

J. C. Penney Strike Settlement ... Boycott Ends

Labor organizations throughout the state were advised this week that the four-and-a-half month old strike against J. C. Penney Co. in San Francisco has been successfully settled, thus ending the Retail Clerks Boycott against the chain store.

Agreement was reached, Friday, December 1, following marathon negotiations, which produced substantial wage increases for striking Penney's employees with union shop protection.

Secretaries of the two striking Retail Clerks locals, Leona Graves of Department Store Employees Local No. 1100 and William Silverstein of Retail Shoe and Textile Salesmen Local No. 410, thanked supporting organizations in a communication which read as follows:

"During the last four and a half months our Union has communicated with you advising of our strike against the J. C. Penney Company Store here in San Francisco. These communications were for the purpose of securing whatever support you could render to us in bringing about a successful conclusion of the strike.

"We are happy to inform you at this time that the strike has now been settled satisfactorily to all parties. Both of our Unions have

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LABOR BACKS KENNEDY APPEAL FOR LOWER TARIFFS WITH ADJUSTMENT SAFEGUARDS

Reviewing proposals currently before the AFL-CIO convention in Miami Beach, President George Meany has called for labor support of a broad and liberalized foreign trade program, with trade adjustment features built-in to meet the nation's responsibility to workers, firms and communities affected by foreign competition.

Meany labeled the labor position an "economic and political necessity" before a three-day world trade conference sponsored by the Machinists in Washington, D.C. recently.

The AFL-CIO president said that labor must be "practical as well as realistic" about world trade, as he drove home the following points:

1. The case for foreign trade—for lower trade barriers—is "overwhelming."

2. The inclusion of a trade adjustment program in the U.S. reciprocal trade law is necessary if a new, strengthened trade law is to



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Executive
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U.S. Union Membership Figures Challenge AFL-CIO Convention

The AFL-CIO convention, opening in Miami Beach this Thursday, was handed a sharp challenge with the release of new figures on union membership in the United States issued by the U.S. Labor Department's Bureau of Labor Statistics.

Confirming findings reported by News Letter for California (November 3, 1961), the U.S. figures show that union membership is failing to keep pace with the growth in the nation's work force, despite gains in actual members.

The membership of national and international unions, with headquarters in the United States, is estimated by the Bureau of Labor Statistics to total 18,117,000 in 1960, an increase of only 36,000 since 1958.

The U.S. Labor force has increased by approximately 1.8 million between 1958 and 1960.

According to the BLS, about 15.1 million workers in 1960 were in AFL-CIO affiliated unions, and 3

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Job Training Conference Tapes Available

Tapes recorded at the recent weekend conferences on the problems of "job displacement, retraining and skill development" sponsored by the California Labor Federation in San Francisco and Los Angeles, November 10-12 and November 17-19, respectively, are being made available through the Federation's office for use in membership meetings, and educational programs of local organizations.

The tape recordings include the following:

- Speeches by U.S. Commissioner of Labor Statistics Ewan Clague and State Director of Industrial Relations John F. Henning on "Skill Development and Job Training in an Automated Age."

- A detailed summary of the conferences by Max Kossoris, regional director of the U.S. Bureau of Labor Statistics. This summary also points to the "road ahead," outlining a four-point coordinated state program for projecting skill and job training requirements, which has been endorsed by the state AFL-CIO for special session action by the 1962 Legislature.

Direct requests for the use of the tapes to Federation Secretary Treasurer Thos. L. Pitts, 995 Market Street, San Francisco 3. There is no charge.

be passed—and "specifically it is a necessity if such a law is to have the backing of the AFL-CIO."

3. The existing law should be strengthened to give the President power to act in emergencies, to speed grants, loans and unemployment compensation to adversely affected communities.

4. Tax incentives may properly be used by U.S. firms which manufacture goods abroad to be consumed there, but no tax concessions are justified for corporations that "deliberately set out for the sake

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Labor Backs Kennedy Appeal for Lower Tariffs With Adjustment Safeguards

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of extra profits, to rob Americans of their jobs."

Meany told delegates to the world trade conference that the United States "cannot prosper, or indeed cannot even maintain itself, without imports from foreign countries."

Nevertheless, he predicted, a "bitter battle in Congress next year," when President Kennedy seeks to revise and broaden the reciprocal trade policy this nation has followed since the days of Franklin Roosevelt and Cordell Hull, and acknowledged "an increasing amount of concern within our own ranks over our continued support of this policy."

The primary reason, Meany said, is the failure of the American economy, apart from the competition of imports, to provide full employment.

"For eight years," he said, "our annual economic growth was held down to a snail's pace. And while there has been some improvement this year, and more can be anticipated, it has not had any material success in reducing unemployment."

A trade adjustment program, Meany said, would give the President an alternative to raising tariffs on a product hurt by foreign competition. He could attempt to rehabilitate those affected by using some of these proposed remedies:

- For workers, supplementary unemployment benefits, up to two-thirds of former weekly earnings, for 52 weeks; job retraining; retirement at age 60 under Social Security; the relocation of entire families, if necessary, to areas where jobs are available.

- For industries, loans from the Small Business Administration; technical advice and assistance in increasing efficiency or developing new products; accelerated amortization for investments in developing new products and in bringing about a more balanced economy.

- For communities, loans on the same basis as to business firms, and similar technical assistance.

Meany said that these are not revolutionary ideas, that most western nations have authorized such programs, and that the approach is similar to that in the area redevelopment act in the United States.

The AFL-CIO president's plea for lowered trade barriers and built-in safeguards for injured workers and industries coincided in its major phases with the findings of the conference delegates. In concluding the Machinist-sponsored conference, I.A.M. President Al J. Hayes, said that "there should no longer be any doubt in anyone's mind as to the overriding necessity for a continued national policy of liberal trade."

Hayes said the conference, first of its kind sponsored by the Machinists, was called to develop specific ways and means in support of liberal trade policies and to help meet problems created by the exploitation of foreign labor.

Attention! Christmas Shoppers

Christmas shoppers are urged to look for the union label when buying gifts.

The Union Label News Letter, issued by the Amalgamated Clothing Workers of America, for example, points out that pajamas are a traditional Christmas gift. As this year's big holiday season rolls around, shoppers are reminded:

"Give him anything bearing the Amalgamated Union label, but don't give him Non-Union-made Weldon Pajamas, or pajamas using the RN No. 13873."

While shopping for gifts, the union asks shoppers to pass these by, too—

"O'Sullivan heels . . . Camel cigarettes . . . Kohler plumbing products . . . Seeburg music players . . . McMullen dresses . . . Proctor electrical appliances . . . Hanes knitwear . . . Sewell clothing . . . Wings shirts . . . H.I.S. suits and outerwear . . . Kaynee sportswear . . . Chambers stoves."

New Aged Health Care Pamphlet

The AFL-CIO Social Security Department has announced the availability of its new pamphlet "Health Care with Dignity—An Appeal to Congress."

The pamphlet contains the full text of President Meany's statement to the House Ways and Means Committee last July in support of the Anderson-King bill, providing medical care for elderly citizens under the social security and railroad retirement systems. In this statement, President Meany sets forth in definitive fashion the position of the AFL-CIO and also answers the arguments of those who oppose the enactment of this much-needed program.

In releasing the new pamphlet, AFL-CIO Social Security Director Nelson Cruikshank points out that the health care issue will be one of the major proposals before the nation in the next session of Congress. The new pamphlet, he said, "should prove a most useful handbook to all those in the trade union movement whose active support will need to be enlisted if the outcome is to be successful."

The widest possible distribution of the pamphlet is being encouraged.

Cruikshank adds:

"Due in no small measure to the cooperation of all affiliates of the AFL-CIO in the four years since this type legislation was first introduced by Congressman Forand, we are now at the point where victory is possible—though by no means a sure thing."

A single copy of "Health Care With Dignity — An Appeal to Congress" AFL-CIO Publication No. 125—is available free. Up to 100 copies, they are priced at 10 cents each; the price for 100 copies is \$7.50.

The new publication may be ordered from the Pamphlet Division of the AFL-CIO Department of Publications, 815 - 16th Street N.W., Washington 6, D.C. Checks should be made payable to William F. Schnitzler, Secretary-Treasurer, AFL-CIO.

U.S. Union Membership

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million in unaffiliated national unions. More than one million were in areas outside the United States, primarily in Canada, according to the Bureau's latest membership survey covering the period 1959-60.

A fourth of the nation's total labor force, and about a third of the employees in non-farm establishments belonged to unions, the BLS reports, pointing out that membership has failed to keep pace with the growth of the labor force nationally since 1953. This is when the Eisenhower-Nixon team took office in Washington, D.C.

Some of the details of the BLS

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gained wage provisions commensurate with those agreed to by other major stores in San Francisco and we have retained our Union Shop which had become a major issue in this dispute. A three year contract with progressive wage raises has been agreed to, all of our striking members are being returned to their jobs without loss of standing and we have renewed amicable relations with the J. C. Penney Company.

"In view of the above, we now ask that any publicity 'not to patronize Penney's' be withdrawn.

"We wish to offer at this time our wholehearted thanks to you for the support rendered during this now-concluded dispute."

Retention of the union shop in the final agreement was a major point of dispute. J. C. Penney's management originally demanded that it be discontinued.

The raises won matched those negotiated with other retail stores in San Francisco during the prolonged Penney dispute. They call for a 2½ cent hourly raise, effective last June 1, another 5 cents effective August 1, for a total 1961 package of 7½ cents, and 6½ cent increases on June 1, 1962, and June 1, 1963, totalling 20 cents per hour in a three year agreement.

The ability of the Penney's employees to hold out was recognized as having materially benefitted settlements with other stores during the strike, which in turn, influenced the final Penney's settlement.

union membership report indicate the following:

Approximately 3.3 million women were members in 1960, indicating a gain of about 30,000 since 1958. The proportion of women among union members (1 out of 6) and the proportion of union members in the Nation's female labor force (1 out of 7) remained unchanged. For male members, the labor force ratio was approximately 1 out of 3.

An estimated 2.2 million white-collar employees (professional, clerical, and sales) were union members, 8,000 more than the 1958 estimated level. About two-thirds of all white-collar members were in nonmanufacturing industries; the remainder were somewhat more heavily concentrated in government than in manufacturing industries.

Nearly 8.6 million union members were in manufacturing industries, 8.4 million in private non-manufacturing, and the remainder—1.1 million—in Federal, State or local government service. None of these figures differ markedly from those for 1958.

The survey covered 184 national and international unions which negotiate with employers in two or more States. Of these, 134 were AFL-CIO affiliates.

Other findings are:

- Ten unions accounted for almost half of the total membership.

- Despite the slow growth in total membership during the past 2 years, one-third of the unions for which comparable data were available reported gains or losses of 10 percent or more. For the decade 1951-60, 3 out of 4 unions experienced similar fluctuations.

- Reports submitted by State bodies of the AFL-CIO indicate that one-half of the Federation's membership is concentrated in five States—New York, Pennsylvania, California, Illinois, and Ohio.

- Approximately 78,000 local unions, including about 6,400 outside the United States, were in existence in 1960.

- An estimated 150,000 collective bargaining agreements were in effect covering about 18 million workers, including those not members of unions. Fifteen government unions, with a combined membership of nearly 500,000, do not negotiate agreements.

The membership figures are

Morgan News Program Essay Contest Announced

The American Broadcasting Company again this year is conducting an essay contest for college students in connection with the Edward P. Morgan news broadcast sponsored by the AFL-CIO.

The essay subject is "Youth's Role in U.S. Foreign Policy", with winners to be selected by the following committee of judges: Chester Bowles; Senator J. William Fulbright, chairman of the Senate Foreign Relations Committee; Senator Everett M. Dirksen, Senate Minority Leader; R. Sargent Shriver, Director of the United State Peace Corps; and commentator Edward P. Morgan.

The contest is open to all undergraduate students in U.S. universities and colleges, and will close at midnight, December 31, 1961. Among the prizes will be two college scholarships (one for a boy and one for a girl), and a three-day expense-paid trip to New York and Washington. In addition, the ten semi-finalists will receive a 24-volume set of the 1962 edition of the Encyclopedia Britannica.

All ABC stations carrying the Edward P. Morgan news program have received announcements of the contest and are publicizing it. Eligible participants should be encouraged to contact their local ABC station for further information.

The purpose of the contest is to make college students, their families and teachers aware of the Edward P. Morgan news program, and its AFL-CIO sponsorship.

Last year's contest, according to AFL-CIO President George Meany, was an outstanding success, and it is hoped this year that even more college students will enter the contest and will become aware of the AFL-CIO's contribution to public awareness of the major issues of our time.

from the Bureau's forthcoming "Directory of National and International Labor Unions in the United States, 1961," which will also list, for each union, its address, principal officers, total membership, number of locals, frequency of conventions, publication and editor, research and education director, and persons responsible for legal, social insurance, and organizing activities.

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5 AFL-CIO Publications Chosen for School List

Five AFL-CIO publications have been selected by a committee of the National Task Force on Economic Education to help give high school students the minimum understanding of economics issues necessary for good citizenship.

They are among 93 publications chosen by leading economists who culled approximately 7,000 books, booklets, pamphlets and studies in a search for materials that could be used for economic education in the high school curriculum.

In addition, one of the five AFL-CIO publications and parts of two others were chosen for inclusion in a kit being distributed to all high schools. The AFL-CIO has made 25,000 copies of each available without charge.

Recommended to high school students and teachers of economics were:

★ State and Local Taxes, AFL-CIO Publication No. 80.

★ To Meet the American People's Needs, Labor's Economic Review, June-July 1959.

★ America's Haves and Have Nots, Labor's Economic Review, 1960.

★ Wage policy for an Expanding Economy, Labor's Economic Review, November 1960.

★ Federal Taxes, AFL-CIO Publication No. 108.

Selected for distribution in the kits were Labor's Economic Review for November 1960 and parts of the two publications on taxes which the AFL-CIO has included in a new pamphlet especially designed for the purpose.

The Task Force was set up by the American Economic Association, which named the members, and the Committee for Economic

NILE Study Institutes Set for 1962

The National Institute of Labor Education will conduct its second series of three, ten-week residential study institutes for union officers and staff representatives at three college locations in the summer of 1962, it was announced this week.

The educational sessions will be held at the University of California at Berkeley; Cornell University in Utica, New York; and the University of Michigan at Ann Arbor, running from June 18 to August 24, 1962. The deadline for applications, however, is March 31, 1962.

Application forms are now available from Joseph Myer, Executive Secretary, National Institute of Labor Education, Room 310, 1730 "K" Street, N.W., Washington 6, D.C.

Under selection rules, a maximum of 20 students for each of the three institutes will be chosen by residential study institute selection committees. Tuition for the entire ten-weeks course, valued at \$800 per student, is free for all students selected.

Room and board is estimated to cost about \$8.00 per day, but scholarships covering one-half the cost of room and board will be provided upon request. The balance has to be provided by the applicant, either through a grant from his union, or any other sources including his own.

The program is aimed primarily at full-time union officers and staff representatives. Applicants may be international representa-

Development, which financed the study. Labor's Economic Review, produced by the AFL-CIO Dept. of Research, appears monthly in the AFL-CIO American Federationist.

tives, business agents, local presidents, or other full-time officers. Officers of a city or state central body, or of a district or region of an international union are also eligible. A union official who is not serving on a full-time basis is not precluded, provided he has the breadth of experience and background to make the best use of the program.

Each applicant must be sponsored by a local or international union, or a city or state central body. Un-sponsored individual applicants will not be accepted.

Although there are no academic requirements for admission, the applicant should be able to read with moderate ease, and to do written work which would be a regular part of the program at each of the universities.

The curriculum for the NILE institutes puts the emphasis on broad economic, social and political issues rather than tool subjects which comprise much of current labor education programs.

The programs have as their premise the belief that the "increasing complexity of labor-management relations and union administration, as well as the importance of a free and strong labor movement to the survival of a free world, require of union staff the highest level of training and sophistication, which goes beyond the skills and knowledge needed for organizing and collective bargaining."

The program of studies for the 1962 residential sessions will include the following topics: (1) Central economic problems of the 1960s, (2) American government and politics, (3) Man and society, and (4) The American labor movement.