

## Appeal To Support J. C. Penney's Strikers

A statewide appeal for support of the Retail Clerks strike against the J. C. Penney's Department Store in San Francisco was issued this week to all AFL-CIO unions in California.

The appeal was contained in an "information report" sent out by Leona Graves, secretary-treasurer of Retail Clerks Local 1100 whose membership is involved in the dispute, together with Clerks Local 410 in San Francisco. The full text of Graves' report is as follows:

To all AFL and CIO Unions  
in California

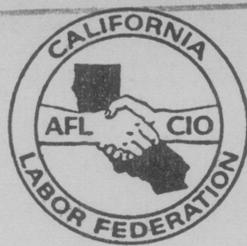
Dear Sirs and Brothers:

"The J. C. Penney's strike in San Francisco is now in its sixteenth week. Because the issues of this strike make it a struggle for the rights of all union members, we are submitting this full informational report:

"Penney's management forced its employees on strike on July 15th by failing in months of negotiations to answer our proposals or to make any offer of its own and by refusing to extend the contract during bargaining.

"Penney's made a so-called 'offer' after the strike began. It demanded that the employees take a cut of at least \$6.00 a week. Penney's told us bluntly that our members had been making too much money under the contract it had previously signed, and Penney's, at

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THOS. L. PITTS  
Executive  
Secretary-Treasurer

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## Erosion in Union Membership Base Underscores Labor Force Change . . . Skill Development Challenge

Shocking figures developed by the state Division of Labor Statistics and Research reveal that the union membership base in California has dropped seven percentage points—from 43 percent to 36 percent of the non-agricultural labor force—within the past decade, 1950 to 1960.

The implications of these findings for organized labor underscore the

magnitude of the challenge labor faces in the vast changes which are taking place in the skill requirements of industry, the distribution of job opportunities, and the composition of the state's labor force—all of which add up to the bread and butter issues involved in the two weekend labor education conferences on "Job Displacement, Retraining and Skill Development" being sponsored by the state AFL-CIO in San Francisco, November 10-12, and in Los Angeles, November 17-19.

Organized labor has lost substantial ground with the relative shrinking of job opportunities in the unskilled and semi-skilled job classifications and the expansion

that is taking place in new skill classifications, technical and white collar employment, and service industries.

Figures issued by the state Division of Labor Statistics and Research show that the number of organized workers in the state has increased by some 400,000 between 1950 and 1960 to a total membership of 1,756,000—an average annual increase of 2.6 percent a year. But during the same period the level of organization dropped from 43 percent of the non-agricultural labor force in 1950 to 36 percent in 1960. If the organizational base of labor had merely kept pace with the fundamental changes taking place in our state's economy, maintaining the 43 percent level of organization, union membership should have expanded in this period by almost double the amount of actual expansion to a total of approximately 2,100,000 members.

According to Secretary-Treasurer Thos. L. Pitts, "there is no advantage in playing an ostrich game with these facts. The challenge to labor is more than a bread and butter issue; it extends to the vital role and responsibility which organized labor has assumed historically as the greatest driving force for a progressive America in our economic development as a nation."

"The forthcoming labor education conferences," Pitts added, "will deal with an important aspect of the total challenge we face. Few organizations, indeed, can ignore the vast problems of job displacement,

## Brown Cites Administration's Record -- Blasts Nixon

Governor Edmund G. Brown, speaking at a steel worker gathering in Southern California this Friday, drew a sharp contrast between the progress made in social economic legislation during the three years of his Administration and the "dismal . . . shocking record" of Richard Nixon, who, the Governor said "is seeking a job—the one I now hold."

"Nixon," Brown pointed out, "pretends he is against the shameful 'right to work' measures with which members of his party have laid siege to labor for several decades. But it was Nixon who tried to put a 'right to worker,' William Knowland, in the governorship in 1958."

Brown also blasted Nixon's contention during the press announcement of his candidacy that there was a need for "labor reform" in California.

Brown's allusion was to Nixon's statement that he opposed a 'right

to work' measure as using "a shotgun where a rifle is needed."

The Governor commented, "He (Nixon) said if he becomes Governor of California he would accomplish that reform—not by a shotgun, but a rifle."

Brown added, "I don't think you will trust him with either weapon," as he launched into Nixon's record, which he described as 87 percent hostile to working men and women.

Brown addressed a testimonial dinner honoring United Steelwork-

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# PITTS, GRUHN TO CONFER ON SOCIAL INSURANCE LEGISLATION

Secretary-Treasurer Thos. L. Pitts and President Albin J. Gruhn, as spokesmen for the AFL-CIO movement in California, will travel to Denver, Colorado to confer with other AFL-CIO leaders in the western states at a national AFL-CIO-sponsored "Conference on Social Insurance Legislation."

The important conference is scheduled to take place at the Hotel Cosmopolitan in Denver, Novem-

ber 6-9, 1961. The three-day meet is the western sequel to an eastern states conference on the subject held in Washington, D.C., October 30-November 2. General Counsel Charles P. Scully is also attending the western states session with Pitts and Gruhn.

The conference agenda includes intensive study and analysis of developments in unemployment insurance, workmen's compensation and temporary disability insurance legislation. A session will also be held on state legislation affecting

health insurance plans and the regulation of rates.

According to the national AFL-CIO, emphasis will be on policy problems encountered in these areas by state organizations. Delegations from the various western states are being headed by top policy officers including those having chief legislative responsibilities in the subject areas.

Representatives and experts from the AFL-CIO Social Security Department are scheduled to lead carefully planned discussion sessions.

## Underscores Labor Force Change

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retraining and skill development, which will confront us in the immediate period and decade ahead with increasing severity."

The weekend conference in San Francisco will take place at the Del Webb Towne House. In Los Angeles the conference location will be the Statler-Hilton Hotel. Detailed programs for both conferences have been sent to all affiliated organizations of the AFL-CIO in California, with advance registration forms.

Both conferences will begin with a Friday night kickoff banquet session, featuring dynamic speakers who will drive home the urgency of the challenge.

Speaking on the topic, "Skill Development and Job Retraining in an Automated Age," John F. Henning, top administrator of the state Employment Relations Agency and Director of the Department of Industrial Relations, will open the San Francisco conference. In Los Angeles, Ewan Clague, U. S. Commissioner of Labor Statistics, is being brought out from Washington, D. C. to kickoff the Los Angeles sessions.

Saturday and Sunday sessions will combine major presentations in specific problem areas with workshop discussions, broken down by industrial and occupational classifications, and an opportunity for conference participants to direct discussion by experts of problem areas arising out of the workshops.

The conference summary in both locations will be made by Max Kossoris, regional director of the U. S. Bureau of Labor Statistics, who will also cover "The Road Ahead" in a total community approach to the development of solutions.

## Appeal To Support J. C. Penney's Strikers

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the outset of the strike, advertised for strikebreakers to take our members' jobs. Penney's is going it alone in this attempt to wipe out union wages and conditions.

"Most of the other major San Francisco Department Stores have signed new contracts greatly improving pay, working conditions and fringes, and the indications are that the few remaining will soon follow suit. But, in spite of its competitors' actions, Penney's still hopes to get away with its assault on the rights of union members. The 200 Penney's union members are carrying the fight. Their morale is high and they are determined to win. The people of San Francisco are responding well to

their appeal, 'Please Don't Shop at Penney's.'

"With your continued help, they will win. Their victory will discourage other employers—who could include yours — from following Penney's example of an all-out war on union wages and conditions. We urge you to give the Penney's situation the widest publicity in your union newspapers and to inform your membership fully.

"In behalf of Local 1100 and Local 410, I want to take this opportunity to thank you for any support that you can give.

"We would appreciate knowing what action your union takes. . . ."

Fraternally yours,  
LEONA GRAVES  
Secretary-Treasurer

### 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

## Brown Cites Administration's Record -- Blasts Nixon

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ers President David J. McDonald, and the Governor.

Speaking of his own record, Brown said:

"Not since the days of Hiram Johnson have the working people of California made so many impressive gains during a single Administration."

Brown amplified:

"We have the finest educational system, the finest social insurance program, the finest social welfare program in the nation as a result of the progress made in the last 34 months.

"We banned employment discrimination based on race, color or creed by establishing California's first Fair Employment Practices Commission.

"We extended the same ban to discrimination in business establishments and publicly assisted housing.

"We also banned discrimination in hiring based on age.

"We cracked down on the so-called 10-percenters and held losses to investors to an absolute minimum. We clamped down on abuses in installment sales.

"We gave new protection to the consumer through the establishment of a Consumer Counsel. We intensified our efforts to bring new jobs to California with an Economic Development Agency."

Speaking more specifically of social insurance accomplishments during the past 34 months, Brown called attention to these examples:

"Unemployment insurance: Benefits increased 37½ percent, to a maximum of \$55 a week.

"An additional \$11.7 million for those who don't get the maximum, by increasing lesser amounts by up to \$3 a week.

"An additional 13 weeks of benefits for those who exhaust their original 26 weeks in any month when unemployment hits 6 percent of the work force.

"Workmen's compensation: Benefits increased 40 percent, to \$70 a week. Accidental death benefits for widows and dependents raised 36⅔ percent, to \$20,500. Compulsory coverage extended to farm workers.

"Disability insurance: Benefits raised to \$70 a week, up 40 percent. Adoption of an escalator clause so that benefits will keep pace with increases in wages.

"Extension of coverage to farm workers—the first and only state in the nation to take this step. I am proud that labor and your Democratic Administration, working together, were able to establish this pioneering principle."

On the social welfare front, he added:

"We have increased aid to the needy blind and the needy disabled; we have increased old age assistance and, again, have added a pioneering cost-of-living clause to this program. We provided medical benefits for needy older citizens. We relieved thousands of relatives of old-age pensioners of the burden of compulsory contributions."

In the field of education, the Governor made references to the following:

"We established the first Master Plan for Higher Education. We started six new state colleges. We are working on three new branches of the university and on a new medical school in San Diego.

"We have a new statewide testing program for our schools. We have new laws to require the study of basic subjects and of a foreign language by the sixth grade.

"Furthermore, we assured higher quality in our teachers by requiring them to study and be proficient in the courses they teach.

"Finally, I think you'll agree that there is no place in the world where children have a better chance for a good education, a good and rewarding job, and a good life."

Particular reference was made by the Governor to the problems of job displacement and unemployment stemming from the introduction of automated processes. In steel, he noted that "membership rolls reflect almost a one-third decline in employment in the steel industry in recent years. Tens of thousands of steel workers have only part-time work."

With reference to one steel worker local in southern California, he said, "I understand . . . automation has eliminated more than half the jobs that existed five years ago," elaborating:

"In the 10-year period, 1948 to 1958, the number of workers in heavy manufacturing declined by 800,000. Yet we produced 35 percent more goods. In 1947, 640,000 workers produced 3.5 million cars.

## Ask Consumer Boycott Of Scab Poultry

A nationwide consumer boycott of poultry produced by Franz Food Products of Green Forest, Inc., has been asked by Food Handlers Local 425, affiliated with the AFL-CIO Amalgamated Meat Cutters, as strike action against the company entered its tenth month.

The brand names of this anti-union firm's products are Royal Heart, Ozark Royal and Fancy Brand. They may be further identified by the USDA Inspection No. 112.

Strike action against the Green Forest, Arkansas establishment, sanctioned by the butchers' international union, commenced on January 10 of this year after "months of fruitless negotiations" during which the company refused to grant working conditions prevailing at other organized plants.

Since that time, strikers have faced "an atmosphere of hatred and harassment" from the business community. Local 425 also reports that city officials have thrown their

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In 1959, the same number of workers produced 6 million cars.

"The fact is many skills are becoming obsolete in our fast moving society. We can't bring those jobs back. But we can create new ones.

"We must learn what skills are needed in the future, and we must map the route that automation will take, and develop programs accordingly. We must retrain the worker who loses his job."

Two steps taken at the 1961 legislative session, Brown pointed out, will help accomplish that objective:

"First, we provided that unemployment insurance of up to \$55 a week will be paid to workers who lose their jobs because of automation and who attend a school to learn new skills.

"Second, we provided that journeymen whose jobs are threatened by automation may study new skills on the job, through our apprenticeship program. They will have the chance to retrain before, instead of after, they have lost their jobs.

Brown concluded that there is much, however, to be done. "To do this," he said, "will require the best brains in government, industry and labor."

FORM 3547 REQUESTED

## Consumer Prices Up— Buying Power Down

Prices of consumer goods and services rose by 0.2 percent between August and September to a new high of 128.3 (1947-49 equals 100), while factory workers' spendable earnings and buying power declined during the same period, according to just-issued releases by the U. S. Department of Labor's Bureau of Labor Statistics.

Seasonal increases for apparel and continued higher costs for services were the major influences in the price advance. However, all major nonfood components contributed. Seasonal declines for fruits and vegetables slightly lowered average food prices.

Thus far in 1961, consumer prices have advanced by 0.7 percent, the smallest increase for a January to September period since 1955. Compared with September 1960, average retail prices were 1.2 percent higher, with increased charges for services responsible for slightly more than half of the rise.

The drop of 0.1 percent in average retail food prices was attributable mainly to seasonal reductions for fresh fruits and vegetables and a continued decline in poultry prices, which more than offset increases for meats, eggs, restaurant meals, and dairy products. The 0.7 percent increase in restaurant meals substantially offset the 0.3 percent decline in the food purchase for home consumption index. The total food index, at 121.1, was 0.7 percent above a year earlier, reflecting a 2.5 percent increase in prices of restaurant meals and an 0.4 percent rise in food purchased for home consumption. Overall food prices have declined by about 0.8 percent, however, from the record level of 122.0 reached in July of this year.

As for the decline in buying power, according to BLS, average spendable earnings (earnings after

## AFL-CIO "MARCH ON CANCER" DRIVE MOVES INTO HIGH GEAR

The AFL-CIO \$1 million "March on Cancer" drive got off to a fast start this week with the announcement that gifts amounting to more than ten percent of the goal were received in advance of the drive's opening date—November 1.

According to the national office, advance contributions soared past the \$100,000 mark when three unions, International Brotherhood of Electrical Workers, Maritime Union and Retail Clerks, all sent in checks for amounts above their quotas of 10 cents per member.

These contributions augmented a \$50,000 contribution from the AFL-CIO itself to get the drive off to a good start.

The drive will continue throughout the month of November. The \$1 million set as the goal will go to the Eleanor Roosevelt Cancer Foundation in the nature of a birthday present honoring the 77th birthday of the First Lady of the Free World.

The Eleanor Roosevelt Cancer Foundation is the only organization which Mrs. Roosevelt has permitted to use her name. Her son, Representative James Roosevelt (D. California), is president and General Omar N. Bradley is chair-

deduction of federal income and social security taxes) dropped because of reductions in hours of work resulting from strikes in the automobile industry, the effects of hurricane Carla, and the observance of religious holidays occurring during the payroll reporting period. The spendable earnings of a factory production worker with three dependents amounted to \$82.44 a week in September, and of a worker without dependents, \$74.85. Both figures were about \$1 lower than in August.

Adding to the effect of reduced spendable earnings, of course, was the consumer price rise of 0.2 percent, which contributed to a 1½ percent decline in buying power over the month.

man of the board of governors. National executive director is Sidney Glazier. Michael Johnson, former assistant director of the Union Label Department of the Ladies Garment Workers, is director of labor activities for the fund-raising drive.

**Each affiliated organization and every AFL-CIO member is being urged to join wholeheartedly in this nationwide drive to further the fight against the dreaded disease of cancer.**

As part of the fund-raising drive, a mass campaign is being conducted among union members on education about cancer and cancer detection methods.

The AFL-CIO and its affiliated organizations are absorbing all costs of raising the money. The full sum will go to the Foundation, which is affiliated with the American Cancer Society, for the construction of new research facilities and for the training or sustaining of researchers.

## Ask Consumer Boycott Of Scab Poultry

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weight behind efforts to break the strike through enactment of ordinances and other actions hostile to labor.

A "character defamation campaign" against pickets, conducted by company supervisors, has resulted in a damage suit against Franz Food Products, according to the union.

In addition to asking union members not to buy this "scab poultry," the local union emphasizes its need for organized labor's cooperation in pinpointing the firm's outlets since it is prepared to handbill such concerns anywhere in the nation.

Communications in this regard should be addressed to Bob Parker, president of the local, P.O. Box 612, Fayetteville, Arkansas.