



Work Sharing Hit as Ploy For Speedups and Pay Cuts

"Governor Brown's recent proposal for work-sharing by State Department of Transportation employees could easily become a method for imposing speedups and pay cuts at all levels of government," John F. Henning, executive officer of the California AFL-CIO, warned yesterday in an address to union officials in Oakland.

Referring to Brown's proposal that state workers in engineering classifications of the Transportation Department take a 10 percent cut in their work week — with a comparable cut in pay — to delay the planned December 31 layoffs

of the first of some 2,000 highway engineers whose jobs are being wiped out because of reduced highway construction funds, Henning said that this would set "a disastrous precedent."

It "sounds more like a plan for New York City than one for the solvent state of California," he declared.

Noting that Brown said that the work-sharing idea could be expanded if it is successful in the Transportation Department, Henning asked:

"To what department would it be applied next?"

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Action Urged to Strengthen UI-DI Setup at Fed Parley

A series of legislative and administrative actions to strengthen the state's two social insurance programs to protect jobless and disabled workers was spelled out at the opening session of the California Labor Federation's two-day educational conference on Unemployment Insurance and Disability Insurance at the Oakland Hyatt House in Oakland yesterday.

Max B. Wolf, assistant regional director of the International Ladies Garment Workers Union and Chairman of the

Los Angeles County Federation of Labor's U.I.-D.I. Committee, said that administrative remedies could be totally encompassed by one simple change—elimination of the employer-orientation of the Department's personnel.

"One of the big problems of the department," he said, "is due to the fact that its employees are employer-oriented. The fact that the employer pays the premiums leads many state employees to act as if the employer rather than the employee is the insured.

"This fallacy needs to be eliminated as quickly as possible," Wolf said.

He suggested that the training manual should be rewritten to help accomplish this end.

While emphasizing that the personnel of the California Unemployment Insurance Appeals Board are sincere hardworking people, Wolf said that the unemployment insurance program "was and still is employer-oriented and employer-biased with a demeaning status relegated to the employee.

"The employer orientation

has extended to the roots of the system over the years," he said. He also called for a reindoctrination and retraining of personnel to correct this faulty orientation.

In opening remarks to the conference, John F. Henning, the California AFL-CIO's executive officer, emphasized that the unemployment crisis is "still with us in a very real way," pointing out that 10 percent of California's work force is unemployed, a figure that translates into 862,000 jobless,

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High Court Holds Hearing on ALRB's Access Rule

The California Supreme Court was urged this week to affirm the Agricultural Labor Relations Board's right to enforce the "access rule" that permits union organizers to contact California farm workers in the field before and after work and during lunch hours.

"Farm workers do not have telephones. Many are migrants who arrive in town just for the harvest," ALRB counsel Ellen Lake said Tuesday in presenting the ALRB's case in support of the access rule.

Ms. Lake told the high court that due to the farm workers' high illiteracy rate and their obligation to follow the crops, there is no "available channel of communicating" with these workers except at their work sites.

Since many of the field workers live as well as work on grower property during the harvest season, denial of union organizers access to the fields would deprive farm workers of their "constitutional right" to organize in an area that has been so "violent" for so long, she said.

The access rule, adopted by the ALRB shortly after the law went into effect last August 28, was challenged by agribusiness interests as an infringement on

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Vic Fazio Wins Fourth District Assembly Seat

Democrat Vic Fazio defeated Republican Mike Abernathy in a special runoff election Tuesday for the Fourth Assembly District seat vacated by the death of veteran Assemblyman Edwin L. Z'berg last August.

Fazio, who ran with the endorsement of the Sacramento Central Labor Council, won the seat by a margin of 309 votes. The vote was 24,909 to 24,600.

Tom Kenny, executive officer of the Sacramento Labor Council, hailed Fazio's election saying:

"It's an excellent victory and I think labor's support made an essential contribution to it."

Governor Brown campaigned in Fazio's behalf after it became apparent that the runoff election would be close despite the fact that the District is 62 percent Democratic in registration.

The district encompasses Yolo County and parts of Sacramento and Solano Counties, including many largely conservative rural areas.

Voter turnout in the election was 48.3 percent.

Fazio served as a member of the Sacramento Planning Commission and gained legislative experience while serving as an aide to Assembly Speaker Bob Moretti.



PRESSING FOR REFORMS in California's Unemployment Insurance and Disability Insurance programs are John F. Henning, executive officer of the California AFL-CIO, and Max Wolf, chairman of the Los Angeles County Federation of Labor's U.I.-D.I. Committee, who shared the rostrum at the opening session of the state AFL-CIO's two-day educational conference on the programs at the Oakland Hyatt House in Oakland this week. Wolf, an official of the International Ladies Garment Workers Union, called for the reindoctrination and retraining of personnel involved in unemployment insurance claims to end the employer-orientation of the system which, he charged, tends too often to treat the employer as the insured party instead of the employee for whom the program was established. Henning said that labor will press for major reforms in unemployment and disability insurance in the 1976 legislative session.

UFW 'White Paper' Levels Charges at ALRB's Kintz

A comprehensive White Paper detailing charges of injustices under the administration of California's Agricultural Labor Relations Act has been issued by the AFL-CIO United Farm Workers Union.

The White Paper, a 63-page booklet, charges that the ALRA, which it describes as "a good law that raised great hopes of finally bringing justice and peace into the fields," is being "subverted and sabotaged and its promises being turned to ashes."

The major responsibility for this, the report says, "rests on Walter Kintz, who as ALRB general counsel, is completely accountable for the law's administration and enforcement."

The report charges, among other things, that Kintz per-

mitted Teamster dues deduction cards — which workers must sign or be fired — to be used by the Teamsters to qualify for elections at more than 50 ranches shortly after the act went into effect.

In the light of the denial of access to UFW organizers to many of these ranches and other acts of harassment and intimidation by grower-Teamster forces, the UFW main-

Labor's "worst fears" about the federal revenue-sharing program have been borne out by the experience of the three years since its enactment, the AFL-CIO said.

It urged a House Government Operations subcommittee

tains that the workers on these ranches were denied a free choice of unions.

The White Paper points out that in the 1972 Englund v. Chavez case, the California Supreme Court "ruled it 'uncontradicted' fact that it was the growers who approached the Teamsters just prior to the 1970 Salinas lettuce strike; that it was 'undisputed' that the

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Labor Urges End to Revenue Sharing Abuses

to initiate changes in the revenue-sharing law. Funds handed over to states and localities, the AFL-CIO said, should be used "in line with national needs, goals and priorities."

Further, the assistance should be "more equitably

channeled" to communities and people with the greatest need for federal help.

The AFL-CIO reiterated support for increased federal assistance to states and cities.

Labor's objection to the "no-

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Vote For Hatch Act Reform, Labor Urges

All AFL-CIO unions in California were urged this week to contact U.S. Senators John V. Tunney and Alan Cranston immediately to urge them to support legislation to give federal workers the same political rights as other citizens.

John F. Henning, the State AFL-CIO's executive officer, said that the Senate is expected to act on H.R. 8617, the House-passed bill to amend the Hatch Act, within the next week or two.

The legislation would amend the Hatch Act to permit fed-

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Xmas Benefit for Farm Workers Set in L.A. Dec. 20

A Christmas project to benefit the United Farm Workers Union is being sponsored by the Los Angeles County Federation of Labor and all trade unionists are urged to contribute food and toys for the cause.

The project will culminate in a rally to be held at Salazar Park at 3864 Whittier Blvd. in East Los Angeles at 1:00 p.m. Saturday, December 20 to distribute the foodstuffs to needy farm worker families.

The event, co-sponsored by the United Auto Workers and the International Longshoremen's Unions, will be held in conjunction with the UFW's seven-day march through Los Angeles County to generate support for the union's organizing drive in southern California. The march will culminate at the Federation's rally at Salazar Park.

Limited storage facilities for non-perishable foods, household items and toys will be provided at the offices of Rubber Workers Local 43 at 5824 Hereford Drive in Los Angeles for unions that wish to contribute to the project. Deliveries will be accepted Monday through Friday between 9:00 a.m. and 2:00 p.m.

The Federation is making special arrangements to buy turkeys for delivery just prior to the Christmas holiday. Cash contributions are being sought for this part of the project.

There is also a need for such basic non-perishable foods as rice, pinto beans, flour, sugar, evaporated and powdered milk, coffee, cooking oil, dry breakfast cereals, etc. and canned meats, fruits, vegetables and seasonings.

Other needed items include: toilet paper, paper towels, bleach, scouring pads and cleansers, hand and bath soaps, laundry soaps, bandaids and toothpaste.

Toys should be new and unwrapped. These will be given to the children of farm worker families.

Because of the UFW's own priorities in connection with the organizing drive now under way in fields throughout California, the County Labor Federation is not sponsoring its usual pre-Holiday caravan to Delano. The Christmas project will replace the Delano trip this year.

For further information contact Barbara Nardella at the Los Angeles County Federation of Labor offices at 2130 West 9th Street, Los Angeles (213) 381-5611.

Labor Backs Federal Price Marking Bill

A bill requiring price markings on all consumer commodities is "strongly endorsed by the AFL-CIO," Legislative Director Andrew J. Biemiller affirmed.

Biemiller wrote Sen. Frank E. Moss (D-Utah), chairman of a consumer subcommittee of the Senate Commerce Committee that price information is essential for buyers to make "an educated choice" among competing products or brands. Removing prices, as some supermarkets have sought to do through a coding device, would be "a step backwards," Biemiller said. The recent AFL-CIO convention, he noted, went on record against elimination of price markings.

On-Job Deaths Rise to 5,900

1 Out of 10 Workers Hurt On Job in 1974, Study Finds

About one in every 10 full-time workers in private industry was injured on the job or suffered a job-related illness during 1974 even though the number of minor injuries decreased slightly from 1973, the Bureau of Labor Statistics reported.

At the same time, on-the-job fatalities rose to 5,900, an increase of 200, and about 31 million workdays were lost because of injuries and illnesses, up 2 percent.

The BLS survey found that 5.9 million occupational injuries and illnesses occurred in 1974, a decrease of 163,000 from 1973. But that decrease was entirely in cases that did not involve lost work-time, BLS pointed out.

IMPACT OF LAYOFFS

It also noted that fewer workers were exposed to job hazards because of layoffs in high-risk industries, such as manufacturing and contract construction, while total work-hours increased in industries with relatively low rates of injury and illnesses.

"As much as one-third of the drop in the all-industry rate could be attributed to exposure differences among the industries between 1973 and 1974," BLS said.

The BLS injury-illness survey is based on records employers

are required to maintain under the Occupational Safety & Health Act. Although more than 60 million workers are covered by the federal safety law, the BLS survey involves a national sample of about 200,000 private employers.

All but 3 percent of the 5.9 million cases reported in 1974 involved occupational injuries. With about 200,400 occupational illness cases estimated last year, BLS said the incidence rate was four per 1,000—about the same as 1973.

The BLS report pointed out that occupational illnesses are slow in developing and usually not noticed until disability occurs.

Some workers had more than one injury or illness during 1974, the report noted, as the number of lost workdays increased from 29.3 million in 1973 to 31.1 million last year.

This also reflects the possibility that injuries were more severe as the incidence rate of lost workdays per 100 full-time workers rose from 53.3 in 1973 to 54.6 in 1974.

MOST IN CONSTRUCTION

Approximately 65 percent of the 5,900 work-related fatalities occurred in contract construction, manufacturing and in the transportation and public utilities industries.

The BLS study showed that worker deaths increased in contract construction, services, and in agriculture, forestry and fishery industries.

Fatality rates remained level in manufacturing, transportation and public utilities and mining, while declining slightly in less-hazardous industries.

Workplaces having between 100 and 249 employees appeared to have the highest overall incidence rate of injuries and illness, the report said. Establishments with fewer than 50 or more than 1,000 workers appeared to have better safety records.

Apprentices Better, Private Study Finds

Apprentice-trained personnel are considered to be better craft workers than those who have not had such training by two out of three employers.

That was the finding of a study completed this year by Olympus Research Corporation of the apprenticeship systems in California and Rhode Island.

The study, financed by a U.S. Labor Department grant, also suggested the need for increasing apprenticeship activities in new trades and developing incentives to increase the hiring of apprentices among employers.

Here's California AFL-CIO's 'We Don't Patronize' List

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged to patronize firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the Federation's list.

Unfair firms are:

Broadway Theatre, 4th and Broadway, Santa Ana.

Gaffers & Sattler products

Hertzka and Knowles, San Francisco architects.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties;

Cinema 70 in Monterey; Steinbeck Theater in Monterey; Valley Cinema in Carmel Valley;

Globe Theater in Salinas; Cinema Theater in Soquel; and, Twin I & II in Aptos.

Montgomery Ward in Redding.

Newporter Inn, Newport Beach

Norm's Restaurant at the following locations in the Los Angeles area;

1270 South Crenshaw, Los Angeles;

2500 East Slauson Ave., Huntington Park;

2890 South La Cienega Blvd., Culver City;

8500 South Figueroa St., Los Angeles;

4700 Sunset Blvd., Los Angeles; 270 North La Cienega Blvd.,

Los Angeles; 6353 Sunset Blvd., Los Angeles; 13636 Sherman Way, Van Nuys.

Other Norm's Restaurants in Los Angeles County excluding the eight listed above, are in good standing with organized labor.

Park Pantry Restaurants at the following locations in Los Angeles and Orange Counties:

2104 East Broadway, Long Beach

3900 Atlantic Ave., Long Beach

70 Atlantic Ave., Long Beach

16602 So. Paramount Blvd., Paramount

11061 Los Alamitos Blvd., Los Alamitos

1245 Knott Rd., Anaheim, and

17511 So. Susana Rd., Compton

11200 Beach Blvd., Stanton, Orange Co.

Pemko Mfg. Co., Emeryville, Calif.

R & G Sloane Mfg. Co., 7606 Clybourne Ave., Sun Valley, Calif.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The El Rancho, 1029 West Capitol, West Sacramento.

San Rafael Independent-Journal.

Sea World, San Diego

The following San Diego area motels:

Bahia Motel and Motor Lodge, Catamaran Motor Hotel and Restaurant.

The following: Queen Mary — Specialty Restaurants in Long Beach:

The Lord Nelson Room

The Lady Hamilton

Sir Winston Churchill's

The Verandah Grill

All banquets and fast food stands.

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Dell

The Godfather

Mingai-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all);

Colonel Sanders Kentucky

Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo;

Head Hunter Amusement Park of San Francisco;

Kau Kau Gardens;

Carol Doda's;

Mabuhay Restaurant; and The Casbah.

Tennessee Plastics of Johnson City, Tennessee.

The Nut Tree and the Coffee Tree Restaurants on Highway 40 between San Francisco and Sacramento.

GOP Solon Raps RTW Tactics on Situs Picketing Bill

A lavishly-financed campaign by the National Right to Work Committee to defeat the construction site picketing bill may have boomeranged in the case of one target senator.

The campaign — priced at close to \$1 million — included full-page advertisements in 50 newspapers aimed at influencing the votes of certain senators the open shop committee hoped to sway.

One of them was Connecticut Republican Lowell P. Weicker, Jr., who wasn't amused by the advertisement in the Hartford Courant, headed "An Open Letter to Senator Weicker on Beatings, Bombings, Shootings."

The dominant illustration, Weicker told the Senate, was a shadowy figure holding a club and threatening a group of workers. The test of the "open letter" is flanked by headlines of "labor violence . . . arson . . . labor civil war."

All this, an indignant Weicker said in a speech before the Senate voted to close debate and pass the site picketing bill, is part of "the stench of the National Right to Work Committee's contribution to the political process."

The R - T - W committee "makes it toilet clear that their target is not common situs picketing legislation but the entire concept of trade unionism," he said, adding:

"Let no one get fooled by names and jargon. The right to work for a majority of Americans did not exist prior to the labor movement. There was instead the right to be abused, the right to be underpaid . . . to sweat 15 hours a day. And there was the right to take it or starve."

Weicker told his Senate colleagues that the Right-to-Work Committee "played the politics of threats" and "this is to tell them they lost."

He said that, after deliberating long and hard on the merits of the issue, he had concluded that building trades unions were being discriminated against by the curtailment of their picketing rights and "all of us will be better off when such is no longer the case."

Figures quoted by the Wall Street Journal and Congressional Quarterly magazine indicated that the Right-to-Work committee spent between \$750,000 and \$1 million on its campaign to try to defeat the construction site picketing bill.

Besides the newspaper advertisements, it included mailing some 4 million letters which in turn were supposed to generate a flood of mail addressed to both Congress and the White House. This is in addition to the massive campaign that has been mounted by construction industry employer groups.

Now that the bill has passed both the House and Senate, awaiting only a House-Senate conference agreement and a final vote after the Thanksgiving recess, the employer pressure has shifted to the White House.

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High Court Holds Hearing on ALRB's Access Rule

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their private property rights. J. Richard Thesing, an attorney representing the Nisei Farmers League, and Joseph Herman, an attorney representing Pandol & Sons, said that the access rule did violence to the growers' property rights against trespassing.

They also argued that the rule exposes growers to personal liability for injuries incurred on their property.

The legal issue arose when growers obtained Superior Court injunctions in Tulare and Fresno Counties forbidding enforcement of the ALRB rule.

But the State Supreme Court stayed the lower court rulings on September 18 and directed the ALRB to enforce the rule pending a decision from the State Supreme Court.

The case was taken under consideration this week and a Supreme Court spokesman said it was not known when a decision will be handed down.

High School Grads

In March 1975, 7 out of every 10 workers were at least high school graduates and 3 of every 10 had attended college, according to the U.S. Bureau of Statistics.

Grady Named Interim Chief Of State D.I.A.

Franklin O. Grady, a former deputy commissioner of the Workers' Compensation Appeals board has been appointed interim Administrative Director of the Division of Industrial Accidents in the State Department of Industrial Relations (DIR).

DIR Director Donald Vial said that Grady's interim appointment "will allow him to participate fully in the development of long-overdue reforms in the administration of workers' compensation services for Californians and to help implement those reforms both in the short term and in the years ahead."

Vial and Grady, together with Melvin S. Witt, chairman of the Workers' Compensation Appeals Board (WCAB), are the key administrators appointed to date by Governor Edmund G. Brown Jr. with responsibility for State workers' compensation programs. They make up the administration's policy team.

Vial said that Grady, as a part of this team, has a key policy-making role which will continue after a permanent administrative director is designated.

Grady, who has been with the WCAB since 1966, has been serving as executive secretary of the State Workers' Compensation Advisory Committee since March 1974.

The committee, appointed in 1974 to evaluate benefits under California's workers' compensation program and systems for providing those benefits, completed its major report to the State Legislature last July. A supplemental report is being prepared.

Grady became a WCAB referee in 1966 and San Francisco referee-in-charge in 1968. He served in the latter position until January 1971 when he began a three-year term as deputy commissioner of the WCAB.

UFW White Paper Levels Charges at ALRB's Kintz

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Teamsters 'did not represent a majority or even a substantial number' of farm workers; and that, 'from a practical point of view, for the growers to sign contracts with the Teamsters under those circumstances 'must be considered the ultimate form of favoritism, completely substituting the employer's choice of unions for his employees' desires.'"

LAW'S AIMS NOTED

Noting that the expressed purpose of the Agricultural Labor Relations Act is to "encourage and protect" the right of farm workers to organize by assuring them "a climate free of fear and intimidation and providing them with fair and impartial state procedures," the UFW charges that "the actions of ALRB General Counsel Kintz and his staff have done just the opposite."

Specifically, the report charges that:

"1—Instead of ending the joint grower-Teamster conspiracy, Kintz's first ruling legitimized that now illegal alliance.

"2—Instead of eliminating the threats, the violence and the pervasive fear fueled by grower-Teamster acts, Kintz's deliberate decision to take no action against such illegalities while the first 200-odd elections were being held only encouraged an increase in grower-Teamster outlawry and adversely affected the outcome of these elections.

"3—Instead of providing fair and impartial state procedures, Kintz's administration of the Act heavily weighed the rules and his staff in favor of the employers, thus placing an even greater burden on workers trying to get out from under the yoke of grower-Teamster domination."

UFW STILL WINS MOST

Despite these handicaps, the UFW has won 171 (60.2 percent) of the 284 elections that have been decided as of November 18, according to a UFW election statistical tally.

The Teamsters won 96 elections (37.3 percent) while "no union" won 17 elections.

A total of 318 elections, including 34 that remained undecided, had been conducted as of the November 18 report.

In elections held at 165 ranches with Teamster contracts, which involved a total of 27,166 workers, 89 ranches with 12,313 workers remained under Teamster jurisdiction while 55 ranches with 7,652 workers switched to the UFW. Another six ranches with 938 workers switched to "no union" and elections at 15 ranches with 6,263 workers remained undecided.

UFW CHARGE CITED

In spelling out decisions by the ALRB's General Counsel that have strengthened the grower-Teamster combination, the UFW white paper charged that Kintz "permitted the Teamsters to continue to collect dues after the ALRA became law even though none of those contracts had been certified by the Board."

UFW Attorney Sanford Nathan said that "collecting dues has an oppressive effect on workers as it indicates favoritism toward the Teamsters."

In addition, he said, "it is to the interest of the Teamsters to delay all adverse ALRB de-

isions as long as possible since they continue to collect dues" until another union is certified.

In elaborating on its charge that Kintz permitted Teamster dues deduction cards to be used as proof that Teamsters qualify for the ballot when they petition for an election, the UFW attorney said:

"To use dues cards that were obtained prior to the Act defeats the purpose of the Act since it gives the incumbent union an inordinate advantage which it did not earn through any kind of certified process."

The White Paper also charged that the Teamsters "have used company foremen to force workers to sign the dues deduction cards."

IMPACT OF TACTIC

As a result of this tactic, the UFW White Paper said, "the Teamsters were able to qualify for elections at more than 50 ranches in the week of September 14 in the Santa Maria, Salinas and Delano areas.

"Within the seven days the Act requires that the election be held, the UFW was denied access to the workers and found it nearly impossible to sign up enough workers on those ranches to get on the ballot. The growers conspired with the Teamsters by preventing UFW organizers from entering their fields, and as a result of Kintz's policies the UFW—unlike the Teamsters—could not have access to the list of workers on those farms," the report charged.

"As a result," it observed, "this grower-Teamster collusion denied the workers a choice of unions for which to vote. In addition, in some cases the elections were held prior to peak employment, and since neither the growers nor the Teamsters raised the issue, Kintz's staff permitted the elections to be held "despite the law's requirement that elections can only be held when at least 50 percent of the workers (at peak harvest) are employed."

Hearings to Air Nuclear Initiative's Economic Effect

A series of hearings to examine the economic consequences of enactment of the proposed nuclear power plants initiative which will appear on the June 1976 primary election ballot will be held by the Senate Committee on Public Utilities, Transit and Energy early next year.

Senator Alfred E. Alquist (D-San Jose), Committee Chairman, announced plans for the hearings last week saying:

"Because one of our responsibilities is public utilities, we have been studying the economic problems involved in developing, generating and delivering energy. The importance of understanding the economic consequences of the initiative with respect to utility users and utility companies, as well as industry and the labor force, is evident."

Alquist said that the Committee's hearings would seek to develop an economic and environmental analysis of nuclear power as compared to other available sources of energy and that it would examine all questions which have been raised in

"The UFW did not file at these ranches because it knew the peak requirement had not been met," the report said.

The White Paper also charged that "the growers persuaded a friendly county court to order all ballots impounded before being counted at ranches where they had Teamster contracts" and that Kintz made an ex-parte deal (without notifying UFW lawyers as required by regulation) that resulted in the growers dropping their case with the understanding that "the ALRB would keep the ballots impounded until a Board hearing weeks later."

WEAKNESS HIDDEN

"As a result of this impoundment," the report adds, "farm workers throughout the state were unable to learn that 'Teamster' farm workers on those ranches voted overwhelmingly for the UFW. This helped hide Teamster-grower weakness and influenced elections that followed by strengthening and perpetuating the belief in the power of the growers-Teamsters to both control elections and to subvert enforcement of the new law."

The White Paper also includes documentation of some of the UFW's charges of unfair labor practices, including those dealing with illegal firings, the access rule and the use of illegal aliens.

1,165 WORKERS FIRED

It said that two months after the law went into effect, a UFW survey of the union's 11 election offices disclosed that 1,165 California farm workers had been fired for exercising their rights under the farm labor law.

In conclusion, the white paper said that "thousands of farm workers have lost their rights and remain subjugated because of California's administration of the Agricultural Labor Relations Act" and called on Governor Brown to "replace General Counsel Kintz with a person who will move aggressively to enforce the law."

current discussions of the initiative.

"It is my intention," he said, "to provide a forum by which these questions can be probed not only by the Committee members but by the voting public."

Each hearing, he said, will begin with a discussion of the particular subject matter by representatives of all factions to provide an opportunity for the witnesses' statements to be subject to immediate comment by other observers as well as the Committee members.

"I have a growing concern that, due to the complex nature of measures which often appear on the election ballots, the voting public has become accustomed to making decisions with little or no information available. It is, therefore, the purpose of these hearings to provide the public with information as to the probable consequences of the nuclear power plants initiative," Alquist said.

Dates of the hearings will be announced in the near future, he said.

Vote For Hatch Act Reform, Labor Urges

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eral employees to fully participate in the political process, including partisan political activities, Henning explained.

It won overwhelming approval by the House of Representatives and was reported out of the Senate Post Office and Civil Service Committee on November 19 by a vote of 7 to 2.

"As it stands," Henning said, "the Hatch Act denies more than two million Americans the right to play a full and effective role in the political processes of their communities, their school districts, their state and the nation at large."

"Please write or wire Senators Cranston and Tunney now to urge them to vote for H.R. 8617," he said.

Assembly Panels To Hold Hearings On Various Issues

Interim hearings by legislative committees which may be of interest to affiliates of the California Labor Federation that were announced late last week by Assembly Speaker Leo T. McCarthy (D-S.F.) include the following:

Working Women — The Assembly Labor Relations Committee will hold a hearing on Women in the Labor Force at the TowneHouse Hotel at 8th and Market Streets in San Francisco on Monday, December 8. Assemblyman Bill Lockyer (D-Oakland), Committee Chairman, said the hearing will start at 9:30 a.m.

Nuclear Initiative — The continuing series of hearings by the Assembly Resources, Land Use and Energy Committee on the Nuclear Power Plants Initiative will resume at 9:00 a.m. on December 9 and December 10 in Room 4202 at the State Capitol in Sacramento. Committee Chairman is Assemblyman Charles Warren (D-L.A.).

Health Care — The Assembly Health Committee will take up the subject of state financed health care at hearings at Toland Hall at 501 Parnassus Avenue in San Francisco on December 10 and 11. The hearings start both days at 9:30 a.m. Assemblyman Barry Keene (D-Eureka) is Committee Chairman. The Committee will also hold a hearing on state financed health care on December 12 in the Board of Supervisors' hearing room on the fourth floor of the Administration Building at 105 East Anapamu in Santa Barbara. A further hearing on the issue is scheduled in Room 2170 of the State Capitol in Sacramento at 9:30 a.m. on December 18.

Unemployment — The Assembly Labor Relations Committee will hold a hearing on the problems of unemployment, proposals for relief of it and relevant economic theory in Room 2170 at the State Capitol in Sacramento on December 16. It opens at 9:30 a.m.

Education and Jobs — The Assembly Ways and Means Committee will hold a hearing on the impact of capital outlay expenditures for education on California jobs and the economy on December 19 in the Board of Education Room at 450 North Grand Avenue in Los Angeles. The hearing will open at 9:30 a.m. Committee Chairman is Assemblyman John F. Foran (D-S.F.).

Action Urged to Strengthen UI-DI Setup at Fed Parley

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some 40 percent higher than a year ago.

Noting that the unemployment insurance system was set up not just to provide a cushion for jobless workers but "to save the private enterprise system itself," Henning said that despite this "in terms of social legislation we trail all of our allies" among the western industrialized nations in providing health and welfare benefits for our work force.

"How long will we put up with it?" he asked.

"As long as YOU put up with it," he declared, adding that "it's going to take political liberalism to change it."

Henning made it clear that in light of the present 55 to 25 Democratic majority in the Assembly — one of the highest liberal majorities in the state's history — the Federation is planning a major drive for improvements in the unemployment insurance and disability insurance programs this year.

"We must move now," Henning declared.

But he called on the labor officials participating in the conference to "tell us what is wrong — what should be done."

"We can't be activists without you," he said, stressing the point that local union officials fighting for the benefits to which their members are entitled have the first hand knowledge of what's wrong with the system.

He also called attention to the fact that the Ford Administration is continuing its program of planned unemployment and has already announced a planned jobless rate of 7.9 percent nationally for next year. "We must challenge what is wrong in the administration of the unemployment insurance system in this state," he declared.

While he said that the California Labor Federation strongly opposes Governor Brown's recent proposal that employees in the State Department of Transportation agree to a 10 percent cut in hours worked — which would also mean a 10 percent pay cut — as "a sophisticated form of speedup" which might be emulated by state officials seeking to build

themselves a reputation as "sound administrators" (see story page 1), Henning credited Brown with pushing through State AFL-CIO-backed legislation this year to require employers to put an additional \$600 million into the state unemployment insurance fund to protect the fund's solvency and provide increased benefits.

In the course of his presentation, Wolf proposed a series of legislative recommendations to the participants and asked for their comments on them. The 150 trade union officials participating in the conference subsequently unanimously endorsed all of them.

These recommendations, which will be considered by the Executive Council of the California Labor Federation for inclusion in the State AFL-CIO's 1976 legislative program, call for:

- Abolition of the California Unemployment Insurance Appeals Board's Precedent Board Decision PT 125 which relieves employers from paying an unemployment insurance tax for homeworkers. Wolf said that the Attorney General's office has estimated that there are more than 50,000 illegal homeworkers in the garment industry in Los Angeles alone that produce goods valued at more than \$100 million a year.

- Legislation to construe more liberally the confidentiality provisions of the Unemployment Insurance Code. At present, Wolf said, some EDD officials refused to inform union officials whether their members' employers are even paying their unemployment insurance taxes.

- Legislation to abolish the merit rating system. In this regard, Henning said that as many as 20 percent of the state's employers have avoided paying a dime into the unemployment insurance fund in some past years and that the percentage of the total payroll on which they pay is only half of what they should pay.

- Legislation to modify Section 1262 of the Unemployment Insurance Code so that a strike against one is not against all. At present employers can band together and if one employer is struck the others can lock

out all of their workers and all such workers are denied unemployment insurance benefits.

- Increasing the daily hospital benefits in the disability insurance program from \$12 to \$75 a day.

- Providing coverage for dependents. Eleven states already have such a provision.

- Imposition of cash penalties on employers for willful misstatements and misrepresentations. At present employees are penalized by denial of benefits for such misstatements while employer penalties for such offenses are practically nil.

- Changing Section 1256 of the code to restore the variable disqualification for voluntary quits or misconduct.

- Waiver of the waiting period if unemployment is five weeks or more. This would require employees jobless five weeks or more to be paid benefits for their first seven days of unemployment retroactively.

- Abolition of Section 1264, the domestic quit provision, which denies unemployment insurance benefits to the spouse of a worker who is required to quit a job because the other spouse is transferred.

In the course of floor discussion of some of these issues, Jack Foster of the Retail Clerks Union in Oakland asked what could be done about the work experience programs set up by school districts which send students to retail stores for work experience for which they earn school credit.

Foster said that this is free labor to the employer and that one employer sent his whole regular work force on vacation while having the students do their jobs with no pay.

Tom Epperson of the Butchers Local in Vallejo said that a similar situation existed at a beef packer's plant in Stockton.

In reviewing the social insurance gains made in the 1975 legislative session, Henning noted that the weekly maximum unemployment insurance benefit was boosted to \$104 and that jobless pay coverage was extended to farm workers.

He also pointed out that a measure long sought by the California AFL-CIO was enacted

Work Sharing Hit as Ploy For Speedups and Pay Cuts

(Continued from Page 1)

"And would similar actions be taken by county and local government officials with the result that 'work-sharing' would become synonymous with speedups and pay cuts?"

The average earnings of employees that might be affected by this proposal have been reported at about \$1,000 a month, Henning noted.

"A 10 percent pay cut stemming from a cut in their work week would have a devastating effect on these workers' ability to meet home mortgage payments and other family obligations," he warned.

"What is needed is not lay offs but proper budget allocation and a democratic tax structure so we can hire the people we need to get the jobs done," he declared in the course of an address to the opening session of a two-day State AFL-CIO educational conference on Unemployment Insurance and Disability Insurance at the Oakland Hyatt House Hotel in Oakland.

More than 150 AFL-CIO union officials from throughout the state took part in the conference which ended at noon today.

ed which will enable workers to receive disability insurance benefits for disabilities incurred during a trade dispute so long as the disability was not caused by and did not arise from the trade dispute.

But he emphasized that further improvements, including higher benefits to cope with the impact of inflation would be needed in 1976.

The Thursday afternoon session of the conference featured a panel discussion of recent court decisions and decisions by the California Unemployment Insurance Appeals Board that have affected worker eligibility for benefits.

Panelists in the session included: Jack D. Clevenger, Chief Administrative Law Judge of the CUIAB; and Senior Administrative Law Judges John Malley of San Francisco; Robert McDonald of Oakland; Merlin Baker of San Jose; Walter Rice of Sacramento; and Herbert Newell of Fresno.

Another panel made a pre-

sentation of what happens when a claim is filed in a local unemployment insurance claims office. A mock hearing of an appeal arising from the claims' office determination was also presented.

Martin Glick, director of the State Employment Development Department addressed the dinner session last night. Details of his remarks and other coverage of the conference will be carried in the next issue of the California AFL-CIO News.

More than 150 union officials from throughout the state took part in the conference, one of a series of events sponsored by the State AFL-CIO each year to keep union officials abreast of developments in fields affecting AFL-CIO union members.

A Cure for Corruption

"The limelight of publicity is the one sure cure for corruption in government." — Gov. Geo. S. Silzer (N.J.), April, 1924.

Multinationals' Practices Cost U.S. \$25 Billion Loss

The practices of U.S.-based multinational corporations have resulted in a loss of some \$25 billion annually in U.S. labor's share of the U.S. national income, according to a study conducted for a U.S. Senate Subcommittee on Multinational Corporations.

That's just one of the startling conclusions reached by the study conducted for U.S. Senator Frank Church's Subcommittee on Multinational Corporations by Peggy Musgrave, one of the nation's noted tax economists.

The study also found that foreign investment by multinational corporations "tends to reduce U.S. union strength."

This reduction, the study said was due to:

- The multinational corporations' ability to play off their foreign workers against their U.S. workers.

- The reduced economic resources of U.S. labor.

- And the increased wealth of multinational corporations.

In probing the extent to which multinational corporations have exported jobs and dollars from the United States, the study found that:

- Foreign investment by U.S. corporations has meant a drop of four percent or \$25 billion annually in U.S. labor's share of U.S. national income.

- U.S. corporations have over \$150 billion in direct investment abroad.

- In 1970 U.S. firms paid their foreign labor wages

which were less than half as much as they paid their U.S. workers.

- Total U.S. national income has dropped due to U.S. multinational corporations' foreign direct investment.

- Foreign investment is largely concentrated in high technology and research and development-intensive industries, thus decreasing the U.S. worker's precious advantage of technological superiority.

The Church study suggests that tax reform is needed to encourage U.S. companies to invest more at home and less abroad.

It found that the great flow of foreign investment is a result not of neutral international capital markets but of U.S. government incentives to the multinational corporations to invest abroad.

The most important of these incentives, the study said, is the U.S. system of taxing foreign earnings of U.S. corporations only after they are brought back to the United States.

The Subcommittee is scheduled to hold hearings in early December to press for reforms to keep jobs and labor income at home.

Copies of the Church-Musgrave study may be obtained by writing to:

Senator Frank Church, U.S. Senate Subcommittee on Multinational Corporations, 119 D Street, N.E., Washington, D.C. 20510.

Labor Urges End to Revenue Sharing Abuses

(Continued from Page 1)

strings" approach to revenue sharing is based on a well-founded concern "that the program would not result in any added federal money for the states and localities, but would be used as an excuse to underfund existing programs or block enactment of new measures," the Federation said.

These fears were quickly borne out, the statement noted.

When President Nixon signed the revenue-sharing law in late 1972, he hailed it as a "new American Revolution." Yet three months later, the statement pointed out, he proposed a budget that called for dismantling of "vital programs that created needed jobs and helped finance essential state and local public investment programs."

Currently, the AFL-CIO observed, when state and local governments generally are in a financial squeeze, "the federal government has compounded the problems by failing to enact or adequately fund

federal programs needed to create jobs, end the recession and help state and local governments meet escalating needs for essential public facilities and services."

The statement urged Congress, in revising the revenue-sharing program, to:

- Change the allocation formula to assure that the largest share of federal aid goes to the areas with the greatest need.

- The present distribution formula shortchanged many of the nation's large urban centers where the needs are greatest, and at the same time has breathed new life into archaic, anachronistic units of government which do virtually nothing," the AFL-CIO said.

- Provide enforceable federal standards "to assure that funds are used for programs that reflect national needs and priorities and fully comply with federal civil rights guarantees and labor standards and protections."

Citing a resolution adopted

at the AFL-CIO's recent convention, the statement concluded:

"If the Congress in reviewing the experience to date of the program determines that the abuses cannot be corrected and that essential standards and safeguards cannot be enforced or enacted, the AFL-CIO recommends that the program be abolished and Congress redirect an equal amount of funds into appropriate categorical grant-in-aid programs."

Lumber Workers Data Available for Research

Records of the California State Council of Lumber and Sawmill Workers ranging from 1945 to 1973 have been acquired by the Forest History Society of Santa Cruz and are open for use by scholars.

The collection includes arbitration case files, pension fund and industrial accident cases, convention proceedings and other records related to labor-management relations.