

## 'LABOR AND CIVIL RIGHTS' BOOKLET ISSUED

Vice President Albin J. Gruhn, chairman of the Federation's standing committee on Civil Rights, this week urged cooperative action on the part of affiliated labor organizations throughout the state "to implement the California Labor Federation's policies and programs in the field of civil rights."

On behalf of the Committee, Gruhn sent all affiliates a convenient booklet titled "Labor and Civil Rights" containing all the important civil rights policies and programs adopted by the 1959 convention of the California Labor Federation in San Diego.

Members of the committee include, besides Gruhn, Vice Presidents Robert Clark, Harry Finks, C. T. Lehmann, Robert O'Hare, and Jerome Posner.

In forwarding the booklet, Gruhn warned "programmatically resolutions adopted by state labor conventions have only a minimum value unless they are implemented by the affiliated organizations of the California Labor Federation."

"We count on your organization to help follow through on these programs and policies set forth

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## SANTA BARBARA CONFERENCE TO HEAR ROSS ON COLLECTIVE BARGAINING

A review of the Road Ahead in Collective Bargaining will be among the featured events at next week's conference on the new labor law in Santa Barbara, it was announced this Tuesday, by Secretary-Treasurer C. J. Haggerty.

Dr. Arthur M. Ross, Director of the Institute of Industrial Relations, has been engaged to survey developments in this important field as the concluding conference speaker at a luncheon session on Thursday, November 19, Haggerty said.

Ross joins a long list of labor attorneys and other labor relations authorities who will be on hand for the four-day session, sponsored jointly with the University of California at the Mar Monte Hotel in Santa Barbara, November 16-19.

As previously announced, state Attorney General Stanley Mosk is scheduled to address a luncheon session on Tuesday, November 17.



C. J. HAGGERTY  
Executive  
Secretary-Treasurer

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# Weekly News Letter

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## New T-H Curbs Take Effect As Steelworkers Get Axe

Five hundred thousand steelworkers forced back to work against their will provided the backdrop this week for new Taft-Hartley curbs taking effect under the Landrum-Griffin Act.

The new law's restrictions on "hot cargo" agreements, recognition picketing and secondary boycotts are among Taft-Hartley amendments which became operative this Friday, November 13th—almost simultaneous with the application of the T-H emergency injunction to break the steelworkers' strike.

The bitter sequence stirred trade unionists across the nation as repeated calls to action were issued to combat the anti-labor trend.  
**State Political Action Call**

C. J. Haggerty, Secretary-Treasurer of the California Labor Council on Political Education, urged political mobilization of all AFL-CIO unions in the state.

In an urgent letter to local or-

ganizations which have remained "aloof and outside" the political action structure of the state AFL-CIO movement, Haggerty asked:

"Is there anyone in the labor movement who still doubts that economic and political action are but two sides of the same coin?"

"This is a desperate and an honest appeal," Haggerty said, "to do something about a most urgent situation."

Until every AFL-CIO union in the state joins California Labor COPE, he added "the state labor movement is in the position of a man fighting a difficult and tough battle with one arm tied behind his back."

The AFL-CIO leader called for an immediate decision on the part of all unions to join COPE.

**New T.H Restrictions**

Under the Landrum-Griffin bill, signed by the President on September 14th, some provisions became effective immediately, others a month later on October 14th.

Reports on the structure of unions, their constitutions and by-laws are due on December 13th.

The following restrictions went into effect this Friday, November 13th:

**Secondary boycotts.** Taft-Hartley's ban was tightened by applying it to pressure put directly on a secondary employer instead of through his workers, persuading workers of a secondary employer to join the boycott individually and inducing railroad and public employees, other-

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## State Employees Contest Social Security Vote

A rally of State Employees backing litigation to contest a recent election in which a proposed coordination of the State Employees Retirement System with the Federal Social Security program was defeated, was held this Monday in San Francisco.

Announcement of the meeting was made by Frank D. Rohmer, a consultant in the State Department of Industrial Relations. An initial meeting had been held a week earlier with 50 State employees from the Bay Area and northern and southern California in attendance.

Monday's session considered the petition for a writ of mandate, sought by Rohmer, to invalidate the recent election. The matter was scheduled to come before Superior Judge Orla St. Clair, this Friday, November 13, at 10:00 A.M.

The complaint alleges among other matters that "vicious and misleading propaganda was distributed with the ballots."

"Among the misleading statements," Rohmer said today, "appeared the following: that Social Security was not safe and was a 'welfare' program and implied that this kind of charity was beneath the dignity of State employees. Yet 60,000,000 citizens are contributing to Social Security and 13,400,000, approximately, are being paid \$10,000,000,000 a year out of this fund. This large sum is security for the aged, unemployed, widows, children and disabled, and a cushion that protects us against a repetition of a depression and a means of maintaining a sound economy in a nation with the highest standard of living in the world. Wild charges against this basic American system were unjustifiable abuses, which should invalidate the defeat of efforts to bring more security to State employees."

"Some 42 states and thousands of cities, counties and other political entities already have such a plan in effect."

The vote of the State employees was 43,000 Noes to 32,000 who favored the plan. A majority vote in favor of Social Security would have still permitted those who wished to retain the present State retirement program without change.

## Automation Spurs Negotiated Layoff Pay Plans

The increased pace of technology, coupled with spreading joblessness in recent years, has led to a sharp step-up in the number of severance pay plans written into labor-management agreements, according to the October issue of the AFL-CIO Collective Bargaining Report.

Approximately 25 percent of all current contracts — covering some 35 percent of all workers protected by collective bargaining agreements — now contain some severance pay provisions, the monthly publication of the AFL-CIO Dept. of Research pointed out.

The publication singled out for special attention the severance pay provisions in Newspaper Guild contracts, which "help deter arbitrary or hasty firing," and the special program recently negotiated with Armour & Co. by the Meat Cutters and the Packinghouse Workers to deal with workers problems arising out of automation.

Severance plans, the publication said, "have gained increasing acceptance as a helpful and desirable means of easing the impact on workers of loss of employment." It pointed out that such programs help compensate the laid-off worker "in some measure" for loss of such job rights as seniority, vacations and pensions.

In addition, severance pay "is also warranted as compensation for disruption in living patterns" and "to provide financial aid to the laid-off or discharged worker," Collective Bargaining Report continued.

### Added Job Protection

"To some extent," it went on, "severance pay also may serve as a form of job protection. Particularly where the plan calls for relatively large severance payments, the employer may have a financial incentive to keep the worker on the job and to take steps other than layoff or discharge to meet changes in operating conditions."

Although severance pay provisions date back to before World War II, the Dept. of Research said, it is only in recent years that they have spread widely.

A Dept. of Labor study made in 1944 found severance pay provisions in only 5 percent of agreements. This percentage inched up to 8 percent by 1950, and to 16 percent of contracts — covering

about 25 percent of the workers — by 1956.

Since 1956, about 2 million additional workers have been covered by negotiated provisions for severance pay, mainly as the result of negotiations by the Auto Workers and the Ladies' Garment Workers.

## Distressed Area Action Urged

Labor Sec. James P. Mitchell has been urged to give "priority consideration" to a program aimed at easing chronic unemployment in the nation's distressed areas.

The proposal came from the 24-member Federal Advisory Council on Employment Security, composed of representatives of labor, management and the public. C. J. Haggerty, Secretary-Treasurer of the California Labor Federation, numbers among labor representatives on the council.

The council unanimously expressed "deep concern" over the problem.

In 1958, Pres. Eisenhower vetoed a depressed areas bill. A similar measure was passed by the Senate this year, but was bottled up in the House in the powerful Rules Committee. The AFL-CIO has called for its passage during the second session of the 86th Congress next year.

The tripartite advisory council urged Mitchell to consider establishment of a top-priority program calling for:

- Retraining of idled workers in depressed areas, coupled with broadening of unemployment compensation to provide maintenance of income during the retraining period.

- More effective counseling, testing and placement services to provide maximum opportunity for finding new jobs for unemployed workers.

- Financial assistance to help workers in "relocation and resettlement" if they move from depressed areas to "areas of expanding employment opportunity."

At the same time, the advisory council suggested that Mitchell study the desirability of modifying the unemployment insurance program "more adequately to meet the income maintenance needs" of the long-term unemployed.

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# Santa Barbara Conference

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pute procedures and compulsory arbitration.

It is generally recognized, that developing trends in collective bargaining will be substantially affected under the legal atmosphere of the new labor law.

"Dr. Ross' background of experience indicates that we have one of the nation's top men to handle the collective bargaining session at our Santa Barbara conference," Haggerty said.

In addition to Dr. Ross' academic accomplishments as a professor and frequent writer in the field of industrial relations, he has served on a number of boards and panels both in a private and public capacity. Included among these are:

1953-1958—A member of the Atomic Energy Labor Panel.

1952—A public member of the U.S. Wage Stabilization Board, and chairman of the Regional Wage Stabilization Board.

1945-1950—Associate Umpire for General Motors and the U.A.W.

1945-1946—Vice chairman of the War Shipping Panel of the U.S. War Labor Board.

1944-1945—Hearing Officer Automotive Section U.S. War Labor Board.

1942-1944—Assistant to the Program Director of the U.S. War Manpower Commission.

At the present time, Dr. Ross is Vice President of the National Academy of Arbitrators, a member of the National Arbitration Association, and an Executive Board member of the Industrial Relations Research Association.

Advance registration for the Santa Barbara conference indicates that a new record will be established for attendance of a labor-sponsored educational conference. As of this Tuesday, better than 225 applications have been received, indicating an attendance of better than 250.

Following the four-day conference on the new labor law, the Tenth Annual Labor Press Conference will be held at the Mar Monte Hotel, November 20 and 21. Haggerty said that based on advance registrations, attendance at this conference will approach 100.

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which by your action will carry labor and the cause of civil rights another significant step forward between now and the 1960 state convention," Gruhn added.

Gruhn's appeal for action was underscored in a forward to the pamphlet by Federation Secretary-Treasurer C. J. Haggerty.

"A careful consideration by local unions of the social, political and economic losses incurred by all Americans as a result of continued patterns of discrimination," Haggerty noted, "would transform this booklet from a mere guide to a well-spring of action."

Pointing out that "the fate of labor and minority groups are inextricably woven together," Haggerty said "we cannot slight the one without inflicting identical injury on the other."

The civil rights booklet has also been widely distributed among civil rights groups generally. As part of the educational program of the Civil Rights Committee, it is aimed at serving as a guide toward realization of an increasingly higher level of respect for the civil rights of all peoples in our communities, our places of work and in labor unions.

Its contents set forth the detailed position of the California Labor Federation on civil rights issues as adopted after discussion by the 2,000 delegates at the San Diego convention.

The Federation's basic views on civil rights are given in a reprint of the complete text of the lengthy statement on civil rights adopted by the convention. This statement outlines the legislative and administrative objectives in the civil rights areas to which the labor movement attaches primary significance in the battle for a democratic and free way of life.

In addition, all civil rights resolutions adopted by the convention are included in the pamphlet.

# New T-H Curbs Take Effect

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wise exempt from Taft-Hartley, from taking part.

It is provided that a worker can refuse to cross a picket line where there is an authorized strike and that publicity other than picketing is allowed if it does not cause a secondary boycott.

**Hot cargo agreements.** Any agreement between a union and employer whereby the employer agrees not to handle products of or do business with any other person is declared void and an unfair labor practice. There are two exceptions: in the construction industry, on contracting or subcontracting work at the jobsite; in the apparel and clothing industry, involving jobbers and manufacturers.

**Recognition picketing.** Picketing for purposes of winning recognition is sharply curtailed. Such picketing is banned where the employer has legally recognized another union and the labor board will not entertain an election petition and also where an election has been held in the preceding 12 months.

In other cases, the union can picket for 30 days without filing a petition; once it is filed, the NLRB must hold an election without requiring the union to show a 30 percent interest.

## Sweeteners

So-called "sweeteners" purportedly designed to soften the impact of the new T-H curbs on unions also took effect this Friday. Included are:

**Economic strikers.** Economic strikers who have been replaced are eligible to vote in any election held within 12 months after the strike started.

**Building and construction industry.** Pre-hire agreements are legalized in this industry. Such pacts may make union membership compulsory after sixty days; require employers to notify the union of job openings and specify minimum training or experience qualifications or base job opportunities on seniority. This section on the seven-day union shop cannot apply in so-called "right-to-work" states.

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## Labor-Buyer Alliance Urged

Labor and buyer groups should join forces in an alliance to protect purchasing power, Professor Colston E. Warne, President of Consumers Union, told the 4th National Conference on Community Services sponsored by the AFL-CIO recently.

The following are excerpts from Warne's address before the conference on "Safeguarding Labor's Dollar — What the Consumer Can Do."

"THE AMERICAN wage-earning consumer, a large proportion of the time, is as an individual consumer at the mercy of the same big companies which, when he meets them as an employee, he wisely does so in the collective bargaining process, using the full collective strength of his union.

"It is not surprising that as a consumer he gets pushed around, just as he once got pushed around in his role as a producer and wage-earner, until he came to realize the benefits of union strength and collective bargaining. It's wise to organize . . . not only for trade union protection but for consumer protection as well.

"What, then, can the consumer do? Primarily, to realize that he is a consumer; that he has rights as a consumer; that, in one way or another, he can band together with other consumers for mutual protection.

"If wage earners' organizations and consumers' organizations were to join hands more enthusiastically in an effective protest, I feel confident we can produce real reforms.

"A listing of the areas where such a spirit of dedicated attack against malpractices could be effective, would fill a book. To name just a few:

1—The cost of consumer credit is a national disgrace. Interest rates on many types of installment purchases are a form of usury that once would have led the guilty parties into the courts and the jails. Today these practices flourish, "respectably" and almost unmolested.

2—Various types of bait advertising are practiced with only an occasional tap on the shoulder from the forces of the law.

3—Appliances that are unsafe or that provide shock hazards are sold without any control at all.

"I could go on at considerably greater length to cite chapter and verse of how consumers are being put through the wringer. Consumers need not sit still and take it.

"The fact that the AFL-CIO Community Services Committee has developed an increasing interest in the consumer problems of workers appears to me a highly encouraging indication of growing awareness of the problem.

"WE NEED CONSUMER EDUCATION, more and more of it. If union leadership, and rank-and-file union members begin thinking in terms of consumer protection to a greater extent than in the past, the benefits will be innumerable.

"These benefits will include greater purchasing power for the individual and a vast acceleration of necessary measures to regulate the chaos that exists in the market place today.

"Secondly, we need more consumer legislation, in the cities, in the states and in the national Congress. We need far more stringent legislation to protect the consumer against exorbitant interest rates on installment purchasing.

"We need, thirdly, the establishment of vital consumer counsel agencies in the various states. (An office of Consumer Counsel was established this year in California with labor support. Helen E. Nelson was recently appointed to fill the post.) We need a revision of grade labeling laws; the old ones have been by-passed in so many respects that they no longer offer the protection intended at the time of their passage.

"Finally, we would all benefit from the creation of a U.S. Department of Consumers, along the lines

suggested by Sen. Estes Kefauver of Tennessee. The function of such a department, as the senator has noted, would be to protect and promote the interest of the people as consumers of goods and services, by placing the responsibilities of several existing agencies under one effective government umbrella.

"We need to start acting now; none of these objectives can be achieved without high education, agitation and effective lobbying.

"We need to make what purchasing power we have travel the greatest distance with the greatest effectiveness. That requires organization and a willingness to roll up sleeves and fight out legislative battles with tough opponents. It is a job, I suggest, that both the consumer movement and the labor movement must work at cooperatively, for the benefit of ourselves and for our democratic society.

"The alternative is a waste of buying power, an overwhelming supply of shoddy goods and a continuation of sharp practices that I feel are economically wrong and morally indefensible.

"Labor's dollar can be safeguarded, provided we demonstrate to government and business that consumers are first-class citizens, not suckers."

## Distressed Area

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In giving its unanimous approval to the resolution, the council directed its chairman, Dean Fedale F. Fauri of the School of Social Work at the University of Michigan, to appoint a special committee to study the problem of persistent unemployment.

In a companion resolution, the council pointed out that continuing joblessness has put a severe strain on the unemployment funds in several states, and called for a continued study of steps that should be taken at the federal level "to assure the continued solvency of the system."