

APPRENTICESHIP CLEARING HOUSE PROJECTS LAUNCHED

The State Department of Employment has announced two demonstration projects on "clearing houses for apprenticeship" which are being set up in Department offices in Fresno and Los Angeles. If the experiments are successful, plans are to extend them to other areas of the state.

The purpose of the clearing houses is to establish in communities one central location where a job applicant can obtain current information and employment counseling on all apprenticeship opportunities. Both the Department of Education and the Division of Apprenticeship Standards are cooperating with the Department of Employment in the demonstration projects.

In Los Angeles, the clearing house will be located in the service office of the Department of Employment at 141 West Venice Boulevard. The Fresno project will be located at the Department office at 1050 "O" Street.

The proposal for the "clearing house for apprenticeship," first presented to the California Apprenticeship Council by the Bay Area Urban League, has enjoyed the support of organized labor and the Committee for Minority Group Opportunities of the Apprenticeship Conference.

Following approval of the clearing house approach by the Apprenticeship Council, it was referred to a subcommittee of the state Inter-Departmental Committee on Youth

(Continued on Page 4)

CLAGUE, HENNING AND KOSSORIS AMONG PARTICIPANTS IN SKILL DEVELOPMENT CONFERENCES

A battery of outstanding public officials has been engaged for the Federation's scheduled weekend conferences on the problems of job displacement, retraining and skill development, it was announced this week by state AFL-CIO Secretary-Treasurer Thos. L. Pitts.

The labor education sessions are scheduled for November 10-12 in San Francisco at the Del Webb Towne House, and November 17-19 in Los Angeles at the Statler Hilton Hotel.

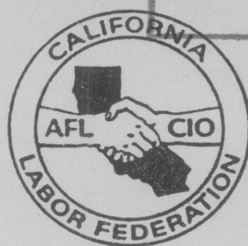
John F. Henning, state Director of Industrial Relations and Governor Brown's recently appointed Administrator of the state's new Employment Relations Agency, will be the kickoff speaker at a Friday dinner session for the San Francisco conference.

Ewan Clague, U.S. Commissioner of Labor Statistics from the Department of Labor in Washington, has been engaged as the kickoff speaker at the Los Angeles conference. Both Henning and Clague will speak on the challenge of "Skill Development and Job Training in an Automated Age."

Max D. Kossoris, Regional Direc-

(Continued on Page 2)

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THOS. L. PITTS
Executive
Secretary-Treasurer

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151

Weekly News Letter

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Industrial Welfare Comm. Votes Wage Order Reopening

The Industrial Welfare Commission of California, meeting in San Diego this Monday, voted to reopen all but one of its wage orders which set minimum conditions for employment of women and minors in the state.

Excluded in its decision was the Commission's agricultural order, issued earlier this year, which is already grossly inferior to other standing orders.

The Commission's action was taken after learning that its revised "Minnie" budget, priced in June 1961, requires \$2,854.98 a year to maintain a minimum decency standard of living for a working woman.

Assuming year round employment and a forty-hour work week, the "Minnie" budget would require a minimum wage of \$1.37 per hour. At present all of the Commission's orders specify a minimum of only \$1.00 per hour. In agriculture, in the absence of a piece rate standard, the minimum amounts to only 50 cents an hour for an eight-hour day.

Updating of the "Minnie" budget reflects the first revision undertaken since 1950 when at that time it priced out at \$2,003.98. The budget itself is formulated by the Commission to measure the minimum amount on which a low-income working woman could live in Cali-

fornia, maintaining her health, her job, her self-respect and the respect of her friends and fellow workers.

Maurice I. Gershenson, chief of the state Division of Labor Statistics and Research, under whose direction the budget was priced told the Commission that food and housing claimed the largest share of the working woman's budget — \$1,121.24 a year. This represents half the cost of a three-room furnished apartment shared with another woman, half the cost of food for meals cooked at home by the two women, and the cost of lunches

(Continued on Page 3)

MORGAN SLATED FOR CALIFORNIA TALKS

Edward P. Morgan, ABC commentator sponsored by the AFL-CIO, will be in California later this month to discuss international affairs issues under the general topic "The Current American Reappraisal."

Arthur M. Ross, Director of the Institute of Industrial Relations at Berkeley, announced this week that Morgan will speak on the Berkeley campus of the University of California, Thursday, October 26, at 4:00 p.m., in room 155, Dwinelle Hall.

Morgan is also slated to speak on the UCLA campus on Monday, October 30. Information on the time and place may be obtained from the Institute of Industrial Relations at the UC campus in Los Angeles.

CLAGUE, HENNING AND KOSSORIS AMONG PARTICIPANTS IN SKILL DEVELOPMENT CONFERENCES

(Continued from Page 1)

tor of the Labor Department's Bureau of Labor Statistics, has also been engaged for a key role in the two conferences. In addition to being on hand throughout the conferences and leading a panel of experts on skill development and job training approaches, Kossoris is slated to summarize the conferences and bring focus on broader community efforts which must be initiated in developing solutions to structural unemployment and skill development problems.

Both the San Francisco and Los Angeles conferences are identical in scope and purpose. Pitts' conference call issued last week to affiliated organizations noted that the labor education sessions are being offered at two locations in order to minimize travel expenses for local organizations and to encourage the widest possible attendance.

The Saturday sessions, following the Friday night kickoff dinner, will feature a combination of basic presentations on programs and approaches to job training problems in the morning, followed by workshop sessions in the afternoon to discuss the application and utilization of these "tools" in various industries and occupations.

Emphasizing the development of practical, usable information, agency representatives charged with responsibilities for administration of training programs have been engaged to cover the following subject areas:

- Operation of Federal Skill Development Programs at the State and Local Levels—Morris Skinner, State Supervisor, Bureau of Apprenticeship and Training, U.S. Department of Labor.

- Employment Service Role in Skill Development and Administration of U.I. Retraining Benefits—Marc Johnson and Louis Pagliasotti, Bay area and Southern area deputy area directors, State Department of Employment.

- Development of Vocational, Technical and Related Classroom Programs to Meet the Changing Skill Requirements of Industry and to Retrain Displaced Workers — Wesley Smith, State Director of Vocational Education, Department of Education.

- Development of On-The-Job Training Programs; Apprenticeship Training, Journeyman Retraining, and Non-apprenticeable Approaches —John F. Henning, Director of Industrial Relations, and Charles Hanna, Division of Apprenticeship Standards, State Department of Industrial Relations.

Workshop sessions in the afternoon, with skilled discussion leaders and resource experts in all of the areas covered by the Saturday morning presentations, will give conference participants a choice in the following four industrial and occupational groupings: (1) Construction Industry, (2) Manufacturing Industry, (3) Utilities, Trades and Service Industries, and (4) Office and Technical Occupations.

A Sunday morning panel session, led by Max Kossoris, will again bring together the Saturday morning speakers to discuss major problem areas and answer questions arising out of the workshop sessions.

The entire program has been carefully developed to meet the needs of local union leadership, according to Federation Secretary-Treasurer Pitts.

It is recognized that, while additional "tools" and programs may

be needed to cope with structural unemployment and skill development problems in this period of rapid technological advancement, existing programs and services are not being fully utilized because of limitations on available information and lack of know-how.

Virtually every labor organization faces job training and skill development problems which must find solutions if the strength of organized labor is to be maintained and enhanced with the advancement of automated practices and other technological developments.

Advance conference registration forms were sent out to affiliates last week, with a request they be completed and returned to the office of the Federation at the earliest possible date.

(The registration form is reprinted in this issue of the News Letter for the convenience of local organizations wishing to send delegates.)

Delegate's registration fee is \$12.50, which covers both the kickoff dinner session on Friday and a group luncheon on Saturday. Hotel reservations may be made directly with the Del Webb Towne House in San Francisco and the Statler Hilton Hotel in Los Angeles, as blocks of rooms have been reserved for conference delegates.

REGISTRATION FORM CALIFORNIA LABOR FEDERATION, AFL-CIO CONFERENCES on UNEMPLOYMENT, RETRAINING AND SKILL DEVELOPMENT CHECK CONFERENCE LOCATION SELECTION

- ☐ SAN FRANCISCO, Del Webb Towne House, Nov. 10-12, 1961
☐ LOS ANGELES, Statler Hilton Hotel, Nov. 17-19, 1961

DELEGATE(S):

Name
Union and
Local No.
Address
City

CHECK SELECTION OF DISCUSSION SESSION

- ☐ Construction Industry ☐ Manufacturing Industries
☐ Office and Technical Occupations ☐ Utilities, Trade and Service Industries

ADVANCE \$12.50 REGISTRATION FEE ENCLOSED: YES..... NO.....

FORWARD THIS REGISTRATION FORM TO:

Thos. L. Pitts, Secretary-Treasurer
California Labor Federation, AFL-CIO
995 Market Street, Room 810
San Francisco 3, California

Industrial Welfare Comm. Votes Wage Order Reopening

(Continued from Page 1)

eaten in restaurants five days a week.

Prior to revision, "Minnie" was assumed to be living in a boarding house. Gershenson noted that if she had not been moved to a shared apartment, the budget cost for food and housing would have been an additional \$424.00 a year.

Other amounts allowed to meet "Minnie's" minimum needs break down as follows:

- Clothing, \$283.90
- Medical, dental and optical care, \$200.00
- Insurance and saving for emergencies, \$200.00.
- Recreation, education and reading material, \$166.36
- Transportation to work, \$175.88
- Personal care, \$56.49
- Clothing upkeep, \$46.03
- Miscellaneous items, \$85.00

The budget also allows \$520.08 for income and payroll taxes in arriving at the total annual cost of \$2,854.98.

The Commission's revised budget was priced in five areas:

Los Angeles-Long Beach-Metropolitan area, San Francisco-Oakland Metropolitan area, San Diego, Fresno and Lodi.

The single annual figure represents a weighted average of these areas in relationship to the population concentrations they represent.

"Minnie," as envisioned by the IWC for the purposes of the budget, is 35 years of age or over, has no dependents, works in a store or an office, and enjoys reasonably good health. She lives within the area of her employment and travels to her job by bus. For recreation, she is allowed to share a television set with her roommate, attend eight movies a year, bowl six times a year, and swim six times a year. She shares a daily newspaper and is allowed 20 cents a week for books and magazines. She is allowed \$66 a year for a one-week vacation at an inexpensive private resort or a municipal camp.

"Minnie's" allowance for coffee, soft drinks, candy and other between-meal snacks is restricted to 15 cents per day. No smoking allowance is provided for in the budget.

WAGE BOARD PROCEDURES

Reopening of wage orders, under Commission procedures, requires

the appointment of a wage board in each of the occupations and industries covered by the Commission orders being reopened.

Each wage board must consist of an equal number of employee and employer representatives with an impartial chairman. The various boards make recommendations to the Commission, which in turn has full authority to accept, reject or modify such recommendations in the final promulgation of an order.

Based on past experience, the whole procedure is known to consume from a year to a year and a half before actual revision is accomplished.

This Monday's action in San Diego consisted only of the decision to reopen, leaving the appointment of various wage boards in the 13 industrial and occupational classifications to a future meeting of the Commission.

FED DEMANDS ACTION

Action to reopen the orders was on a request of the Executive Council of the California Labor Federation, AFL-CIO, adopted at its quarterly meeting in San Francisco on September 21-22.

The state AFL-CIO's position was pressed before the Commission by a Federation representative who noted that both the revised "Minnie" budget and federal minimum wage action earlier this year de-

manded urgent reopening of the state orders.

It was emphasized that the need for reopening cuts across all of the Commission's orders, and particularly the inferior agricultural order covering women and minors.

After long delay, the Commission's agricultural order adopted only recently applied the existing \$1.00 an hour minimum to women and minors in agriculture, but failed to provide any meaningful piece rate minimum.

This deficiency, it was noted, virtually renders the existing farm labor minimum ineffective.

The Commission accepted the position advocated by growers and other employer representatives, who urged against reopening of the agricultural order pending further experience on its operation.

Federation demands for an explanation of the Commission's failure to apply its revised budget findings to agriculture went unanswered. The Commission was bluntly told that it was applying dual standards to human beings without any semblance of justification.

Chairman John Quimby was the only Commissioner who objected to the exclusion of the agricultural wage order in the otherwise unanimous opening action. Present at the meeting, besides Quimby, were Commissioners Daniel E. Koshland, Frances Larsen, and Norman Lezin. Commissioner Mae Stoneman was absent due to illness.

Gruhn To Address JLC Meet

Federation President Albin J. Gruhn will be among key speakers scheduled to address the 22nd annual state conference of the Jewish Labor Committee, commencing Saturday evening, October 28, in Temple Israel of Hollywood, it was announced this week by Isidore Stenzor, state JLC chairman.

Major items on the conference agenda for discussion include civil rights legislation, the growth of ultrareactionary fringe groups, anti-semitism in Soviet Russia, and recent developments in the labor movement.

Besides Gruhn, opening speakers will include John F. Henning, Director of the California Department of Industrial Relations and Administrator of Employment Relations

Agency, Harry Lang, general lecturer, Leonard B. Levy, International vice president of the Amalgamated Clothing Workers, and William Pollard, vice president of the L. A. County Federation of Labor, and chairman of the Labor Committee of the Western Region of the NAACP.

An extensive review of the JLC's human rights program at the state and national levels will be presented by William Becker and Max Mont, its area staff representatives. The report will include the area of enforceable fair housing legislation, as well as other state anti-discrimination legislation, federal action to attain civil rights in the South, and

(Continued on Page 4)

FORM 3547 REQUESTED

Consumer Convention Reminder

Individual and organizational members of the Association of California Consumers were reminded this week that their delegates' credentials should be completed and returned as soon as possible for participation in the Association's second annual convention slated for the Del Webb Towne House in San Francisco, November 4-5.

Acting President Jackie Walsh (Joint Culinary Board, San Francisco) reminded Association members that the deadline for return of credentials to 41 Sutter Street, Room 220, San Francisco, is October 28.

The Association's membership is broadly composed of consumer-oriented individuals and groups, including a substantial number of labor unions, co-ops, credit unions and similar organizations.

In her convention reminder this

week, Acting President Walsh noted that one of the major tasks before the convention will be the development and refinement of consumer issues for the political campaign ahead.

If consumer problems are to draw the attention they demand in the coming campaign, Walsh pointed out, it is vital that the convention enjoy the broadest participation possible.

Among key convention speakers will be Helen Ewing Nelson, Governor Brown's Consumer Counsel, and Mildred E. Brady, Editor of Consumers Reports, Consumers Union of the U. S., Inc. Both Nelson and Brady are slated to help convention delegates focus their attention on some of the major consumer problems which demand immediate attention both on the state and national level.

Consumer Information Sessions

The pace of consumer activities was seen stepping up on other fronts this week.

In Bakersfield last Friday, October 13, Governor Edmund G. Brown's Consumer Counsel launched the first of a series of one-day, fact-packed courses on "How to Get More for your Money," with government and business experts doing the teaching. Future one-day sessions are being planned in Riverside, Pomona and San Fernando Valley, San Diego, Visalia, Sacramento and other areas in the state.

These sessions are designed to achieve a "wide-scale exchange of information between consumers and government and business leaders on the food budget, credit buying, quantity and quality standards and other matters affecting consumer pocketbooks," according to the Consumer Counsel, who is personally leading the conferences.

"We are trying to reach into all areas of the state to tell consumers

APPRENTICESHIP CLEARING HOUSE PROJECTS LAUNCHED

(Continued from Page 1)

Employment, which developed broad program objectives and functions.

In the demonstration projects, all clearing house for apprenticeship information will be in the following trade areas: auto mechanics, sheet metal, carpentry, plumbing, electricity, cement masonry, brick masonry, plastering, painting and carpet-linoleum-soft tile.

Information will be available on all joint apprenticeship committees in the areas of the demonstration projects, plant standards programs, schools offering apprenticeship classes, and information on how a prospective apprentice can become indentured in each of the crafts.

Clearing house personnel will interview, take applications, classify all applicants seeking training, classify job openings reported, provide job counseling and guidance, and refer tested and counseled applicants to the joint apprenticeship committee which best provides outlets for the applicant's ability and skills.

about new state laws concerned with their health, safety and buying power," Mrs. Nelson said. "We will bring them up-to-date information on meat, poultry, cosmetics and services. In other words, we will take them on a conducted shopping tour with experts leading the way."

Authorities on food purchasing, weights and measures, health and safety will come from state, federal and local government agencies to discuss consumer problems with the audience.

Mrs. Nelson said that plenty of time is being scheduled for consumers to give voice to their current problems for reporting back to Governor Brown.

Gruhn to Address

(Continued from Page 3)

promotion of fair employment practices.

Sunday morning and afternoon sessions of the conference are scheduled to be held at the Jewish Community Building, 590 N. Vermont Avenue, Los Angeles.

The voting records of state legislators on civil rights measures at the 1961 session of the legislature are also slated for evaluation at the conference.

Detailed information concerning the plight of Jews in the Soviet Union, and the continued anti-semitism there will be presented along with a discussion of efforts to assist persons fleeing from behind the Iron Curtain.

The rise and expansion of ultra-Right wing groups in Southern California, and their efforts to undermine democracy under the pretext of fighting communism will be reported to the conference and analyzed.