

Labor Unity Appeal by Meany

A plea for labor unity and to stop "useless internal bickering" has been issued by President George Meany on the eve of the AFL-CIO's convention which will open in Miami Beach on December 7.

Speaking before the AFL-CIO Industrial Union Department convention in Washington, D.C. recently, Meany said, "There is no limit to what the American labor movement can do for the country and for the people it represents" if it does not dissipate its strength in "useless internal bickering."

Labor unity is essential, Meany added, to repel "those who want to destroy our movement," to provide leadership and direction "to beef up" the American economy, and to "repeat in 1962" the political success achieved in 1960 through "the very simple method of getting our own people to register and vote."

Meany told the IUD convention that the AFL-CIO has got to "try to find a solution" to its internal disputes problems, but he emphasized that a trade union is not "an end in itself" but a "means" to build up the society in which we live by

(Continued on Page 2)

Industrial Welfare Commission Clears Deck For Wage Board Appointments

The state Industrial Welfare Commission, meeting in San Francisco this Wednesday, rejected employer-stalling tactics, and cleared its deck of procedural matters for early appointment of wage boards to up-date the Commission's industrial and occupational orders setting minimum wages, maximum hours and other conditions for women and minors employed in the state.

In a series of actions, the Commission:

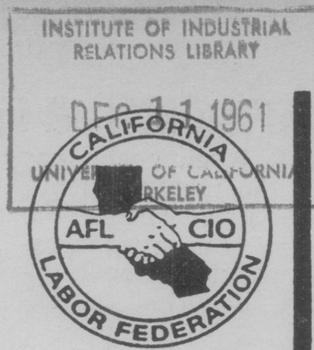
1. Reaffirmed without change its standing rules governing the operation of wage boards to be appointed in each industrial and occupational wage order slated for reopening.

2. Adopted a number of changes in industrial and occupational categories covered by various Commission orders for purposes of appointment of wage boards and determination of their jurisdictions.

3. Instructed the staff of the Division of Industrial Welfare to circularize labor, industry and business groups for recommendations on appointments to wage boards.

4. Set January 12, 1962 as the next Commission meeting date for the appointment of wage boards.

Employer representatives before



THOS L. PITTS
Executive
Secretary-Treasurer

Weekly News Letter

December 1, 1961
Vol. 3—No. 45

Published by California Labor Federation, AFL-CIO



151

State AFL-CIO Urges Special Session Call By Brown on Job Training for Automation

State AFL-CIO Secretary-Treasurer Thos. L. Pitts, this Monday, urged that a coordinated state program for projecting skill and job training requirements in an automated age be made the subject of a special session call by Governor Brown when the state legislature convenes for its regular budget session in February, 1962.

Pitts advanced the proposal during a TV interview held in connection with the Governor's automation conference at the Biltmore Hotel in Los Angeles this Monday and Tuesday.

More than 400 top labor, management, education and government leaders from throughout the state participated in the two-day parley. In speeches by Undersecretary of Labor Willard W. Wirtz,

It is reported that Governor Brown is favorably inclined toward taking action along the lines recommended. However, the Governor's office has indicated that initial action may be taken by Executive Order rather than a special session call.

University of California President Clark Kerr, and Bureau of Labor Statistics Regional Director Max Kossoris, the conferees were told that the burden of helping workers displaced by automation at the rate of 35,000 a week must be shared by the public.

In his appeal for urgent state action, Pitts noted that the automation displacement problem is only part of the total challenge the nation faces in the '60s in developing employable skills to meet the changing skill requirements of industry—all of which is vastly complicated by a lagging rate of economic growth.

Action to step up the rate of economic growth, according to Pitts, must be supplemented by a total program which faces up to the "structural unemployment" problems stemming from automation and the matching of men and jobs.

"I urge the Governor to consider a special session call on this vital matter," Pitts said in his TV interview, as he placed the weight of the state AFL-CIO behind a four-point action program outlined by Max Kossoris at the opening session of the automation meet.

The four points, Kossoris noted, were the logical answer to major issues developed out of the California Labor Federation's recent

Affiliated organizations desiring to make recommendations on appointments to wage boards are urged to submit them to the Industrial Welfare Commission, John Quimby, Chairman, c/o the State Division of Industrial Welfare, 455 Golden Gate Avenue, San Francisco. Wage boards will be established in each of the following industrial and occupational classifications: manufacturing; personal services; canning, freezing and preserving; professional, technical and clerical occupations; public housekeeping; laundry and dry cleaning establishments; mercantile establishments; after harvest operations; transportation; amusement and recreation; broadcasting; and motion picture industry.

the Commission sought to delay creation of the wage boards for at least an additional three months by proposing broad revision of the Commission's rules for wage boards.

(Continued on Page 2)

(Continued on Page 3)

Industrial Welfare

(Continued from Page 1)

Under the guise of "fact-finding" and protecting the "small businessmen," the proposed employer changes were aimed at stymieing the operation of the wage boards by converting them into quasi-judicial bodies, giving them the authority to hold prolonged hearings throughout the state, hire legal counsel, and requiring that all wage board recommendations be based on "evidence" gathered through these legalistic procedures.

The California Labor Federation strenuously opposed the employer recommendations as an "obvious attempt to undermine the work of the Commission by elevating the boards to a level of authority higher than the Commission itself." It was pointed out that wage boards are designed to assist the Commission in carrying out its legislative mandate; not to impose the rigidity of courtroom procedures on decision processes involving socio-economic considerations.

This mandate is spelled out in the existing Commission rules for wage boards which the Commission reaffirmed after rejecting the employer proposals. Each board established is required to make recommendations on:

(1) a minimum wage which will "supply the necessary cost of proper living, and maintain the health and welfare" of women and minors in the occupation, trade or industry in question;

(2) the number of hours of work per day in the occupation, trade or industry in question, consistent with the health and welfare of such women and minors, and

(3) the standard conditions of labor in the trade, occupation or industry in question demanded by the health and welfare of such women and minors.

Under the reaffirmed rules, each board must submit its findings and recommendations in writing, "supported by statements of the reasons for such recommendations."

The recommendations are not binding upon the Commission because the ultimate decision under law rests with the Commission itself. Further, the reaffirmed rules retain in the Commission the authority to determine the time and place when the wage boards shall meet, thus eliminating the possibility of

Injunction Lifted in Sacto TV Dispute

A significant development has taken place in the fourteen-month AFTRA-NABET strike against the Jock Whitney TV station in Sacramento, KXTV, which has been operating with imported strike-breakers.

Last week the General Counsel of the National Labor Relations Board admitted "error" and successfully petitioned the Circuit Court of Appeals to lift the "temporary" injunction under which the unions had been barred for nine months from any activities against persons, firms or corporations doing business with KXTV.

The injunction was originally sought and obtained by KXTV through the NLRB because of AFTRA and NABET's publicity campaign among union members and the general public asking them not to patronize advertisers who continue to do business with this "union busting" station.

With the lifting of the injunction, the unions are no longer prohibited — as they have been for nine months — from engaging in lawful attempts of economic sanction against sponsors who support an unfair employer.

The General Counsel's action in moving for dismissal of the injunction came as the result of two precedent-making rulings of the NLRB recently in which it was held that the publicity proviso of the 1959 secondary boycott amendments in the Landrum-Griffin Act protects union members who pass out handbills at business places of employment not involved in the strike. The major issue in these cases was whether the secondary boycott proviso permitting publicity other than picketing applies also where the primary employer deals in services (i.e., radio or TV

any board undermining the Commission by prolonging its meetings.

Under law, also, the Commission determines the size of each board, subject to the requirement that there shall be an equal number of employer and employee representatives with an impartial chairman.

This Wednesday's actions were taken with Commissioners John Quimby (chairman), Norman Lezin, and Daniel Koshland present. Absent were Mae Stoneman and Frances Larsen.

broadcasting). The NLRB took the latter view, stating that no distinction can be made between an employer's products and services.

The decision was hailed by the broadcasting unions as a significant victory because it restores to them the right to advise the public of labor disputes, and to ask that they withhold patronage from advertisers doing business with a broadcaster against whom the unions are on strike.

Within minutes after the injunction was lifted, KXTV strikers in Sacramento undertook an intensive publicity campaign against KXTV sponsors — a campaign which the unions involved said will be extended across the country until the strike is won.

Labor Unity Appeal by Meany

(Continued from Page 1)

building up the standards of those we represent . . . at the lower rung of the ladder."

"This was the idea behind the labor unity," he said when the AFL-CIO organization was merged in 1955.

Meany's plea has been backstopped by Secretary of Labor Arthur Goldberg, who has called on the nation's unions to "stop quarreling and get on with the job of organizing the unorganized."

In a recent interview with Harry Bernstein, Los Angeles Examiner's labor editor, Goldberg blamed much of the failure of unions to make greater strides on internal battles.

"Unions today are not doing the job they are capable of because of their quarrels among themselves," Goldberg was quoted as saying.

"I have long believed, and still do, that it would be good for the country if more people belonged to unions. The internal disputes are capable of resolution, and they should be resolved," Goldberg added.

Before the IUD convention, Goldberg repeated his warning that unions must do a better organizing job "if the American trade union movement is to remain the force for good it has been in the past."

Citing statistics showing that the percentage of union membership in the work force has declined each year since 1958, Goldberg declared:

"If you are seeking a challenge, there it is in black and white."

State AFL-CIO Urges Special Session

(Continued from Page 1)

weekend conferences on the problems of "job displacement, retraining and skill development," which brought focus on the pressing need to project skill developments sufficiently in advance so that appropriate training and retraining programs may be developed.

The four points included the following:

1. Establishment of a state manpower utilization commission representative of labor, management, educators, and agencies with job training functions to assume responsibility for coordinating California's efforts in skill development.

2. Planned conferences under this commission's coordination in each of the state's major labor market areas to focus attention on the magnitude of the manpower utilization and development problem, and to get employers to discuss their projected skill needs.

3. Follow-up coordinated studies in these labor market areas by professional economists and manpower experts to reduce generalities to specifics. The emphasis would be on projecting requirements in terms of skills, rather than occupations, and on the quantity needed and when.

4. Training programs to be expanded, revamped or developed as necessary to meet these projections on a planned basis.

The need for community action and development of public policy to find solutions to automation problems was also stressed by Clark Kerr, who said that collective bargaining had only limited applications.

Both Kerr and Wirtz gave top priority to government action to achieve a higher growth rate for full employment, reducing the number of jobless to 3 percent.

The nation, Kerr said, "cannot afford a 7 percent rate of unemployment," which was underscored in an appeal by Wirtz to meet the nation's growing social needs.

The two authorities frowned on a shorter work week as a means of meeting the unemployment problem. According to Wirtz, "We have too many unfilled needs, which must be solved by greater produc-

tion and greater employment, not fewer hours of work per week."

Among these needs, Wirtz said that construction of 140,000 school-rooms would produce a million jobs. As another example, he mentioned clearing out the slums, which is the best answer to juvenile delinquency.

If private action does not work, the Undersecretary of Labor said, the Clark Bill, providing for standby public works, should be passed by Congress.

Vast water and power development projects were also advanced as social needs along with increased exports through liberalized tariffs, backed up with programs to cushion the shock of imports in injured industries.

Wirtz also blasted the importation of 315,000 braceros for farm jobs while four million Americans are out of work. He labelled as totally false the contention of growers that domestic workers will not perform farm labor jobs.

"The heat of the Imperial Valley is no hotter than the heat of the blast furnaces in the Pennsylvania steel mills," Wirtz said.

The answer, Wirtz declared, is to raise farm wages because "American workers will not do the work the braceros will do at the wages they are being paid."

The Governor's automation conference was divided into four divisions: education and training for changing technology; the role of labor-management relations; economic development aspects of automation; and social implications of automation. Out of workshop discussions in these divisions, numerous recommendations were submitted at a concluding session.

Among these recommendations, two of the divisions urged the creation of statewide committees, but in language far less specific than the proposals embraced in Pitts' recommendation to the Governor for special session action.

The conference division on the role of labor-management relations recommended that the constructive beginning of the Governor's automation conference be carried forward "through the appointment by Governor Brown of a tri-partite committee of management, labor and the public. This committee would be permanent and would

Secret Bracero Negotiations Protested

Delegates to the seventh International Conference of the Joint United States-Mexico Trade Union Committee in Mexico City, have protested to their respective governments against "secret" negotiations being carried on to extend the bracero program.

Under the extension of Public Law 78 by Congress earlier this year, the United States and Mexico are currently negotiating an international agreement establishing basic conditions for the importation of Mexican farm workers.

In a telegram to President John F. Kennedy, the U.S. Section of the Joint Trade Union Committee said:

"The deep concern expressed by you in signing HR 2010 (to extend the bracero program) regarding our domestic farm workers and their welfare is being ignored by representatives of our State and Labor Departments meeting in secret sessions with their counterparts of the Mexican government in the implementation of amended Public Law 78. The Joint United States-Mexico Trade Union Committee meeting in Mexico City is shocked to learn that negotiations are being carried on in haste and secrecy."

The telegram appealed to the President to intercede by requesting the State and Labor Departments not to finalize the amended international agreement until the joint union committee has received information regarding the contem-

(Continued on Page 4)

make continuing studies of the impact of automation, and would make recommendations from time to time to meet the problems that arise."

Division III on the economic development aspects of automation proposed a purely advisory committee at a "high level . . . for a three-year period to make sure that all pertinent data are developed, analyzed, and coordinated to provide an understanding of the problems of automation and industrialization, and then to point out their long-term implications, and suggest a means of achieving a balanced and dynamic society in California." No recommendation was made as to specific ways in which this should be done.

California Labor Federation, AFL-CIO
995 Market Street
San Francisco 3, Calif.

Industrial Relations Librarian
Institute of Industrial Relations
214 California Hall
University of California
Berkeley 4, Calif.

NON-PROFIT
ORGANIZATION
U. S. POSTAGE
PAID
San Francisco, Cal.
Permit No. 7085

FORM 3547 REQUESTED

Councils Urged To Intensify Equal Rights Efforts

Central labor and craft councils throughout the state were urged this week to "make certain that labor's positive efforts to eliminate the blight of discrimination are continued and expanded."

In a letter to councils, Federation Secretary-Treasurer Thos. L. Pitts reviewed California labor's leadership role in opening job opportunities for individuals of minority groups with particular emphasis on apprenticeship training.

Pitts sent the councils statements by AFL-CIO President George Meany and Building Trades Department President C. J. Haggerty in support of the Powell bill presently before Congress, which would prohibit federal support of apprenticeship programs which discriminate, and urged local movements to press their congressmen to support the bill when it is taken up at the next session.

The following is the text of Pitts' letter to the councils:

"As you know, the California Labor Federation, by convention action and through its standing Executive Council Committee on Civil Rights, is pressing hard on many fronts to secure and extend the equal rights of all individuals, regardless of their race, color, creed, religion or national origin.

"In recent months, you have probably noted in our Weekly News Letter that there has been considerable activity in the area of job training, with particular reference to increasing opportunities for mi-

nority group individuals in the apprenticeship training programs. Discrimination in apprenticeship training is clearly prohibited by the state Fair Employment Practices law which was passed by the 1959 legislature. The problem of providing more opportunities for minority group individuals in these programs is therefore a matter of taking positive steps to better inform individuals entering the labor market and those in high schools planning to enter skilled occupations of the opportunities and requirements in apprenticeship training.

"In this connection, the Federation was instrumental in obtaining the establishment of a committee for minority group opportunities within the state Apprenticeship Council and has been successful in launching two demonstration projects on "clearing houses for apprenticeship" within the offices of the Department of Employment in Fresno and Los Angeles.

"I call these activities to your attention because of a number of disturbing stories in the daily press which would leave the impression that organized labor is somehow condoning discriminatory practices within its own ranks. I believe the record of our activities speaks for itself, but it is incumbent upon all of us to make certain that our positive efforts to eliminate the blight of discrimination are continued and expanded.

"I am taking the occasion of this letter also to send you copies of

Secret Bracero Negotiations Protested

(Continued from Page 3)

plated changes "so that the Committee may have full opportunity to study such changes in our forthcoming meeting scheduled for January 10-12 in Ciudad Juarez, Mexico, and in El Paso, Texas, to which representatives of the U.S. State and Labor Departments will be invited to attend and participate."

statements by AFL-CIO President George Meany and President C. J. Haggerty of the Building and Construction Trades Department, made before a special subcommittee on labor of the House of Representatives in support of H.R. 8219. This is a bill which would withdraw federal support and approval of apprenticeship programs which deny individuals an equal opportunity to participate therein on account of race, color, creed, etc. These statements were given publicity in our Weekly News Letter, and are being sent to you as a result of action taken at our last Executive Council meeting, on recommendation of the Federation's Standing Committee on Civil Rights.

"H.R. 8219 will be before Congress when it reconvenes in January. Local councils are urged to communicate with their congressional representatives and Senators Kuchel and Engle, requesting their active support of this legislation."