

Brown Spotlights Action For Industrial Safety

Urging that more attention be given to conserving precious human resources, Governor Edmund G. Brown recently spotlighted the extra effort that is needed to substantially reduce on-the-job injuries.

In a keynote address to the Governor's Industrial Safety Conference, convened earlier this month in San Francisco, Brown said that industrial safety must be part of the program that he launched upon taking office to bring the focus of government on the creation of opportunities for our human resources.

Brown declared that a democratic society cannot undertake the development of its natural resources to the exclusion of its most basic resource—human beings.

"If we are to list our resources with honesty," Brown added, "we must give first priority to our people. They fill our schools, they turn industry's wheels, and they enjoy the benefits of the natural resources we wish to preserve."

Expressing the philosophy of his Administration, Brown said:

"For three years we have taken

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Reminder on NILE's Three Residential Institutes

AFL-CIO Vice President Peter T. Schoemann, chairman of the Federation's Committee on Education, has issued a reminder to affiliated unions and central labor bodies, urging that they take advantage of three residential study institutes to be sponsored this summer by the National Institute of Labor Education.

The 10-week institutes, embodying a new approach to labor education, will be held from June 18 to August 24 at Cornell University, the University of Michigan and the University of California at Berkeley. They will carry forward a program begun by NILE last year when some 50 representatives of 21 international unions and one central body took part in the first institute series.

NEW INSIGHTS GIVEN

"There was general agreement that the intensive study helped them to understand today's union problems and gave them new insights into solutions," said Schoemann, president of the Plumbers and Pipefitters, in a letter to heads of other AFL-CIO affiliates.

In urging member unions to sponsor participants for this year's institutes, he cited NILE's role in developing experimental programs in labor education and furthering educational activities of benefit to trade unions. He noted, too, that the AFL-CIO is working closely with



THOS. L. PITTS
Executive
Secretary-Treasurer

Weekly News Letter

February 23, 1962
Vol. 4—No. 5

Published by California Labor Federation, AFL-CIO



Pitts Asks Realistic Farm Wage Rate From Labor Department

Failure of government officials to effectively protect domestic farm workers against grower abuse of the bracero importation program was sharply criticized this week by state AFL-CIO Secretary-Treasurer Thos. L. Pitts at hearings before U.S. Department of Labor officials in Sacramento.

Flanked by four agricultural workers, Pitts demanded that the Department bring an end to the 10-year accumulation of adverse effect braceros have had on the employment, wages, and working conditions of domestic farm workers.

The state AFL-CIO executive officer said that this adverse effect in terms of wages can be measured by the wage and fringe benefit increases which have taken place in the related "food and kindred products" industry since the inception of the bracero program. This

increase, he said, amounted to 91 percent.

If a shortage of labor actually existed in agriculture, Pitts added, that shortage should have boosted wages in the absence of braceros by at least the amount of increase that has occurred in "food and kindred products" employment.

"The Department of Labor has asked for a yardstick for assessing the presence or absence of adverse effect," Pitts reminded the Department.

"In keeping with our firm belief that the cumulative nature of adverse effect must be taken into account," Pitts said, "here is the yardstick California labor recommends:

"Where farm wages in a given crop activity have increased 90.8 percent or more since 1950, and domestic farm workers are still not attracted by the jobs, the use of braceros might conceivably be justified for that activity. If farm wages have not increased by 90.8 percent since 1950, every request for braceros should automatically be filed in a circular receptacle and carried out at the end of the day with the other trash."

The farm workers accompanying Pitts before the hearing, held in Sacramento, Wednesday, February 21, were Manuel Juarez, James Davis, Silverio Balerio and Ed Henricks. These field workers supplemented the Federation's testimony with their personal experiences on how the use of braceros has displaced American farm workers by undercutting their wages and working conditions.

The 91 percent formula urged by the state AFL-CIO was advanced as a moderate, but more realistic, alternative to a \$1.00 minimum wage for bra-

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Farm Wage Rate

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ceros under consideration by the Department of Labor for California and three other states.

Pitts pointed out that the 91 percent yardstick already excluded other major factors such as the decline of farm workers' fringe benefits, the virtual disappearance of family housing and the gross understatement of farm wage rates in 1950 by official agencies.

Other considerations which could have justified an even more liberal yardstick were advanced by Pitts as including the presence, even in 1950, of depressed wage rates due to the use of "wetbacks" and smaller scale federal importation programs.

In addition, Pitts noted that the "food and kindred products" manufacturing workers serving as the basis for the formula were themselves "adversely affected" by the spill-over of domestic workers due to bracero displacement.

Pitts declared, "The effect of the bracero program is like the ripples that move out when you drop a stone in a body of water." It has resulted, he stated, in forcing many domestics to migrate or leave the agricultural industry.

Asserting that the program, as administered, was made to order for the corporation farms, Pitts observed, "Indeed, it would be a dream of heaven for any employer in any industry."

California labor's top officer explained: "If the domestic crew couldn't 'make it' at 11 cents for picking a 50-pound box of tomatoes, the grower could not have cared less since an imported crew, with a built-in guarantee against complaints or leaving the job, was always available."

In urging a realistic view of the alleged farm labor shortage, Pitts predicted that a similar "serious shortage" of American steelworkers would exist if the federal government enabled steel corporations to import "many thousands of steelworkers from Japan at wage rates and working conditions comparable to those they received in their native land."

Although agriculture has been the only major industry claiming a labor shortage, the Federation official noted that farm wage rates have "incredibly enough, declined in a great many cases." Citing the Imperial County sugar beet harvest as an example, he reported that 1951 wages ranging from \$1.00 to \$1.25 an hour had declined to a flat \$1.00 rate by 1961.

Addressing himself to the adequacy of the Labor Department's proposed \$1.00 minimum, Pitts stated:

"Within the framework of the problem as we have developed it, the answer is obviously 'no'. It would only have validity in a crop activity where 1950 wage rates were as little as 53 cents an hour.

"We urge the Department to recog-

Carpenters Adopt Legislative Action Program

Organized support of an intensive legislative program on a national level will be pressed by general, area and local officers of the California State Council of Carpenters during the coming months, it was announced this week by Gordon A. McCulloch, executive secretary-treasurer of the craft council.

The action program highlighted the 34th annual convention of the State Carpenters, held in San Mateo last week.

Adoption of the program, McCulloch said, obligates delegates of affiliated district councils and local unions of the Carpenters to get behind AFL-CIO-sponsored measures to put America back to work, write their Congressmen and Senators, and campaign for support of pending legislation in every area. "Just adopting the resolution won't do the trick. Every member must get out and work and let Congress know what we as members of labor want," McCulloch added.

Major national legislative matters covered by the resolution include:

- (1) Full employment bill.
- (2) National fair employment practices act.

nize that the directive in Public Law 78 to protect domestic workers from adverse effect goes far beyond the concept of a minimum wage. The latter relates to minimum decency standards below which no person should be allowed to enter an employment relationship. The former extends to the control of an external factor which has the potential of forcing every domestic down to or below the level of minimum decency.

"Accordingly, in the absence of a formula for controlling adverse effect . . . the Department's suggestion of a \$1.00 minimum cutting across various crop activities could perpetuate the present overuse and exploitation of braceros. As such, a \$1.00 minimum would contribute virtually nothing to rebuilding a domestic supply of labor for California agriculture if that minimum is intended to come to grips with the adverse effect of an imported supply of labor. Thus, if a minimum wage is to be adopted, it should truly conform to minimum decency standards and should supplement other procedures for effectively coming to grips with an adverse effect problem."

Deploring the abusive treatment at times experienced by American farm workers, Pitts stated:

"We can only trust that when growers are obliged to compete seriously for workers through the application of a formula such as we have suggested, it will then be possible for American farm workers to gain treatment as human beings again."

(3) Increased federal public housing construction.

(4) Increased federal school construction and teachers' pay.

(5) Increased federal highway construction.

(6) Health benefits through Social Security.

(7) Federal loans for construction of hospital facilities and grants to medical and dental schools to assist them in the cost of educating students.

(8) Increase in Fair Labor Standards Act minimum, with an ultimate aim of \$1.50 an hour.

(9) Various amendments to Taft-Hartley and Landrum-Griffin Acts to eliminate anti-labor provisions.

"These are just the major items on our program," McCulloch said, "and the full force of our statewide organization will be put behind the proposals adopted by the convention."

Biennial business conventions, starting in 1965, were approved by the delegates.

State AFL-CIO Vice President William Sidell, who is also secretary-treasurer of the Los Angeles District Council of Carpenters, was one of the prime movers of the legislative action resolution, co-authoring it with McCulloch.

Re-elected general officers included, besides McCulloch, Chester R. Bartolini, president, and Armon L. Henderson, vice president.

Bartolini, who is confined to his Alameda home with a mild heart attack from which he is recovering, was elected in absentia.

Course In L-M Problems Of Public Employees

The UCLA Institute of Industrial Relations in Los Angeles has announced a course dealing with labor-management problems of public employees for personnel of city, county or state, federal and other government agencies.

The course will run 12 weeks (30 hours, 2 units), commencing March 7 in downtown Los Angeles, 813 South Hill Street, between the hours of 7:00 and 9:30 p.m.

Designed to investigate the special problems that face public employees within a private economy, the course will be conducted by Arbitrator Leo Kotin, formerly Commissioner and Assistant to Director of the Federal Mediation and Conciliation Service.

Specific attention will be given to structural differences, managerial personnel, and labor-management problems of the public agencies as contrasted to the large private employer, the development of legal regulations, and the impact of employee organizations on public employers.

Application for registration may be obtained from University Extension, 813 South Hill Street, Los Angeles 4. The registration fee is \$30.

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many actions based on the premise that our human resources must be given every opportunity—in every endeavor affecting their employment.”

Turning specifically to the industrial injury problem, Brown said he was not satisfied with projections which indicate that the rate of on-the-job injuries in California was at an all-time low in 1961.

“This is encouraging, but it is not enough,” Brown said. “We can’t passively accept today’s loss rate or anything like it. We can’t be complacent when our workers lose an estimated 36 million days from work each year because of illness or injury.”

Brown urged participants in his Industrial Safety Conference to give the spotlight of attention to these major objectives:

“First: Intensify your efforts to find out the ‘why’s’ of industrial accidents. No one knows enough about the underlying causes of accidents—or why we sometimes cling to practices which have been proved unsound or actually harmful. Why, for example, do many people refuse to use even a simple device like a safety belt? Here, I urge you to work closely with the experts in the Department of Public Health who have these matters under close study.

“Second: Concentrate closely on the construction industry, the most hazardous major industry in our state. The Department of Industrial Relations reports that construction work of all kinds is two and a half times more dangerous than the average of all other industries. What methods can you develop to apply more effective principles of safety to the building of roads, dams, schools and houses?”

“Third: Consider ways to expand our effort to meet radiation and radioactivity problems. The Department of Industrial Relations, with other state agencies, has made California pre-eminent in this field. Alexander Grendon, our Atomic Energy Development Coordinator, will also be helpful to you. I pledge to you that under my administration we will maintain our leadership. We will work closely with federal agencies. We will continue to step up our inspection programs at industrial X-ray installations and industrial accelerators. Do you have further suggestions?”

“Fourth: Focus your attention on trades and services. They employ some 2 million workers in California—and their injury rate is surprising.

“Normally you don’t think of res-

Meany Rule Issued on Segregated Facilities

AFL-CIO President George Meany has instructed state and local central bodies to “hold no conventions, meetings, conferences or educational institutes” that exclude delegates on the basis of race, creed, color or national origin.

Issued in accordance with principles set forth in a comprehensive civic rights resolution adopted by the AFL-CIO convention in December 1961, Meany’s communication is of particular significance to labor conferences and meetings held in the Southern states.

All conventions, conferences, meetings, educational institutes, and the like in which the AFL-CIO and affiliates sponsor or participate must be held in “fully integrated facilities.”

Meany’s communication set forth AFL-CIO policy guides to affiliates as follows:

(1) That the AFL-CIO and affiliated state and local central bodies hold no conventions, meetings, conferences or educational institutes, etc., which exclude delegates on the basis of race, creed, color or national origin.

(2) That the AFL-CIO and affiliated state and local central bodies do not sponsor, encourage, or take part in any conference or meeting which excludes participation on the basis of race, creed, color or national origin.

(3) That in states where fully integrated facilities, including meals and/or housing, are not available on an integrated basis, the state

restaurants, shoe stores and laundries are especially hazardous. Yet more than one-quarter of all work injuries are occurring in such trades and services. In our fast-expanding economy, trades and services are rapidly growing. And job injuries will grow with them unless we take rapid steps to prevent them. These facts warrant your closest attention.

“And Fifth: Let’s not allow our rising rate of employment in all fields to bring about a rising spiral of industrial accidents.

“This year, California will employ more people than at any previous time in our history. High employment can result in increased numbers of injuries and deaths unless we redouble our efforts in behalf of industrial safety.

“Let’s not look back next year at what we might have done. Instead, let’s produce new ideas and new solutions now.”

central body shall hold its convention and conference where facilities can be obtained which, as nearly as possible, meet the standards set forth. In a state where integrated facilities as to meals and housing are available in some city in the state, conventions, conferences, meetings, institutes, etc., shall be held in that city or cities.

(4) In the case of local, city or county central bodies in which there are no fully desegregated facilities in their area, the local central body conventions, conferences, institutes and meetings should be held in facilities that most nearly conform to the standards set forth above.

(5) The AFL-CIO will give all possible assistance to its affiliates in their efforts to comply with this policy, and will make personnel, field staff or other services available in every instance where there is full compliance with it.

Residential Institutes

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husbands, and children are discouraged, but not forbidden).

INSTRUCTION BY EXPERTS

Faculty members are drawn from the universities’ labor relations schools to conduct intensive courses in such subjects as the central economic problems of the times, American government and politics, man and society, and the American labor movement. Special seminars are held on specific union problems, such as automation, white-collar organizing, labor law, civil rights, education and international trade.

Participants must be sponsored by their local or international unions or by some other union body, such as a state, city or district labor council. Those who apply are expected to return to responsible positions in the labor movement.

There are no academic requirements for enrollment, although considerable reading and some writing are necessary during the course.

The NILE selection committee will choose a maximum of 20 students for each of the three institutes. Tuition is free, and NILE will provide \$4 a day to cover about half the cost of room and board. The remaining amount must be supplied either by the participant or his union.

Application forms, which must be filed by March 31, may be obtained from Joseph Mire, executive director of NILE, at Room 310, 1730 K Street, N.W., Washington, D. C.

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Demo Wins Santa Barbara Senate Seat

Alvin C. Weingand, who campaigned on Governor Edmund G. Brown's Democratic record, is the new State Senator from Santa Barbara County.

The labor-endorsed Democrat beat two Republican opponents in a special election on February 13 to win the State Senate 31st District seat left vacant by the death of John J. Hollister, Jr., last November.

Final unofficial returns gave

Backing for Local Aid Bills Urged

Central labor bodies have been urged by the AFL-CIO to get behind six model bills aimed at helping local governments and metropolitan areas meet pressing financial, service and planning programs.

The bills were drafted by the Advisory Commission on Intergovernmental Relations, set up by Congress in 1959 with strong labor support, to study and recommend ways to raise the efficiency of government at all levels.

In a joint letter, AFL-CIO Legislative Director Andrew J. Biemiller and Stanton E. Smith, coordinator for AFL-CIO state and local central bodies, urged active support for state legislation to:

- Permit local governments to invest idle funds in interest-bearing accounts.
- Authorize metropolitan areas to acquire land to preserve "open spaces".
- Establish an office of local affairs in each state to provide technical assistance to local governments.
- Authorize voluntary transfers of functions by municipalities and counties in metropolitan areas.
- Authorize creation of metropolitan service corporations.
- Permit cooperation by local governments for the performance of local functions.

Weingand of Santa Barbara 16,282 votes; William D. McKillop, Santa Ynez, 11,507; and Assemblyman James L. Holmes, Santa Barbara, 7,045.

Weingand, in a victory statement, praised the campaign efforts of the local Santa Barbara County COPE, which was reorganized to embrace the entire county early in the Weingand campaign.

"I am very pleased and proud that the trade unionists of Santa Barbara County supported me, not only with their unanimous endorsement but with their votes. My campaign pledge to work for a balanced economy with a strong labor movement will not be forgotten," Weingand said.

U.S.F. Labor Management School—Spring Session 1962

Andrew C. Boss, S.J., Director of the University of San Francisco's Labor-Management School, has announced that the 1962 spring session will commence March 6 and run through May 1.

Classes will be held each Tuesday evening from 7:30 p.m. to 9:45 p.m., covering a wide selection of courses: Parliamentary Practice, Public Relations for Unions, Collective Bargaining Contract Clauses, Landrum-Griffin Law Simplified, Public Speaking, Industrial Ethics, Shirt-Sleeve Economics.

The class on collective bargaining contract clauses will feature a series of lectures during the nine week period by prominent individuals from labor, management and government in the field of industrial relations.

Subjects to be covered by lectures will include: Union Security Clauses, Management Prerogatives, Seniority, Work Rules, Role of Arbitration, Mechanization, Association Bargaining, Role of Mediation, and Pensions.

The registration fee is \$1.00; tuition, \$7 for a one hour course of nine weeks, and \$14 for a two-hour course of nine weeks.

Address inquiries to Labor-Management School, University of San Francisco, San Francisco 17, California, SKYline 2-1000.

Conference on Families Who Follow the Crops

The third annual Conference on Families Who Follow The Crops has been slated for Thursday and Friday, March 1 and 2 at the Veterans Memorial Building in Visalia.

The two-day session is designed to bring together representatives from public and voluntary agencies in the counties having domestic seasonal farm workers, including county supervisors, welfare directors, superintendents of schools, hospital administrators, health officers, doctors, nurses, teachers, farmers, farm workers, and religious, civic and labor leaders who have a close knowledge of the lives of farm labor families and seek improvement in their conditions of life and labor.

Thos. L. Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO is a co-sponsor of the conference along with other distinguished leaders in the state.

Workshop sessions and study groups include the following: education, health, child care, housing, employment, and community development. State AFL-CIO President Albin J. Gruhn will lead the housing section.

Announcement of the conference has been issued by Florence R. Wyckoff, chairman of its permanent Subcommittee on the Migrant Child, and Helen R. MacGregor, chairman, Governor Brown's Advisory Committee on Children and Youth.

Further information on participation in the conference may be obtained by writing Mrs. Wyckoff at 379 Corralitos Road, Watsonville, California.