

# Teacher Discrimination Documented

The existence of widespread discrimination in the hiring of teachers has been documented in a survey reported by Wilson C. Riles, executive secretary of the state Commission on Discrimination in Teacher Recruitment.

The Commission was created a few years ago by a bill sponsored by the AFL-CIO Teachers in the state with the active support of the California Labor Federation, AFL-CIO.

Only one out of six large school districts hires Negro teachers, Riles told a meeting of the Instruction Division of the state Department of Education.

Although progress is being made in the direction of ending discrimination in the teaching profession, Riles reported that a recent survey of 708 of the larger school districts shows that 295, or 42%, had hired no Chinese, Japanese, Mexican or Negro teachers in the last ten years.

Of the other 413 districts, 299 have hired Mexicans, 199 have employed Japanese, 155 some Chinese, and 115 some Negroes.

The fact remains, however, that only one out of six large school districts hire any Negro teachers.

It was noted that only 2% of the districts answering the questionnaire expressed any dissatisfaction

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## KUCHEL URGES NEW DISPUTE MACHINERY

U.S. Senator Thomas H. Kuchel of California has called for new federal machinery to prevent tie-ups of basic industries by labor controversies such as the recent long steel strike.

Based on the steel dispute experience, the California Senator, who also is Senate Republican whip, is urging early study of methods of preventing future such incidents, and said vague provisions of the Taft-Hartley Act, under which President Eisenhower obtained an injunction forcing steel workers back to their jobs, must be clarified.

According to Kuchel, both the

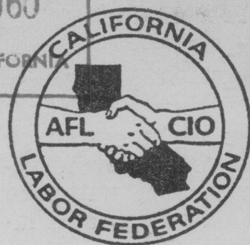
lawmakers and agencies of the executive branch of the government should look carefully into means of preventing labor controversies from endangering the nation's security or economic health. As a last resort, he suggests that Congress might authorize compulsory arbitration.

"I believe that this Congress, now that it has no pressure of a nationwide strike affecting the security of the people immediately upon it, needs to inquire into the possibility of drafting and enacting legislation to deal with the problem of prolonged strikes in basic

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## IWC Appoints Farm Worker Wage Board: Chairman's Impartiality Challenged

The Industrial Welfare Commission of California last Friday took another major step in the direction of extending a measure of long-overdue protection to exploited farm workers in the state.

Following up on a previous decision to exercise its jurisdiction in the field of agricultural labor, the Commission appointed a seventeen-member

wage board charged with the responsibility for making recommendations to the Commission for promulgation of an order covering minimum wages and other minimum conditions of work for women and minors in agriculture.

The constructive action was marred, however, by the selection of a chairman which the California Labor Federation challenged as falling short of meeting the qualifications of impartiality.

Under legal procedures governing the Industrial Welfare Commission, the appointment of a wage board is required before any minimum wage orders may be promulgated. The law requires that such wage boards be composed of an

equal number of representatives of employers and employees in the occupation, trade or industry being considered, with the balance of power resting in an impartial chairman.

Selected to head the 17-member agricultural wage board was Daniel G. Aldrich, Jr., Dean of Agriculture at the University of California, and until just recently, chairman of the Department of Soil and Plant Nutrition at the Davis campus.

Aldrich was the recommendation of big-farm groups. Organized labor, recognizing that a chairman must have acceptability by both sides and must be impartial, did not feel that interest groups were in a position to make recommendations.

C. J. Haggerty, secretary-treasurer of the California Labor Federation, AFL-CIO, in a letter to the Commission forwarding recommendations for employee members of the board, stated labor's position as follows:

"The California Labor Federation fully appreciates the importance of the step taken by the IWC in assuming its jurisdiction over women and minors in agricultural employment.

"It is our desire, therefore, to see a wage board established that gives effective representation to both agricultural employers and employees, with an impartial chairman.

"The seriousness of the agricultural employment problem, in our opinion, demands a wage board which can make recommendations for an effective and constructive or-

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# IWC Appoints Farm Worker Wage Board: Chairman's Impartiality Challenged

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der, rather than any politically expedient solution," Haggerty said.

In appearing before the Commission last Friday, Federation representative Don Vial emphasized the importance of the impartial chairman in an evenly divided wage board.

He stated frankly that the Commission had chosen "a skilled technician and professor, who is undoubtedly well qualified in his field."

However, the Federation representative declared: "Agricultural professors generally do not have any significant knowledge of the vast and complicated social problems which attach to the employment end of agriculture."

It was pointed out that agricultural professors, in their involvement with the technical aspects of agriculture, have established working relationships only with the employer side of agriculture.

A good deal of evidence exists that the agricultural technicians in our universities are frequently vulnerable to farm employer pressures because of the latter's exercise of control over a good portion of the funds available to agricultural technicians for their essential research.

Vial noted that an impartial chairman is one who is acceptable to both labor and employers. It was further pointed out that this status is found in many individuals who are professional arbitrators and who are available to the Commission for appointment as wage board chairmen.

The selected chairman, irrespective of his status as a technician and professor, does not have the confidence of organized labor that he will be truly impartial.

A recommendation for reconsideration of the criteria for selection of a chairman was extended by the Federation, and in turn moved by Commissioner Mae Stoneman, but the motion died for the lack of a second.

The California Citizens Committee for Agricultural Labor, represented by Ann Draper, and composed of many interested religious groups, supported the labor-expressed views on the selection of a chairman.

Selection of the eight employee and employer representatives, respectively, however, met with the approval of both employer and labor groups.

The specific responsibility of the newly-established wage board is to recommend to the Commission on the following:

1. An estimate of the minimum wage adequate to supply the necessary cost of proper living to maintain the health and welfare of women and minors in agriculture.

2. The number of hours of work per day in agriculture consistent with the health and welfare of women and minors.

3. The standard conditions of labor in the industry demanded by the health and welfare of women and minors.

The Commission will have full authority to accept or reject any or all parts of the wage board's recommendations, as the final promulgation authority rests with the Commission itself.

It was announced at the hearings that there was no requirement that the wage board must meet in public sessions.

The following are the respective employee and employer representatives designated by the Commission, together with three alternates on each side.

**Employee Representatives:** Hector Abeytia, Organization Advisor, Mexican-American Education Committee, Sanger; Mrs. Dolores Huerta, Field Representative, Stockton; Helen L. Hardeman, Business Representative, United Packinghouse Workers, Salinas; Joe Ollman, Director, District 4, United Packinghouse Workers, Los Angeles; Mike Elorduy, Secretary-Treasurer, Cannery Workers, Sacramento; Clive Knowles, International Representative, United Packinghouse Workers, Los Angeles; Connie Wilson, Field Representative, Indio; Norman Smith, Director, AWOC, Stockton.

**Employee Alternates:** Mrs. J. C. Walker, Field Representative, Modesto; James Murray, Attorney, San Francisco; Ernesto Galarza, Vice President, National Agricultural Workers Union, San Jose.

**Employer Representatives:** Steve Pilibos, Grower, Fresno; Dick Mar-

# No Water Subsidies In State Plan???

Advocates of a "do-nothing" policy on the vast problem of unjust enrichment in the California water program are saying that if there are no subsidies there will be no problem of unjust enrichment.

This approach is being developed by the Assembly Interim Committee on Water. The idea being advanced is that somehow the concept of "supply and demand, to the extent that allocated costs are repaid," will prevent giant landholders from realizing huge windfalls from their parched lands when water becomes available.

It is reported in the press and the Sacramento news services that the Committee majority will definitely recommend a "no subsidy" policy.

At the same time, however, it is reported that the Committee will recommend power be sold at the highest market rate, rather than at prices based on the repayment of the allocated costs for development of the power features of the state program.

Water experts are noting a slight inconsistency in these two policy recommendations. If power pricing is not based on allocated costs, the experts are asking how it is possible to say there will be no subsidy from power by the power users.

It is recognized that the state has virtually no policies governing the water program as it goes to the voters this November. The program was developed in a "policy vacuum."

The California Labor Federation, AFL-CIO, at its last convention, has made the enactment of sound policies to protect the investment of the people from monopoly a condition for labor support of the water program at the polls.

karian, Grower, Fresno; William J. Thornburg, Jr., Thor Packing Company, Holtville; Melvin W. Johnson, Johnson Ranch, Watsonville; Herman J. Gerdt, Vice President, San Jose Production Credit Association, San Jose; Norman Liddell, Grower, Fresno; Jack Singer, Grower, Claremont; Mrs. Emmet T. Frye, Grower, Yuba City.

**Employer Alternates:** Berge Bulbulian, Farmer, Fowler; W. S. Breton, Grower, Morgan Hill; R. Keith Mets, Farmer, Holtville.



## LANDRUM-GRIFFIN USED IN PACKARD-BELL PRODUCTS BOYCOTT

The anti-labor teeth in the new labor law are being employed by the National Labor Relations Board to put an end to a boycott being waged in the San Francisco Bay area by the Radio and Television Technicians Union.

The NLRB charged in a petition before a federal court in San Francisco this Monday that the union's boycott against Packard-Bell products violates the new federal labor law.

Recently, the California Labor Federation, AFL-CIO endorsed the limited boycott being waged against service branches of Packard-Bell Electronics Corporation, in San Francisco, Oakland and San Mateo. The Bay area branches were placed on the state AFL-CIO's official "We Don't Patronize" list.

## New Governor Appointments

A number of new appointments have been announced recently by Governor Edmund G. Brown to positions of importance to organized labor.

Among them are two appointments to the State Industrial Accident Commission, which administers the state's workmen's compensation law. They are:

—Daniel F. Del Carlo, secretary-treasurer of the San Francisco Building and Construction Trades Council, who will fill a vacancy caused by the resignation of John J. Synon. The Governor announced that Del Carlo will fill out Synon's term which expires January 15, 1961.

—Benjamin Narvid, a Van Nuys attorney and referee for the Unemployment Appeals Board in the Department of Employment. Narvid succeeds Ralph B. Mustoe of Los Angeles, whose term expires January 15.

Another post was filled recently by the appointment of Ray Shukraft as State Fire Marshall. The appointment, long in the making, was a significant tribute to the AFL-CIO Firefighters in the state. Shukraft is assistant fire chief of San Diego, and an active member of the Firefighters Union.

The reported history of the dispute is as follows:

The local union struck the three Bay area service branches on November 1.

The dispute followed a decision by the non-union corporation to end ten years of bargaining with the union and to run its Bay area service branches on an open shop basis. It was revealed at that time by a company spokesman that the main plant and 30 other branches were non-union.

The union began handing out leaflets early in December at major Bay area department stores urging consumers not to buy Packard-Bell products.

The intervention of the NLRB was based upon the provision in the new law which allows a boycott only if it is a primary dispute. Gerald Brown, regional director of the Board, said that the union's dispute is with the company's service branches, and not with the manufacturing plant.

The case is widely recognized in labor circles as proof that the Landrum-Griffin bill is designed specifically to isolate trade unionist from trade unionist and to prohibit co-operation in accordance with the basic principles upon which the trade union movement has been founded.

## World Refugee Year Celebrations Urged

Central labor councils in the state were recently called upon by Federation Secretary-Treasurer C. J. Haggerty to join with other groups in commemorating World Refugee Year in various areas of the state.

The call for local activities was sent out pursuant to a resolution adopted by the 1959 convention of the California Labor Federation, AFL-CIO.

The purpose of World Refugee Year, which will continue through June 1960, is to inform the public of the world refugee problem, and to encourage appropriate actions, such as revision of the MacCarran-Walter Immigration Act to end discriminatory national origin quota systems for allocating immigration visas.

## ANTI-SEMITIC ACTS DRAW LABOR FIRE

The wave of anti-Semitic vandalism sweeping through foreign countries and parts of the U. S. since the desecration of a synagogue in Cologne, West Germany, is drawing the fire and vigorous condemnation of AFL-CIO leaders on all levels of organization.

The acts of vandalism in West Germany particularly are being recognized by labor leaders as a crude demonstration that the job of denazifying the Germans has not been fully accomplished, and that much more needs to be done in the educating of boys and girls on the basic principles of a democratic society.

One point by labor leaders stands out clearly. This is the fact that in Germany a Catholic Church also suffered at the hands of the anti-Semites, proving once again that hate unleashed does not discriminate, and that once bigotry is directed against one religious group no other is safe from attack.

On numerous occasions, organized labor has recognized that it has a vital stake not only in the fight against anti-Semitism, but all forms of religious and racial prejudice, as the forces which foment and practice religious bigotry also work for the destruction of the trade union movement.

During the six months remaining for commemoration of World Refugee Year, Haggerty said, "We urge that your council join with other public spirited groups in your area to arrange for appropriate activities, if your area has not already done so."

As an example of such activity, the state AFL-CIO leader cited the World Refugee meeting staged in San Francisco on December 10, 1959, which was sponsored by Bay Area groups, including the San Francisco and Alameda Central Labor Councils.

Materials on various aspects of the world refugee problem and the World Refugee year commemorating activities were sent to all central labor councils by the Federation.

FORM 3547 REQUESTED

## Mosk Rules on Prevailing Rate

Prevailing wage scales of private construction must be maintained for employees of a public flood control construction project, with the exception of some fringe benefits, ruled Attorney General Stanley Mosk today.

The Labor Code covers persons employed by a flood control contract, and also covers county employees engaged in building channels, dams, bridges and buildings.

"The county or district may deduct from the prevailing wage those benefits of public employment which have a reasonably computable dollar value," Mosk's opinion states.

Where private employment grants two weeks' vacation, as against a county employee's three weeks' vacation, the county can deduct the dollar value of one week's vacation in establishing the prevailing wage. Permanency of employment in private labor contracts may not be included in public work because of its intangible character, states the ruling. Sick leave consideration can be reduced to an amount which represents the average cost per man per hour.

"The value of sick leave to the individual employee is too varied for easy calculation," the opinion declares. "Career personnel frequently claim little or no sick leave, though others utilize all to which they are entitled. . . . Because of this wide variation in individual experience, sick leave cannot be said to have an average monetary value to the employees . . . we conclude that the average cost of such leave to the public agency should not be deducted from the prevailing wage in calculating the wage to be paid full time public employees."

The opinion was requested by Albert Weller, County Counsel of San Bernardino County, and was

## Kuchell Urges New Dispute Machinery

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industries where the security or economic welfare of the nation is involved," the California Senator stated.

Kuchell's views on compulsion are as follows:

"We are all thankful this strike has been brought to a conclusion, but I think it is the duty of the executive and legislative branches of the government to inquire into the best means of controlling such situations along the line of additional services in the field of conciliation with finality of federal **compulsion**, if necessary.

"We need legislation to provide for the federal government — only in those interests where security or economic welfare is involved, if such (Presidential) findings are made — to assume jurisdiction to conciliate and recommend a settlement, and that thereafter provision be made for arbitration by the government as a last resort, with appropriate judicial appeal provided, of course."

## Discrimination Documented

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with the performance of minority-group teachers.

The AFL-CIO-initiated Commission has been making significant progress in eliminating discriminatory references to race in teacher applications.

The problem of discrimination among teachers, however, still remains a major blot on the equal opportunity record of the state. While many qualified minority-group teachers go unemployed, many school districts throughout the state continue to hire unqualified white teachers on a provisional basis.

prepared by Deputy Attorney General Preble Stolz of San Francisco.

## Apprenticeship Conference Set

The new Jack Tar Hotel, Van Ness & Geary Streets, San Francisco, will be the scene of the California Conference on Apprenticeship, May 18, 19, 20, 1960.

The announcement was recently made by the Conference Planning Committee. The last statewide conference was held in 1953.

The purpose of the conference is to stimulate statewide interest in apprenticeship, to provide for exchange of ideas between conferees, as well as appraise industrial changes occurring in our economy as it relates to apprenticeship.

A dynamic three-day program, with an agenda to include general sessions, workshops, and forums, is being planned.

The Planning Committee is composed of representatives of the California Apprenticeship Council; Statewide Joint Apprenticeship Committees; and Labor and Management Committees. Consultants to the Planning Committee are representatives of the following governmental agencies: Division of Apprenticeship Standards; Bureau of Apprenticeship & Training, U.S. Department of Labor; State Board of Education; Department of Employment; and Department of Corrections.

Invitations to participate in the coming Conference on Apprenticeship will be extended to state and local joint apprenticeship committees, trade associations, management groups, labor organizations, governmental agencies, P.T.A.'s, state and local school boards, community organizations and others interested in promoting the development of apprenticeship in California.

Financing of the conference will be on a voluntary basis.