



Jump in C.P.I. Puts Inflation At 7.2% Rate

The cost of living jumped six-tenths of one percent last month, a rate which translates into an annual inflation rate of 7.2 percent.

The U.S. Labor Department said this week that the increase in the Consumer Price Index was due in large measure to sharp increases in food and gasoline costs.

The CPI was pegged at 169.2 last month, an increase of 6.2 percent since May 1975.

The Ford Administration has maintained that inflation this year would not exceed six percent.

A CPI of 169.2 means that retail goods and services that cost \$100 in 1967 now cost \$169.20.

Gov. Brown Fills Vacancies on Farm Labor Board

Governor Brown this week appointed three new members and a general counsel to the State Agricultural Labor Relations Board.

The appointments were expected to help clear the way for the legislature to approve funds in the proposed 1976-77 state budget to finance the five-member board which supervises secret-ballot elections for farm workers.

The Board has been in limbo since a coalition of grower forces succeeded in blocking emergency funding that would have permitted it to continue its operations until the end of this fiscal year.

The new Board members, (Continued on Page 4)

In Sacramento Aug. 25-26

Fed Calls Conference on Public Employee Issues

A two-day conference on Public Employees sponsored by the California Labor Federation, AFL-CIO, will be held at the Quality Inn-Woodlake in Sacramento August 25-26, John F. Henning, the Federation's executive officer, announced this week.

Henning urged all Federation affiliates to act as soon as possible to assure that their organization will be adequately represented at the conference.

The conference will focus on the public employees' need for effective collective bargaining and grievance handling procedures and the obstacles to the enactment of legislation to ac-

complish these ends.

Aside from legislation enacted last year extending collective bargaining rights to teachers and other school employees, SB 160 carried by Senator Albert S. Rodda, the shortcomings of other state legislation, principally the Meyers-Miliars-Brown Act, have been made increasingly apparent by the escalation of prolonged disputes in the public sector in recent years.

Among other things the MM & B Act:

- Provides no machinery for determining bargaining units;
- Includes no provision for reaching a full written agree-

ment;

● Contains no provisions for resolving impasses, such as voluntary binding arbitration or any type of mediation;

● Contains no provision on the right to arbitrate grievances;

● Fails to define the scope of bargaining;

● And fails even to provide for binding arbitration in discharge cases.

Key state legislative leaders and state and national labor relations experts will touch on these and other problems in the public employee field at the Federation's conference.

Be there.

Tunney, Cranston Urged to Fight for Real Tax Reform

The California AFL-CIO has called on U.S. Senators Alan Cranston and John V. Tunney to fight for major revisions in the so-called tax reform bill reported to the Senate floor by the Finance Committee that eliminated most of the modest tax reforms contained in a House-passed bill.

In a wire sent to California's two senators June 18, John F. Henning, executive secretary-treasurer of the California Labor Federation urged support for amendments to the tax bill to:

✓ Repeal the tax deferral on U.S. multinational corporation profits abroad;

✓ Reform the multinationals' subsidy support through foreign tax credits;

✓ Restore the House-approved limitation on tax shelters, which let people with high incomes take "paper" losses on various types of investments in order to avoid regular income taxes;

✓ Strengthen the minimum tax, so that the very wealthy (Continued on Page 4)

Gov. Brown Signs Bill to Bar Packing IWC Against Labor

Governor Edmund G. Brown, Jr., has signed legislation to prevent the State Industrial Welfare Commission from being packed with anti-worker representatives.

The Governor signed AB 2238,

a California AFL-CIO bill carried by Assemblyman Terry Goggin (D-San Bernardino) which requires the five-member Commission to be composed of two non lawyers belonging to a labor organization, two em-

ployer representatives and one representative of the general public. The measure also stipulates that the Commission's membership shall include members of both sexes.

The Commission's members are appointed by the Governor with the consent of the Senate.

Need for the legislation became evident during the Reagan Administration when, at one point, the Commission was composed of five pro-employer Reagan appointees.

During the bulk of the eight years Reagan was in office, the Commission included only one bona fide labor representative, a situation that ignored the tradition that had been followed by Republican and Democratic governors alike ever since the Commission was set up in 1913 of appointing two representatives of labor, two of management and one public member.

The legislation just signed by Governor Brown assures a return to that tradition, John F. Henning, the California AFL-CIO's executive officer, said.

Assembly Unit OKs Anti-Worker Precedent Bill

Anti-worker legislation that would strip retired firefighters and other peace officers of their present workers compensation heart disease coverage was approved by the Assembly Ways and Means Committee Wednesday on a 12-to-3 vote.

The bill, which is being pushed by the State Compensation Insurance Fund, the insurance lobby and the League of Cali-

(Continued on Page 4)

IWC Delays Adoption of New State Wage Orders

The State Industrial Welfare Commission announced this week that it would delay adoption of orders on minimum wages and work standards for one month to allow the IWC more time to study testimony given at recent public hearings in Fresno, Los Angeles, and San Francisco.

In the course of those hearings, the California Labor Federation urged the Commission to boost the state wage floor to at least \$3.00, pointing out that the Commission's proposed \$2.50 pay floor would be more than \$500 below the \$5,737 poverty wage for a family of four

before it even went into effect.

The IWC is mandated by state law to provide a wage that will yield "a proper and decent living" for California workers.

The California AFL-CIO's recommendation will yield a gross annual income before taxes of \$6,240, a sum just barely above the projected poverty line for a family of four in the fourth quarter of 1976 when the new state minimum is expected to go into effect.

IWC chairman Howard A. Carver announced Monday that the Commission was cancelling

(Continued on Page 3)

Meet the Calif. AFL-CIO's 33 Scholarship Winners

If next year's California high school seniors want some clues on what it takes to win a scholarship, they might want to take a look at the backgrounds of the 33 winners of \$500 California Labor Federation's scholarships this year.

Practically all of this year's winners were active in extracurricular activities at school, particularly debating teams, student government and editing school newspapers or yearbooks. And many also volunteered their time and energies to community and church activities.

This was true last year and the year before that. And it clearly suggests that the students who sharpen their communication skills through extracurricular activities have a distinct advantage over those

who don't because they have had more practice in getting their ideas across to others.

This year's winners — 22 men and 11 women who triumphed over more than 1,200 other students in 450 public and private high schools throughout the state — include 19 who have close relatives who are union members although union membership played no part in the scholarship awards. In fact, it wasn't known until after the winners were chosen.

Their \$500 scholarship awards are deposited at whatever accredited college or university the winner designates, John F. Henning, the Federation's executive officer, explained.

The scholarship contest is sponsored each year by the California AFL-CIO and a number of affiliates to help high school

students get a better understanding of organized labor's involvement in the nation's social and economic life and of the contribution organized labor has made in raising the living standards of all U.S. workers.

Of the 33 scholarships awarded this year, 27 were sponsored by the following Federation affiliates:

Building and Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT, AFL-CIO (two scholarships); California-Nevada Conference of Operating Engineers; Carpenters Ladies Auxiliary, California State Council;

California State Council of

Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers — Lloyd A. Mashburn Memorial Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Culinary Workers and Bartenders Union Local 814, Santa Monica;

Hotel and Restaurant Employees and Bartenders, Local 681, Long Beach; Joint Board of Culinary Workers, Bartenders and Hotel, Motel and Club Service Workers, San Francisco; Los Angeles Building and Construction Trades Council; Los Angeles District Council of Carpenters; Los Angeles District Council of Painters No. 36; Northern California District

Council of Laborers; Provision House Workers Union Local 274, Los Angeles; San Diego-Imperial Counties Labor Council;

Southern California District Council of Laborers; Southwestern States Council of Retail Clerks—Warren G. "Pop" De Septe Award; State Building and Construction Trades Council of California; Transport Workers Union of America, Local 250 A, San Francisco; United Cannery and Industrial Workers of the Pacific, Wilmington — James Waugh Memorial Scholarship; United Transportation Union, California State Legislative Board; the California State Branch, Amalgamated Meat Cutters and Butcher Workmen of N.A., AFL-CIO; and the San Mateo

(Continued on Page 2)

Meet the Calif. AFL-CIO's 33 Scholarship Winners

(Continued from Page 1)

Labor Council and Local Unions.

The remaining five scholarships in this year's competition are sponsored by the California Labor Federation itself, including four which are designated as the Haggerty-Pitts Memorial Scholarships in honor of past executive officers of the California Labor Federation.

But now, meet the winners:

Seth Benezra, 17, of 1040 East Meadow Ave., Pinole, was a straight A student at Pinole Valley High where he was editor of the school yearbook. He was also a member of the Spanish Club and earned a life membership in the California Scholarship Federation.

His father, Morris Benezra, is a member of American Federation of Teachers Local 866 and his grandfather is a member of the International Ladies Garment Workers union, Local 22.

Seth's interests include backpacking, photography, reading and music. He has been accepted to attend Stanford University next fall.

Cesar Bertaud, 17, of 13744 Carl St., Pacoima, was active in three service organizations at San Fernando High in Los Angeles and also wrote the senior newsletter and competed on the school's speech team. While particularly interested in American and Medieval European history, Cesar also enjoys archery, music and reading.

His father, Juan Bertaud, is a member of Laborers' Local 300 in San Fernando.

Cesar plans to attend Loyola Marymount University in Los Angeles next September.

Andrew Black, 17, of 7108 Mezzanine Way, Long Beach, is an avid tennis player and has been a member of the Robert A. Millikan High School tennis team for the past three years.

He plans to attend the University of California at Irvine next fall where he will major in art and math or a science. He has also won a University of California Regents' scholarship.

His father, Stuart E. Black, is a member of the AFL-CIO United Professors of California, Local 1384, and his mother, Lena B. Black, is a member of California Federation of Teachers, Local 1972.

John W. Bogy, 17, of 4649 Placidia, North Hollywood, has already taken several courses at U.C.L.A., including Latin, Greek Civilization, Art History and American History and plans to enroll at Harvard University in the fall.

He also won membership in the California Scholarship Federation and served on the student advisory board at North Hollywood High where he was also active in the school's Service, Speech and Debate Clubs. For recreation, he enjoys tennis, skiing and water skiing.

He plans to major in either history or a social science at Harvard.

Brigitte Theresa Burns, 18, of 7012 Burnham Drive, Citrus Heights, enjoys reading about government and hopes to run for elective office some day. She earned life membership in the California Scholarship Federation while attending Mercy High School in Carmichael. But one of her abiding interests is horseback riding, a passion she has had since she was seven. She now owns her own thoroughbred jumper and declares that "the challenge of training

young horses is one of my favorites."

In the fall she plans to enter the University of California at Davis to study political science.

Her grandfather, Clarence F. (Sam) Burns, was a member of the Brotherhood of Locomotive Firemen and Enginemen for 51 years and her uncle, James S. Burns, has been a member of the International Union of Electrical Workers, Local 617, in Pennsylvania for many years.

Milton B. Chan, 17, of 16115 Calahan St., Sepulveda, took part in an on-campus tutoring service at James Monroe High in Los Angeles and was also active in the California Scholarship Federation, the Knowledge Bowl and the Math Club. He enjoys playing the piano and is active in church service groups.

His aunt, Elsie Hirota, was a member of United Rubber Workers, Local 458. For recreation, he enjoys hiking, backpacking, water skiing, swimming and family camping.

In September he plans to attend U.C.L.A. where he will major in some type of science, "probably biology," and then go into dentistry.

Kathleen A. Clanon, 18, of 1300 California Drive, Vacaville, was president of the senior class of Vacaville High and acted as liaison between the Student Council and the local Chamber of Commerce. She was active in the French Club, the Science Club, the Literary Club and the California Scholarship Federation and held office in each.

She also has played flute in the school band and in church and community musicals. In addition, she served as a volunteer on several political campaigns and helped out at a local medical clinic and in the March of Dimes drive. In the Fall she plans to attend the University of California at Berkeley and go on to medical school after graduation.

Her grandfather, Alex Giffin, is a member of United Auto Workers, Local 600 in Detroit.

Anna Corotto, 17, of 1056 Vassar Drive, Napa, already has a lot of accomplishments to her credit. She was valedictorian of her graduating class at Napa High and served as a student intern for a member of the Napa County Board of Supervisors. She has also served as the youth representative on the Napa County Manpower and Advisory Board and operated a modern dance school for children with 32 students.

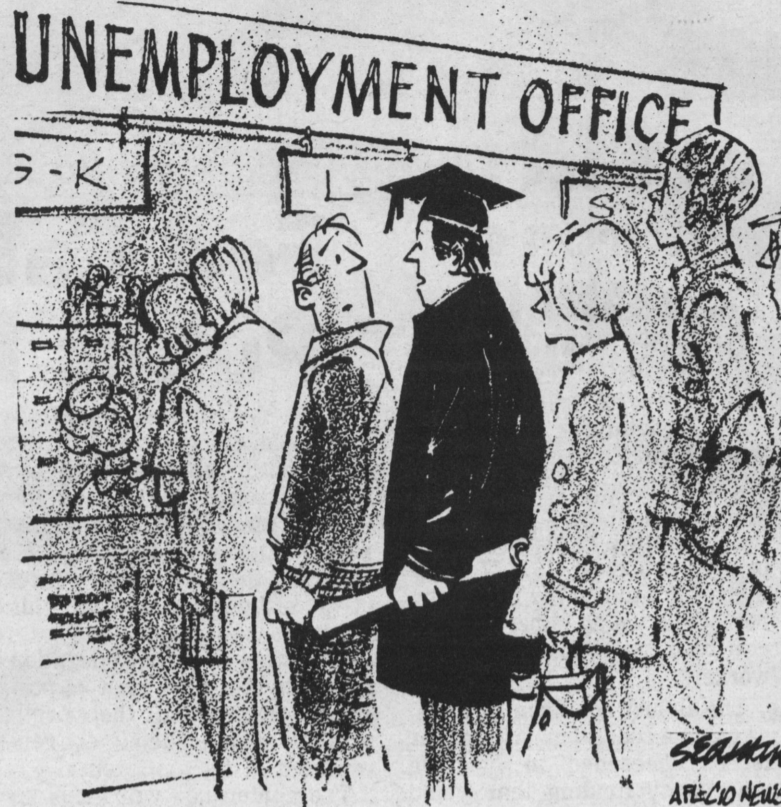
She was director of student activities and served as chief justice of the Associated Student Body at Napa High. In addition she was a member of the boys' varsity springboard diving team and was the first girl to win a varsity letter in a previously all-male sport.

She is also a member of "Quill and Scroll," the journalists' national honorary society. This year she won the Most Outstanding Model United Nations Delegation Award. Her interests include dancing, athletics, environmental issues, politics, sewing "and especially meeting many new people."

In the fall she plans to attend Stanford University.

Richard G. Dodds, 17, of 5768 N. Fifth Street, Fresno, served as student body secretary of athletics and awards at Hoover High this year and was also lead marcher in the school band and sang in his church choir.

'Hi, Dad'



In the Fall he plans to attend Iowa State University. Eventually he hopes to become a lawyer in Iowa.

Barry Drees, 17, of 1645 Pegfair Estates Drive, Pasadena, maintained a 3.7 grade point average at St. Francis High while taking part in such intramural sports as football and soccer and pursuing his interests in skin diving, backpacking and hockey. He also took part in student government and volunteered his time to a social work organization known as Action-Involvement.

He plans to attend the University of California at Santa Barbara to major in Biology in the fall.

His father was a member of the United Steelworkers Union and his brother, Clayton, and sister, Danette, are both members of the Retail Clerks' Union. In addition, his maternal grandfather was a lifelong member of the International Ladies' Garment Workers Union in New Jersey.

Steven Durlauf, 17, of 1006 Bethany Road, Burbank, is interested in American History, Economics and Politics and served as captain of the debate team at Burbank High which won over 50 awards.

He was also a volunteer algebra tutor for the city of Burbank's teen center and was California Boy's State party chairman in 1975. In addition he served as student body vice president and student body auditor as well as chairman of various school committees.

In September, he will attend Harvard to major in either history or economics.

William S. Ernoehazy, Jr., 17, of 214 Magnolia Ave., Modesto, was valedictorian of his class at Central Catholic High where he maintained a 4.0 grade point average all four years.

He also took part in drama class productions, wrote for the school paper and was active as a debater when he wasn't serving as manager-trainer for the school's football team. He also earned Eagle Scout status and plans to continue scouting as an adult.

He will enroll at the University of San Francisco to pursue medical studies in September.

His grandfather, John S. Har-

ris, Sr., now 84, was an active member of the Oil, Chemical and Atomic Workers Union for 31 years until his retirement in 1958 when he was presented with honorary life membership in Local 1-519.

Joseph R. Falcone, 17, of 1133 East Raleigh Street, Glendale, has the distinction of being the first director of public relations at Pater Noster High where he developed a public relations bureau to disseminate information about the school through 19 newspapers serving the area. He was also student body treasurer and director of intramural sports and won the Senior Academic Achievement trophy for earning the highest grade point average at the school.

He is presently attending Glendale Community College as a special student. His interests include communications and government as well as horticulture, electronics and art. In addition, he is fond of backpacking and plans a 70-mile Yosemite Park trip this summer.

His father, Charles P. Falcone, is vice president for the Dinnerware Department Workers of Interpace Corp. in Local 774 of the AFL-CIO United Brick and Clay Workers of America.

In September he plans to attend the University of California at Berkeley, possibly to major in communications or government.

Kathleen M. Gains, 18, of 82 Hillcrest Drive, Orinda, has her sights set on a career in nursing.

She served as class secretary at Campolindo High where she was also involved in the German, Spanish and Russian Clubs and took part in several public speaking contests.

Other interests include snow-skiing, tennis, sailing, biking, hiking, camping, backpacking and swimming. In addition she takes part in a weekly youth group and Bible study known as Young Life.

She also plans to attend the University of San Francisco in September.

Deborah A. Gilpatrick, 18, of 5865 Hansen Drive, Pleasanton, was a member of the Drama Club at Amador Valley High where she also played trombone

in the high school band for three and a half years as well as bass trombone in the advanced jazz band.

Her father, Jules Irving Gilpatrick, Jr., was a member of a laboratory technicians union in Baton Rouge, La., and her grandfather, Raymond Troclair, belonged to the Machinists Union in Baton Rouge.

In September she plans to attend the University of Chicago where she may pursue her interest in music and drama.

Philip Andrew Golden, 17, of 220 S. Gale Dr., Beverly Hills, is also an Eagle Scout and has served as a Los Angeles County volunteer social worker. He is presently also serving on the Board of Directors of the Maple Center, a community crisis center that provides counseling to anyone in the community at any time of the day or night. He also enjoys backpacking, coin collecting, chess and all kinds of sports.

Last year he was an exchange student and spent two months living with a family in Helsinki, Finland.

His great-grandfather, Alex Block, was a shop steward in the International Ladies' Garment Workers Union in New York City and another great-grandfather, Joseph Weiner, belonged to a men's garment workers union. His grandmother was a member of a jewelers union and his grandfather belonged to a statewide court clerk's union in New York. In addition, his other grandfather, Benjamin Weiner, was a member of a milliners union in New York.

In September he plans to attend Columbia College, a part of Columbia University, in New York City.

Jeffrey A. Hicks, 18, of Route 6, Box 865, Sonora, was a member of the Student Council and served on various student body committees at Sonora Union High where he also played football, basketball and baseball.

He plans to enroll at the California Polytechnic State University at San Luis Obispo in September to prepare for a career in transportation engineering.

His mother, Laulette Hicks, is a member of Local 3187 of the American Federation of Teachers and his grandfather, Bernard Evans, belonged to the San Rafael Local of the International Association of Machinists during World War II. His great-grandfather, Tipton Evans, was an organizer and secretary-treasurer of the first oil field workers union in Fellows, Calif., at the end of World War I.

Kevin R. Johnson, 17, of 21030 Donora St., Torrance, sharpened his interests in history and social studies at West High where he earned a 3.8 grade point average. He also won letters in cross country and track as a distance runner.

In September he plans to enroll at the University of California at Berkeley to major in political science.

His grandfather, Raymond Johnson, was formerly active in the Teamsters Union and is currently a member of the International Brotherhood of Electrical Workers.

Ronald D. Lee, 16, of 13161 Courbet Lane, Granada Hills, was Knowledge Bowl Team captain at John F. Kennedy High where he also served as treasurer of both his junior and senior class.

Like most of the scholarship

(Continued on Page 3)

Bill Robertson Re-elected to Head L. A. County Fed

William R. Robertson has been unanimously re-elected as executive secretary-treasurer of the Los Angeles County Federation of Labor.

Robertson, who was nominated without opposition to his first full two-year term, was first elected to the post last October to fill the unexpired term of the late Sigmund Arywitz.

Also nominated without opposition and re-elected by white paper ballots cast by the executive secretary-treasurer were: J. J. Rodriguez, the Federation's president, and 29 vice presidents. In addition, four new vice presidents were elected.

Two vice presidential offices were challenged and will be decided in a secret ballot election at the County Federation's next meeting.

IWC Delays Adoption of New State Wage Orders

(Continued from Page 1)
the June 24 meeting it had scheduled in Los Angeles and will meet instead in San Francisco on July 27 to adopt its final orders.

Carver said he expects the new orders would become effective early in October, rather than by Labor Day, September 6, as anticipated earlier.

In explaining the delay, Car-

ver said:

"The Commission has a tremendous volume of material submitted by the representatives from many different industries and occupations to study and review before deciding how to revise its proposals."

The California AFL-CIO also objected to the Commission's proposal to establish a 10-hour

workday at straight time for workers who work four days a week, charging that this would subject the workers of California who are least able to protect themselves to 19th century working conditions.

The State Labor Federation also objected to the IWC's proposal for a so-called "learner rate" that would allow less than the minimum wage to be paid to workers for their first 160 hours of work.

"There should be no such thing as a 'subminimum' rate for anyone. The minimum wage is supposed to be the rate below which wages may not fall. To permit lower wages for any category is to gut the principle of minimum wage legislation," John F. Henning, the California AFL-CIO's executive officer said in testimony presented to the Commission last week.

Move to Curb OSHA Rules Hit

The California AFL-CIO this week urged U.S. Senators Alan Cranston and John V. Tunney to oppose any amendments to the 1970 Occupational Safety and Health Act that would limit the application of OSHA regulations to U.S. workers.

In wires sent yesterday to the state's two senators, John F. Henning, executive secretary-

treasurer of the California Labor Federation, AFL-CIO, said:

"On behalf of California's 1.7 million AFL-CIO workers, I urge you oppose any restrictions on application of OSHA regulations, particularly any amendments or provisions that would exempt employers with less than 10 employees."

Meet the Calif. AFL-CIO's 33 Scholarship Winners

(Continued from Page 2)
winners, he earned membership in the California Scholarship Federation and served as tutoring program chairman. He is interested in photography and foreign languages and is not the man you want to challenge to a ping pong match since he already holds 21 table tennis trophies.

Next Fall he will attend Princeton University where he plans to major in history. Later he plans to attend law school and pursue a career in law and creative writing.

He was also valedictorian of his senior class and won a number of other academic honors and awards.

Cynthia K. Lopez, 18, of 4912 E. Butler, Fresno, has served as a volunteer in political campaigns and is currently a deputy voter registrar.

At Theodore Roosevelt High, she was one of the valedictorians of her class and was also a member of the school band and the flag team. She also earned a 4.0 grade point average.

Next September she plans to attend Fresno City College with an eye to transferring to the University of California at San Diego in 1977 to study political science.

Her grandfather, she reports, belongs to an AFL-CIO union in Ogden, Utah.

Cathy Malone, 17, of 375 San Leandro Drive, Diamond Bar, was Associated Student Body president at Ganesha High where she also took part in a number of extracurricular activities, including service as a volunteer for the American Red Cross in aiding the Vietnamese refugees at Camp Pendleton, edited a volunteers' newsletter, earned a varsity letter on the boys' tennis team, and served on the advisory board for the magazine "Seventeen".

She is also interested in cooking, sewing, swimming and all varieties of dancing from bal-

let to modern and jazz.

In September she plans to attend the University of California at Los Angeles.

Her father, John G. Malone, is a retired member of the AFL-CIO Service Employees International Union, Local 660 in Los Angeles County. Earlier, Mr. Malone was a member of the Los Angeles County Probation Officers Union, Local 685; the International Oil, Chemical, and Atomic Workers Union, Local 1-128; the International Asbestos Workers Union; and the International Brotherhood of Elevator Operators.

Michael J. McLaughlin, 17, of 1530 Richelieu Place, Sunnyvale, was active in many clubs at Fremont High, including the California Scholarship Federation and the Key Club and took part in his school's varsity tennis and wrestling teams. He also enjoys skiing, backpacking and fishing.

In the Fall he plans to attend UCLA but has not yet decided what his major will be.

Mark A. Mills, 18, of 1219 So. Magnolia Ave., Monrovia, was treasurer of the student body, president of the French Club and treasurer of the Boys League as well as head varsity cheerleader at Monrovia High.

He also enjoys water skiing, bowling, horseback riding, and, as he puts it, "being involved with as much as possible and helping other people."

His sister, Laura Lee Mills, is a member of Retail Clerks, Local 428.

In September he plans to enroll at the California Polytechnic Institute at Pomona.

Gregory A. Ott, 16, of 14096 Seven Acres Lane, Los Altos Hills, served as a student representative on the California State Board of Education and also as a student representative on the Mountain View-Los Altos Union High School District's Board of Trustees.

He was also executive officer of the California Association of Student Councils and won a number of other awards including a National Merit Scholarship.

He also played in the jazz band, the symphonic band, the marching band and the orchestra at Los Altos Hills High and served as an audio-visual helper for the Los Altos adult education program the past two years.

In September he plans to attend Amhurst College to study liberal arts.

Robert K. Packard, 17, of 557 Fort Laramie, Sunnyvale, was senior class president at Homestead High where he was also copy editor for the school paper and represented the school in many math contests.

In addition, he played varsity tennis and basketball while earning membership in the California Scholarship Federation and the National Honor Society. He also enjoys skiing and backpacking.

In the Fall he plans to attend Harvard.

Ronald Y. Pong, 17, of 13313 Gain St., Pacoima, is a pianist who enjoys playing both popular and classical music and is also interested in coin and stamp collecting and mineralogy. He also earned membership in the California Scholarship Federation.

In September he plans to attend UCLA to major in biochemistry.

His brother, Paul, is a professional pianist-organist-singer who is a member of Local 153 of the American Federation of Musicians in San Jose.

James C. Preisig, 17, of P.O. Box 193, Fort Bragg, has his sights set on a career in the U.S. Coast Guard, specializing in either electronics or the physical sciences.

At Fort Bragg High, he served on the debate team and was a member of the model United Nations Delegation and played in the band. Last summer he was an American Field Service exchange student in Sweden. He is also an Eagle Scout.

His father, Charles Preisig, was a member of the United Steelworkers from 1946 to 1947 in Maywood, Calif., and in 1954 joined the Printing Specialties and Paper Products Union while working in San Leandro. At present, his father is a member of the Fort Bragg District Teachers Association.

James enjoys long distance running, music and backpacking.

Michael W. Rogers, 17, of 1829 So. Ninth St., Alhambra, was editor of the school paper and a member of the Debate Team at Alhambra High where he was also elected as a delegate to the Boys State Convention.

Michael also earned a plaque

for outstanding service from the West San Gabriel Chapter of the Red Cross and won quite a number of chess tournaments. In addition he served as president of the Latin Club and as an officer in several other school clubs.

In the fall he plans to attend California State College at Los Angeles to major in business administration.

Jo Ann H. (Heldi) Roitzen, 18, of 5526 Blossom Dale Drive, San Jose, was student body president at Leigh High where she was also head varsity cheerleader and an officer of the Ski Club as well as a member of the Gymnastics and Swim Teams.

She served on the staff of the Literary Arts Magazine and is a professional puppeteer, having freelanced with her own traveling, one-woman show for the past six years.

Last year she was cited as the "Most Outstanding High School Junior in Santa Clara County" and a year earlier placed fourth nationally in Scholastic Magazine's Creative Writing Contest.

Named "Most Likely to Succeed" by her senior class, she is interested in becoming a novelist.

In the fall she plans to major in creative writing and mathematics at Stanford.

Her mother is a member of Local 101 of the American Federation of State, County and Municipal Employees in San Jose.

Kathy Lynn Sharp, 17, of 1576 Bedford Ave., Sunnyvale, another straight A student, earned a Degree of Distinction from the National Forensics League for her capabilities as a debater and also served as news editor on the school paper.

In addition she served as a member of the Santa Clara County Youth Commission and was active in the Girl Scouts and has served as a Sunday school teacher.

Next fall she plans to enter Stanford University with an eye toward eventually earning a law degree.

Carolyn Spahr, 17, of 17971 Santa Clara, Santa Ana, was also a straight A student at Foothill High where she was editor-in-chief of the school paper and won a National Science Foundation award and participated in an NSF Science Insti-

S.A.G. Members OK Local Option On Fee Issue

With a 93.7 percent affirmative vote, the membership of the Screen Actors Guild has voted approval of a Memorandum Agreement with the Committee of New York Agents and the Artists' Managers Guild which allows each SAG Branch to determine whether or not the rule eliminating commission on scale in features and television entertainment employment shall be applicable within the area of the particular branch.

The vote was 8,805 in favor of the measure, 588 against and 91 invalid for a total response of 9,484 votes.

The approval by the National Screen Actors Guild Membership of this Memorandum Agreement will be followed shortly by a second mail referendum conducted by each SAG Branch in which the members of the individual Branches will determine for themselves whether or not to apply the rule.

tute at Humboldt State University last summer.

She was also president both of the Biology Club and the Ecology Club and chairman of the Recycling Center. Her interests include backpacking, music, astronomy, botany, literature and mineralogy.

In September she plans to attend the University of Colorado at Boulder.

Jean E. Tanaka, 17, of 10321 Shadyridge Drive, Santa Ana, also a straight A student, enjoys playing piano and flute and was treasurer of the Associated Student Body at Foothill High and served on the school's Junior Council.

In addition, she played in the school's marching band as well as its symphonic band and was a member of the girls' basketball and field hockey teams. She was also a member of the Biology Club and the French Club.

Her brother, Steven, is a member of the Culinary Workers Union at Disneyland.

In September she plans to attend the University of California at Berkeley.

John D. Trasvina, 17, of 285 Beverly Street, San Francisco, was brigade commander of the ROTC and won the "Outstanding Cadet" award this year as well as several awards for his capabilities as a debater at Lowell High. He was also political editor of the school paper and served as a delegate to California Boys State in Sacramento last year.

During the summer of 1975 he served as an intern to U.S. Senator Alan Cranston in the Senator's San Francisco office and has taken part in the national Democratic Party telethons in San Francisco and Sacramento for the past four years. He was also a winner in a national poetry press contest in 1974.

His interests center on law, politics and journalism and he plans to enter Harvard in September to earn a law degree and pursue a career in politics.

His father, Juan Trasvina, a member of the National Association of Broadcast Engineers and Technicians, Local 51, is the union's shop steward at station KNBR and served on the union's national negotiating committee, and his mother, Carmen, is a member of California Federation of Teachers, Local 61.

Publisher's Notice

The California AFL-CIO News is published weekly by the California Labor Federation, AFL-CIO, 995 Market Street, San Francisco, California 94103. Second class postage paid at San Francisco, Calif. — Subscription: \$3.50 a year. John F. Henning, executive secretary-treasurer; Glenn Martin, editor.

Gov. Brown Fills Vacancies on Farm Labor Board

(Continued from Page 1)

whose appointments are subject to Senate confirmation, are:

Gerald A. Brown, 61, a labor arbitrator of Austin, Tex., who served as a member of the National Labor Relations Board from 1961 to 1971. Brown had worked for the NLRB from 1942 to 1961 except for three years in military service. He was named regional director of the NLRB in San Francisco in 1947.

The Governor designated Brown as chairman of the ALRB to replace Bishop Roger Mahony who will leave the Board near the end of this year to return to his Fresno diocese.

Robert B. Hutchinson, 33, a San Mateo attorney who is vice president of the California Trial Lawyers Association.

Ronald L. Ruiz, 40, a Santa Cruz lawyer who served as a deputy district attorney in Alameda County before entering private practice.

Harry Delizonna, 39, a San Jose attorney, was appointed as the ALRB's general counsel to replace Walter Kintz who resigned several months ago.

Delizonna is a former member of the Arbitration Panel of the Santa Clara County Superior Court and was a part-time teacher at the University of Santa Clara and a lecturer at the University of California in a continuing education of the bar.

Assemblyman John Thurman (D-Modesto) said that the governor's new appointees should remove any obstacle to financing the Board.

"All are neutral and should be acceptable to both labor and agriculture," Thurman, chairman of the Assembly's Agriculture Committee, said.

A UFW spokesman said only that "time will tell" how fair and impartial the new appointees are.

"We will assess them on the basis of their performance. Our main concern is that they begin their jobs as soon as possible so that we can get on with the hearings on unfair labor practices," the UFW aide said.

Assembly Unit OKs Anti-Worker Precedent Bill

(Continued from Page 1)

fornia Cities, now goes to the Assembly floor.

At the hearing, a representative of the State Department of Finance said Governor Brown is supporting the bill.

The legislation, SB 839 authored by Senator Howard Way (Re-Exeter), has been strongly opposed by the California Labor Federation because it is aimed at reversing an historic State Supreme Court decision that held that firefighters, peace officers and others engaged in like work should be entitled to a presumption that a heart or lung affliction suffered in retirement could be traced to the victim's prior work.

Voting for this anti-worker bill were:

Burke (R); Calvo (D); Chacon (D); Davis (D); Duffy (R); Knox (D); MacDonald (D); McAlister (D); Papan (D); Sieroty (D); Vasconcellos (D); and Lanterman (R).

Voting with labor were:

Miller (D); Nestande (R); and Boatwright (D).

Organizing White Collar Workers Vital, Labor Says

"Labor must organize white collar workers or the labor movement of the future will become a relic of history or a museum piece."

That was the point driven home by John F. Henning, executive secretary-treasurer of the California Labor Federation, at an all-day conference on "Effective Organizing in a Depressed Economy" held at the University Hilton Hotel in Los Angeles last Saturday.

Henning said that passage of the Wagner Act in the midst of the depression of the 1930's demonstrates that workers can be organized during a period when the national economy is "sick and ailing" but that "the support of the government" is vital to such efforts.

He pointed out that as of 1975 there were 2.1 million union members in California, a figure that amounts to 27.3 percent of the state's non-farm work force.

But, he noted, this reflects "a definite decline" since 1951 when 40.8 percent of the state's work force was organized.

"We are not moving forward, that's the cold reality," Henning said.

And, he warned, if this trend continues, the labor movement will lose much of its economic and political influence.

On the national level, he noted that union membership in 1974 was 20.1 million as compared with 19.4 million in 1972.

This amounts to 21.6 percent of the non-farm work force nationally, he pointed out.

Noting that since 1951 there has been a great percentage increase in the number of white collar workers, Henning cited a 1960 Labor Department report that projected job prospects over a 10-year period and concluded that there was an excellent future in professional, technical, sales and service job classifications and also found that there was a good future for skilled craftsmen and semi-skilled craftsmen. But, it found no future at all for the unskilled.

Moreover, Henning said that the cultural concept given to young Americans is that they should become white collar workers.

"Even blue collar workers who get a high economic return for their work rear their children to become white collar workers," he said.

Alan Kistler, director of the national AFL-CIO's Department of Organization and Field Services, pointed out that U.S. workers today are better educated, more informed, more skeptical and younger.

"The average age of the U.S. population is now 25," Kistler said, adding that "the union organizer today must understand the world of this age group."

Kistler emphasized that the union's significance to present-day workers is limited to the extent of their experience. They will join a union if it can solve their problems, if they can use it to their own purpose and en-

hance their own position, which means they're interested in wages and benefits, he said.

And, he noted, were it not for the growth of unions in the public sector, the record of union organizing would be one of "dismal mediocrity."

But, Kistler said, unions are now allocating substantially more resources for organizing in part because management is putting more money and manpower and skill into opposing the unions.

Asserting that there is "no blueprint for organizing," Kistler stressed that skill, planning and knowledge are still the basic requirements.

The conference was sponsored by the Los Angeles County Federation of Labor and the AFL-CIO Los Angeles-Orange Counties Organizing Committee.

It included a series of workshops and panel discussion on such topics as "Issues of Concern to Today's Unorganized Workers," "The Critical Need for Developing Internal Leadership," "Implementing the AFL-CIO National Program as an Effective Organizing Tool," and "The Broad Spectrum of Meeting the Needs and Special Interests of Today's Workers."

William L. Gilbert, regional director of the AFL-CIO Department of Organization and Field Services, reviewed some of the procedures and techniques currently being used to spur organizational efforts in the western region.

Tunney, Cranston Urged to Fight for Real Tax Reform

(Continued from Page 1)

cannot entirely escape tax payments;

And move further toward repeal of DISC, the export subsidy program, which, Henning noted, "provides virtually no jobs and costs us \$1.5 billion yearly."

The AFL-CIO nationally is working closely with the tax reform bloc in the Senate to seek extension of the individual tax reductions now in effect, including the individual tax credit, through 1977.

As it stands now, the Senate bill would terminate the recession-fighting tax credit in mid-year.

Last week AFL-CIO legislative director Andrew J. Biemiller said that these amendments to the tax bill approved by the Senate Finance Committee were "most important to the working men and women of America."

They are designed to "help save U.S. jobs and help economic recovery," he said.

The tax deferral presently allowed U.S. multinational corporations on their profits abroad gives the multinationals an incentive to expand their operations abroad instead of using the funds in the United States, Biemiller explained.

The cost is hundreds of thousands of jobs as well as the revenue loss in taxes, he said.

**Protect Your Job:
Look for Union Label**

New Study Shows Wage Advantage of Unions Growing

A new wage study shows that union members earn substantially more than non-union workers doing the same jobs and that this differential has only a negligible effect on inflation:

The study, prepared by Princeton University Prof. Orley Ashenfelter for the Administration's Council on Wage & Price Stability, revealed that the overall proportionate wage advantage for comparable union and non-union workers was

approximately 16 percent last year.

In 1973, the country's union members earned an average of 14 percent more than non-union workers in the same occupation. The gap between the two groups in 1967 was about 11 percent.

Ashenfelter's highly technical analysis, titled "Union Relative Wage Effects: New Evidence and A Survey of Their Implications for Wage Inflation," debunked the myth propounded

by some conservative economists that because union wages tend to be higher they contribute to inflation.

His analysis disclosed that unionism accounted for only a 1.2 percent increase in the nation's aggregate wage level between 1967 and 1973 over what would otherwise have been the case.

"Since the aggregate wage increased by nearly 44 percent over this 1967-73 period, the effect of unionism on wage in-

flation during this period must be judged very small. Similar computations for the period 1973-75 lead to similar results," the study observes.

Black male workers tend to gain more from union membership than any other labor-force category, Ashenfelter notes in his study.

"The proportionate wage advantage of black male union workers relative to black male non-union workers was approximately 22 percent in 1967, 1973 and 1975, and was considerably larger than for either white males or for black or white females," Ashenfelter says.

"Taken together with the fact that black workers are considerably more likely to belong to unions than white workers, this implies that unionism tended to narrow the black/white wage differential by perhaps 3.5 percent."

The study also found that, within industries, union/non-union wage differentials are larger for the less skilled than for more skilled workers.

"Although the union/non-union wage differential had increased in virtually every industry group from 1967 to 1975," the report said, "this was approximately 13 percentage points in the construction industry and larger than for any other industry group."

The conclusions of the Ashenfelter study are the latest in a series of academic and government reports that point up the dollar value of union membership.

The Council on Wage & Price Stability is the White House watchdog agency created to monitor wage and price developments in the private economy.

Senate Bill Perils Workers' Rights, S.A.G. Board Says

Vigorous opposition to legislation now pending before the U.S. Senate Judiciary Committee, S. 1, known as the "Criminal Justice Codification, Revision and Reform Act," has been voiced by the National Board of Directors of the AFL-CIO's Screen Actors Guild on grounds that it contains "many provisions that undermine democratic liberties."

A resolution just adopted by the SAG Board said that sections of S. 1 "concerning sabotage, riot, conspiracy, extortion, interfering with a government function, entrapment, incitement, demonstrations and picketing, and national security contain dangerously broad and sweeping language that threaten labor's right to organize, strike and bargain collectively."

Chester L. Migden, the Guild's executive officer, said that the resolution also points out that the bill would:

• Immunize federal officials from criminal liability for their official misconduct;

• Shield them from public disclosure of wrongdoings; and,

• Permit a continuation of the extension of the abuses of Watergate, punishing the whistle-blowers and letting those who would abuse the power of the executive office go scot-free.

In addition, S. 1 "generally increases sentences and extends government authority over and above individual liberties, setting the United States on the road to a police-state," the resolution warns.

While recognizing that it may be "necessary and desirable" to codify and update what it termed the "chaotic federal criminal law," the Guild voiced its opposition to the passage of S. 1 "in any form."

The National AFL-CIO Executive Council has also voiced opposition to the bill.

Among other things, the national AFL-CIO opposes provisions of the bill that would: expand government authority to wiretapping and eavesdropping; and broaden authority to prosecute individuals who picket or otherwise demonstrate against a federal agency or function.

'Labor Looks at Congress—1975' Tells Labor Stand

"Labor Looks at Congress—1975" is a handy reference work for trade unionists, writers, editors and others who want to know where labor stands on scores of issues affecting the economic and social life of the nation.

The 116-page booklet, the latest in a series of annual surveys of Congress prepared by the AFL-CIO Department of Legislation, is divided into nine sections which review key bills acted on last year involving: Jobs and the Economy; Housing and Urban Affairs; Health, Education and Welfare; Consumer Protection; Labor Legislation; Civil Rights and Civil Liberties; Elections and Congressional Reform; Foreign Affairs; and Unfinished Business.

Copies of the booklet may be ordered at 50 cents each by writing to: Pamphlet Division, AFL-CIO Department of Publications, 815 Sixteenth Street, N.W., Washington, D.C. 20006.

Checks should be made payable to AFL-CIO Secretary-Treasurer.