

Employment Dept. Educational Meetings Set

The first of a series of educational meetings at the local level on the state employment service, unemployment insurance and disability insurance for representatives of AFL-CIO unions was announced this week by the Department of Employment for the southern area.

Planning for the local conferences is being undertaken by the Department of Employment in cooperation with central labor councils. In each instance, the local movement will be the sponsor.

The first conferences scheduled for the southern area are as follows:

Los Angeles, Thursday evening, January 28, 1960, 7:30 to 10 p.m. at Sydney Hillman Labor Center, 2501 South Hill Street. Sponsored by the Los Angeles County Federation of Labor, AFL-CIO, the meeting is for the benefit of representatives of all local unions affiliated with the L.A. County Federation.

San Bernardino, Monday evening, February 29, 1960, 7:30 to 10 p.m., Labor Temple, 937 West 3rd Street. Sponsored by the San Bernardino Central Labor Council, AFL-CIO, the meeting is for representatives of local unions affiliated with the San Bernardino Central Labor Council as well as officials of locals in Riverside County and other localities within range of the meeting place.

At these local meetings, speakers from the Department of Employment will discuss and explain changes in the California Unemployment Insurance Code resulting from legislation enacted by the 1959 session of the state legislature.

Panels composed of managers of the Department of Employment's local offices and members of the Department's central office staff will be present to answer any and all questions.

Official department literature containing the new benefit schedules for unemployment insurance and unemployment disability insurance under 1959 amendments will be distributed to delegates in attendance. Business representatives, secretaries, dispatchers, shop stewards, committeemen, executive board members and other representatives of local unions who need

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Weekly News Letter

Vol. 1—No. 49
Dec. 31, 1959

Published by California Labor Federation, AFL-CIO



U.S. SENATE SUBCOMMITTEE SCHEDULES CALIFORNIA MIGRATORY LABOR HEARINGS

Mounting public demands on the part of Californians for action to correct widespread abuses and exploitation of farm workers are being heard in Washington.

The U. S. Senate Subcommittee on Migratory Labor, it was learned this week, is planning to come to California some time in February for extensive hearings on the subject.

It is hoped that the subcommittee, headed by liberal-minded Harrison A. Williams, Jr. (D., New Jersey), will have time for field trips to see for themselves the inhuman conditions of labor and family life under which the domestic farm worker is struggling to eke out a bare existence for his family.

In some parts of California, starvation is not an uncommon death for members of migrant families during winter months of unemploy-

ment. Yet, in these areas of starvation incidence among domestic workers, cheap imported labor has been found in farm jobs unavailable to domestics.

The omnipresent conditions of exploitation and miserable farm labor housing, coupled with excessive importation of Mexican Nationals and their exploitation are recognized as providing a fertile field for subcommittee hearings in California.

Following adjournment of Congress last year, it was doubtful if the Migratory Labor Investigating Committee would find it possible to visit California, although the state was definitely under consideration as a hearing area.

The increasing public demand for action, however, spearheaded by religious and other public-spirited groups, undoubtedly is responsible for reports from Washington that the committee is now contemplating hearings in February.

To date, the subcommittee has held a number of hearings in Washington, D. C., Michigan, Wisconsin, Minnesota, New Jersey, Pennsylvania and New York.

The California Labor Federation, AFL-CIO and labor organizations in the field will extend full cooperation to the subcommittee in showing them the conditions which prevail in California agriculture.

IWC Meeting

The Industrial Welfare Commission will meet on January 8, 1960, at 10:00 a.m. in Room 602, 965 Mission Street, San Francisco, Chairman John W. Quimby has announced.

The agenda will include selection of members for the recently voted agricultural wage board; consideration of Section 9 of Order 9-57 in relation to air lines; hearing of statements from the Laundry, Dry Cleaning and Dye House Workers International Union on the cost of living to women and minors employed in the laundry and dry cleaning industries; and such other matters as may possibly come before the Commission.

FEP Field Staff Appointments Made

Appointment of the first three field staff members of the State Division of Fair Employment Practices—one in the Bay Area and two in Los Angeles—was announced last week by John Anson Ford, chairman of the new FEP Commission.

Chosen for the position of "Fair Employment Consultant"—a temporary job class pending examinations to be given later under the State Civil Service Act—were Robert H. K. Walter of Berkeley and Ezell R. Brown and Murray Brasky of Los Angeles. Walter will be assigned to the Northern California office of the FEP Division in San Francisco, and Brown and Brasky to the Los Angeles office, serving all of Southern California.

The main responsibilities of the new position will be investigation of complaints of unlawful employment discrimination, formulating recommendations for settlement of cases, and assisting in the general information-education program of the new state anti-discrimination agency. Additional appointments in this category will be made later, both north and south, Chairman Ford said.

The new FEP agency already has on hand a substantial workload of job discrimination complaints and requests for investigation, according to Chairman Ford, even though it has been in existence less than three months and is still in its organizational stage.

Thirty-four cases have been docketed, he said, since the FEP law became effective last September 18. Four of these have been closed to date as either satisfactorily adjusted or dismissed for lack of probable cause of discrimination.

The state FEP Act forbids private employers, state and local governments, employment agencies, and labor organizations to discriminate because of race, religion, or national origin or ancestry in hiring or promotion, in job application forms or interviews, in help-wanted advertising, in classification and referral to openings, or in admission to union membership.

Each case is assigned to a member of the Commission, who, with

FEP "Draft Guide" Issued

The state Fair Employment Practices division has commenced distribution of a "Draft Guide to Preemployment Inquiries" which employers and others may or may not make under the fair employment law.

Copies are being mailed to representative employer groups, employment agencies, labor organizations, state and local government departments, personnel and industrial relations associations, and human relations and civil rights agencies, and are available upon request to either the San Francisco or Los Angeles office of the FEP Division of the State Department of Industrial Relations.

The Draft Guide is not a directive or regulation of the FEP Commission, but a tentative draft for review and comment by all interested parties. After full consideration of all comments received, and following public hearings on the Guide, the Commission will promulgate a regulation on the subject.

the assistance of staff, conducts an investigation and seeks to resolve, without publicity or formal proceedings, any unlawful discrimination found. If settlements are not reached through these informal processes of conference and conciliation, the assigned Commissioner may call a public hearing before members of the Commission other than himself. If these other Commissioners, after hearing, concur in the earlier finding of discrimination, they may issue an order to the respondent employer (or union or employment agency) to do certain things to bring his practices into compliance with the law. This order is enforceable in the courts.

Employers, workers, and others seeking information about their rights and responsibilities under the fair employment law are urged to write or call:

North: FEPC, 965 Mission St., San Francisco 3—EXbrook 2-8302.

South: FEPC, 542 So. Broadway, Los Angeles—MAdison 6-1515, ext. 2984.

March of Dimes Contributions Urged

Continuation of the strong and mutual feeling of friendship and understanding traditionally enjoyed by organized labor and the March of Dimes is being urged for the 1960 labor division of the March of Dimes campaign.

The National Foundation's labor service division was activated over thirteen years ago, and has since provided millions of dollars of patient aid to members of organized labor and their dependents. March of Dimes contributions also help to carry on extensive programs in the most important and necessary fields of arthritis and birth defects.

Polio epidemics of the past season have resulted in approximately 5,600 new cases with a financial responsibility of \$16½ million for patient care.

James J. Herkenham, Jr., administrator of labor union services of the Foundation, is urging locals to cooperate with AFL-CIO President George Meany's recent appeal to support the labor service division with a treasury contribution and through individual support. All such contributions should be directed to the labor division of the local March of Dimes, or to the national labor division office of the Foundation, 800 Second Avenue, New York 17, N. Y.

Since the labor service division has no association with any other appeal, contributions or support directed to any other activity will not be credited to the labor division.

MORE--Meetings Set

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basic information about the programs administered by the Department of Employment are being urged to attend these meetings for knowledge which they may be able to pass on to the membership.

The southern area programs are being coordinated by Jack Rugh, southern area labor relations representative of the Department of Employment.

The social insurance committee of the Los Angeles Federation of Labor has been active in planning the southern meetings.

Wilson Strikers In Ninth Week

The bitter strike of the Packinghouse Workers against Wilson and Company has entered its ninth week with negotiations suspended for the holidays, until January 4, 1960.

Some 5,000 strikers are keeping their vigils on picket lines after taking time out for Christmas celebrations with their families made possible with the help of other AFL-CIO unions in their communities.

Bargaining at the Wilson plant broke down September 29, 1959. Packinghouse members continued to work despite company pressures, including efforts to force individual employees to sign "yellow dog" contracts.

Management's tactics finally forced the Packinghouse Workers to strike on November 3 at Cedar Rapids, Omaha, Kansas City, Memphis, Los Angeles and Albert Lea.

Under the direction of President Ralph Helstein, the Packinghouse Workers are pressing with increasing success a "Don't Buy Wilson" campaign.

Wilson and Company is the third largest meat packing corporation in the country, but also markets related processed foods and athletic goods.

The company has continued to operate at a reduced scale in five plants by rounding up strikebreakers for miles around each location. It was blocked at least temporarily in an effort to force reopening of its Albert Lea, Minnesota plant, which was closed by 200 National Guardsmen sent to the scene by Governor Orville Freeman (D) after disorder resulting from local protest against the use of imported strikebreakers.

The company sought an immediate injunction. A three-judge federal court in Minneapolis lifted Freeman's declaration of martial law and ordered the plant reopened, but granted a three-day stay of execution to permit the state to appeal.

At the hearing, the Governor testified that 95% of the strikebreakers came from outside Freeborn County, where Albert Lea is situated, and declared that public safety in the entire area demanded the halt of operations.

Negotiations were resumed on December 18, following Governor

Studies Debunk Claim of Wage Competition

The big business contention that U. S. wage levels are driving America out of domestic and foreign markets is proving to be little more than typical propaganda designed to hold down the living standards of the American worker.

Although special problems exist in foreign trade areas where sweatshop wages paid abroad result in unfair competition with U. S.-made goods, evidence on the whole shows the United States is not being priced out of the market.

Only recently, the notion that the United States has priced itself out of world markets was hit by Commerce Department analyst Carl P. Blackwell in a talk to the National Foreign Trade Convention. Blackwell said that he considered the recent slump in U. S. trade cyclical in character, rather than fundamental.

The Commerce Department expert noted that rising living standards in Europe, Canada and Japan mean greater markets for U. S. goods. These rising living standards are wiping away sweatshop conditions in basic industries in more advanced countries and making trade competition more dependent upon technological development and efficiency than upon wage levels.

Further confirmation of the ability of the U. S. to hold its share of world and domestic markets came in a study prepared for a recent seminar at Princeton University by William B. Dale of Stanford University's Research Institute. This study found that there is "no broad evidence" to support the contention that the U. S. has priced itself out of the world market.

Third quarter figures on exports and imports confirm these recent findings. These figures showed a strong recovery for U. S. exports. The annual rate of exports for the third quarter rose to \$17.5 billion, compared with a \$15.5 billion rate in the second quarter.

1959, as in every other year since World War II, exports will exceed imports. The latter are expected to reach a \$14.3 billion level for 1959.

Exports are expected to exceed imports by even more in 1960, although it is anticipated that foreign

Freeman's action. No progress had been reported when the holiday recess began on December 23.

trade will continue to rise in both outflow and inflow.

Alfred Hayes, president of the New York Federal Reserve, recently summed up the picture when he said that "there has been a good deal of exaggeration on the sudden lack of competitiveness of American products in comparison with those produced abroad."

Nate White, business and financial editor of the *Christian Science Monitor*, also pointed out recently that attempts to hide behind the "cliche" that "we in the United States are pricing ourselves out of world markets because of our high labor costs" aren't generally supported by the facts.

SUB Upheld by A-G.

Receipt of weekly supplemental benefits, temporary emergency benefits or separation payments under employer-employee supplemental unemployment benefit plans do not deprive an unemployed person of his or her state unemployment compensation, Attorney General Stanley Mosk has just ruled.

The ruling confirms the purpose of a state AFL-CIO sponsored bill enacted by the legislature this year.

Supplemental pay is provided for in labor-management contracts existing between major national industries and union members. The contracts provide for weekly benefits from the companies to their unemployed, in addition to the unemployment insurance benefits.

Earlier court contests resulted in the interpretation that supplemental pay was "wages." The 1959 legislature amended the Unemployment Insurance Code declaring that under employer-employee contracts for supplemental benefits these benefits "shall not be construed to be wages or compensation for personal services under this division and benefits payable under this division shall not be denied or reduced because of the receipt of payments under such arrangements or plans."

Four such plans studied by the Attorney General's office were those negotiated by the United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-AFL-CIO, and Ford Motor Company, General Motors Corporation, International Harvester Company, and The Electric Auto-Lite Company.

The recently amended section of

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More—Wage Competition

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the Unemployment Insurance Code (section 1265) has resolved the point that the supplemental benefits are not to be construed as "wages" and that unemployment benefits may not be denied those receiving supplemental aid.

"Section 1265 is broad in scope, indicating that the legislature intended to encourage various types of supplemental unemployment insurance plans," states the opinion in declaring it does not prohibit separation (severance) payments under the plans. Separation pay is not "wages," states the opinion.

The opinion further states that contribution of an employer to a trust fund under the supplemental benefit plan are not "wages." Reference is made to a Federal Internal Revenue Department letter that separation payments do not constitute wages under the Federal Unemployment Tax Act. The California Unemployment Insurance Code is part of the national plan. The contributions made by employers to respective trust funds or the benefits paid are not "wages paid" for the purpose of computing a disability benefit award, concludes the opinion.

Request for the opinion was made by Irving H. Perluss, Director of the Department of Employment. The opinion was prepared by Deputy Attorney General Walter J. Wiesner of Sacramento.

Film Slides Available

COPE has a set of 48 film slides illustrating how Bog Business is getting into politics on an out-and-out bare-knuckle basis. These are available at COPE Headquarters, 815 Sixteenth St., N.W., Washington, D. C., upon receipt of the purchase price of \$16 per set.

A number of the slides are illustrated in COPE's new booklet, "Bu\$ine\$\$, Politic\$, and You." This publication is distributed free of charge. If ordering, please ask for COPE Publication No. 60.

Consumer Counsel Fight to Keep Meat Grading

Fighting to protect buyers at the meat counter, State Consumer Counsel Helen Nelson last week voiced strong opposition to a scheduled year's suspension of the grading of lamb by the U. S. Department of Agriculture.

In a letter to Secretary of Agriculture Ezra Taft Benson, Mrs. Nelson said that despite problems in grading standards, "it does not seem logical . . . that the way to solve these administrative details is to discontinue the public service."

Benson has said the grading of lamb will be suspended for a year starting January 4, 1960, to permit settlement of "differences of opin-

ion in the lamb industry" over administrative problems of grading.

"This temporary discontinuance could easily become a permanent one," Mrs. Nelson said.

She noted that grading and inspection cost the taxpayer nothing and that Benson himself has said they are important to an efficient and effective marketing program.

She said the housewife has relied on the terms, "U.S.D.A. Prime" or "U.S.D.A. Choice" for years, and the industry has educated her to be guided by the grades through its advertising.

"Surely there is no industry concern which would merit a government agency depriving the consumer of this long-received protection," Mrs. Nelson declared.

Following is the text of her letter to Benson:

"It has come to my attention that the Department of Agriculture is proposing to discontinue the Federal grading of lamb on January 4, 1960, for a year.

"On behalf of the consumers of the State of California, I stand in opposition to this move. Consumers have relied on Federal standards on meat for many years. They have been educated by the advertising of the meat industry to watch for the quality of meat as a protection guaranteed them by the Federal government.

"I have been informed that there are problems in grading standards which have arisen in the industry, and which need to be clarified. It does not seem logical to me that the way to solve these administrative details is to discontinue the public service, even for a year.

"If the buying public was aware of this move, I am sure you would hear from thousands of them, individually. As their appointed representative in State government in California I speak for them in the strongest possible terms in opposition to this discontinuance of lamb grading."

Labor Story To Be Published

Trade union editors throughout the United States and Canada are being asked to contribute their "best story" articles, editorials, photographs and original cartoons to a precedent-making anthology of the American labor press.

Past President Gordon Cole and Vice President Leon Stein of the International Labor Press Associates will jointly edit the volume.

Tentatively titled, "*The Labor Story*," the forthcoming book will represent a broad, popular view of how American labor unionism functions. Using material drawn from labor publications, this will be the first book in which labor tells its own story.

The Labor Story will be issued by Community Publishers, a new publishing firm, which will specialize in books and editorial projects dealing with labor, community and social affairs.

All newspaper material printed since the AFL-CIO merger should be sent directly to Community Publishers, 1123 Broadway, New York 10, New York. The deadline for contributions is January 16, 1960.