. and
Const. Trades Council (2)
Kenneth G. Hahn, 1

California State Councils
California Federation of
Teachers (2)
Miles Myers, 1
Gretchen Mackler, 1

Carpenters, Calif. State
Council (2)
Anthony L. Ramos, 1

Culinary Wkrs., Bartenders and
Hotel Serv. Empls.,
California State Council (2)
John W. Meritt, 1
Loretta Riley, 1

Lathers, California State
Council (2)
William Ward, 1
Jack E. White, 1

Lumber and Sawmill Wkrs.,
California State Council (2)
Lloyd Lea, 1
Cassius Smith, 1

Machinists, California
Conference (2)
John T. Schiavenza, 1

Operating Engineers, California
State Conference (2)
William G. Dowd, 1
Edward P. Park, 1

Theatrical, California State
Federation (2)
George J. Flaherty, 1
William K. Howard, 1

Central Labor Councils
Alameda County Central Labor
Council (2)
Richard K. Groulx, 1
Edward J. Collins, 1

Butte and Glenn Counties
Central Labor Council (2)
Virginia L. Davis, 1

Contra Costa County Central
Labor Council (2)
Art Carter, 1
Tony Cannata, 1

Five Counties Central Labor
Council (2)
Robert Lewis, 1

Fresno and Madera Counties
Central Labor Council (2)
Robert O'Brien, 1

Kern, Inyo and Mono Counties
Central Labor Council (2)
Bob Carter, 1
Richard L. Tatum, 1

Los Angeles County Federation
of Labor, AFL-CIO (2)
Sigmund Arywitz, 1
J. J. Rodriguez, 1

Marin County Central Labor
Council (2)
Ray Markt, 1

Marysville Central Labor Council
(2)
Alex Cellini, 1

Merced Cent. Labor Council (2)
Paul Anderson, 1

Monterey County Central Labor
Council (2)
Leo E. Thiltgen, 1
John F. Mattos, 1

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