



## Reagan Says He's Ready to Go for Right-to-Work Law

Republican Presidential candidate Ronald Reagan said this week that he's ready to go for "right-to-work" legislation.

Speaking at a press conference in Springfield, Ill., Reagan said:

"I would have to say that right now my leaning is very heavily toward right-to-work, and I think that's the feeling of the rank and file of labor."

Right-to-work legislation has long been sought by anti-union employers as a means of crippling the capability of workers to organize unions and hold them together, John F. Hen-

ning, executive officer of the California Labor Federation, AFL-CIO, pointed out.

The National Labor Relations Act requires unions to represent all employees in a bargaining unit.

The so-called right-to-work laws prohibit collective bargaining agreements involving a union shop clause, a provision requiring members of the unit who benefit from the bargaining efforts of the union to join the union and pay their share of the costs of the union's work.

"So-called right-to-work leg-

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## Senate Rejects Anti-Union Measure by 14 to 21 Vote

A bill denounced by labor spokesmen as a "first step toward putting a compulsory right-to-work law in effect in California" was rejected by the State Senate yesterday by a 14 to 21 vote but it is expected to be taken up for reconsideration on Monday.

### Guard Unit Won't Be Used as Scabs, Governor Says

Governor Edmund G. Brown, Jr., and Major General Frank Schober, Jr., State National Guard Commander, have assured the California AFL-CIO that National Guardsmen will not be used as strikebreakers to replace police officers or fire fighters involved in labor disputes.

That assurance was given to a committee of AFL-CIO representatives headed by John F. Henning, executive secretary-treasurer of the California Labor Federation, at a meeting in the Governor's office last Friday, January 9.

Governor Brown declared, however, that if law and order fell down in a community it would be his obligation to send the National Guard in. That is

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The bill, SB 1288 authored by Republican Senator Newton Russell of Glendale, was described by John F. Henning, executive officer of the California AFL-CIO, as an attempt "to impose a compulsory open shop on California workers under the guise of 'freedom of conscience'" prior to the floor vote.

Leading the battle against the bill on the Senate floor were Senators David A. Roberti of Hollywood, Nicholas Petris of Oakland, and Walter W. Stiern of Bakersfield, labor observers said.

The bill would provide that

"no employee who cannot . . . an employee organization because of religious . . . shall be required to join or support any employee organization" so long as the employee pays a sum equal to union initiation fees and dues to a non-religious charity.

Since federal law requires unions to represent all employees in a bargaining unit, such a provision would foist the cost of contract negotiations, grievance handling and other union costs of such employees onto the shoulders of union members while undercutting the un-

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## 'State of Emergency' Bill Killed in Senate

An anti-worker bill that would have permitted a "state of emergency" or a "local emergency" to be proclaimed for conditions resulting from a labor dispute was rejected by the Senate Committee on Governmental Organization this week following vigorous testimony against the measure by representatives of the California AFL-CIO and other labor organizations.

The measure, SB 656, introduced by Republican Senator John Stull of Escondido, would have deleted the existing ex-

emption of "conditions resulting from a labor controversy" from the 1970 California Emergency Services Act.

Such an action would have empowered the Governor or the chief executive or governing bodies of political subdivisions of the state to proclaim a "state of emergency" or a "local emergency" during strike situations.

"Approval of such a measure would have been an invitation to chaos in strike situations in any city or county in which a

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## Ruling Not Expected to Halt Overtime Pay for Women

The U.S. Supreme Court refused this week to review a lower court decision that struck down a California state law requiring overtime pay for women on grounds that since it didn't apply to men, it discriminated against women and therefore violated Title VII of the 1964 Civil Rights Act which bans discrimination based on sex.

But action to restore the overtime pay provision for all California employees is already underway and will be completed later this year.

State officials said this week that they did not expect many employers to try to take advantage of women workers by denying them overtime pay

during this interim period.

The California AFL-CIO had filed a "friend of the court" brief with the Circuit Court of Appeal in support of an appeal of the lower court decision filed by the State Attorney General.

In anticipation of the possibility of an adverse ruling, the California AFL-CIO had successfully fought for legislation to extend the state minimum wage to men and to broaden the authority of the State Industrial Welfare Commission to establish wages, hours and working conditions standards for men as well as women in the 1973 and 1974 state legislative sessions.

The IWC has already appointed

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## FORD-NIXON POLICIES RAPPED

## U. S. Must Shift Gears to Ease Jobs Crisis, Henning Says

Asserting that "the tragedies of unemployment, inflation and personal bankruptcy have been the inevitable result of the economic policies of the Nixon and Ford Administrations," John F. Henning, executive officer of the California AFL-CIO, told a Joint Congressional Committee in Los Angeles this week that the nation must shift to "the fiscal and monetary poli-

cies of expansion rather than restriction" to meet the nation's prolonged unemployment crisis.

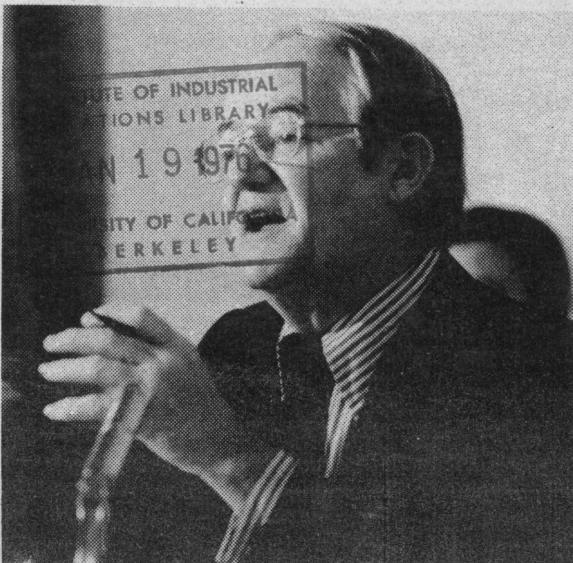
"We have been living with the tragedy of about 8 million unemployed month after month nationally and about one million unemployed in California. We're tired of it," Henning said.

In testimony presented to the

Joint Economic Committee of Congress chaired by Senator Hubert H. Humphrey (D-Minn.) in Los Angeles Monday, Henning sharply attacked the Ford Administration's rationale that high unemployment is essential to the control of inflation.

"It hasn't worked. The cost of fuel, food and interest rates, for example, are still stealing

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**URGING AN ECONOMIC POLICY SHIFT** to create jobs and cut interest rates, John F. Henning, executive officer of the California AFL-CIO testifies before the Joint Economic Committee of Congress at a hearing in Los Angeles. U.S. Senator Hubert H. Humphrey (D-Minn.), at right, described California's unemployment situation as "outrageous" and said it is "fiscally irresponsible not to do something about the unemployed."

## 890,800 Jobless in Calif., Up 122,900 Over-the-Year

Some 122,900 more people in California were jobless last month than a year earlier and the state's 9.6 percent jobless rate was 14 percent higher than the 8.4 percent figure tallied in December 1974, according to figures released by the State Department of Employment Development on January 9.

Total unemployment in California last month was placed at 890,800. That's 19,600 fewer than the 910,400 total for November but 122,900 higher than in December 1974.

While acknowledging that the

unusually mild weather that prevailed last month helped maintain employment in construction and other outdoor occupations, EDD Director Martin Glick said:

"I think we can also say that there are signs of an improved economy. In three months, the unemployment rate has dropped by 0.7 percent, whereas last year in the same period it increased by 1.0 percent."

But justification for such optimism appears to be thin.

The state's total employment

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## 1 in 4 of Calif. Jobless Rely On Temporary U.S. Benefits

One out of four California workers presently claiming or receiving jobless benefits would not be eligible for any benefits if Congress had not enacted emergency unemployment insurance legislation in December 1974.

A total of 175,459 jobless workers in California, or 24.5 percent, of the 716,650 claiming or receiving jobless benefits last month are getting benefits paid 100 percent by the federal government, a spokesman for

the Employment Development Department told the California AFL-CIO News this week.

But the federal programs are scheduled to expire at the end of this year and all payments under the programs will grind to a complete halt on March 31, 1977 unless Congress acts to extend them.

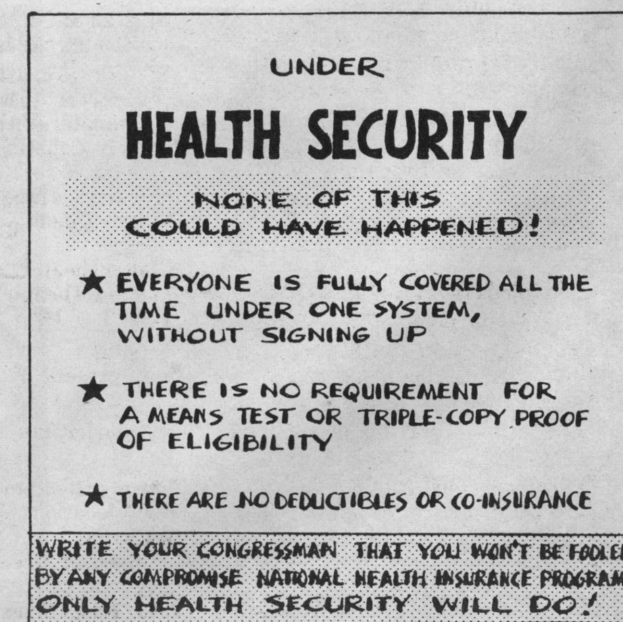
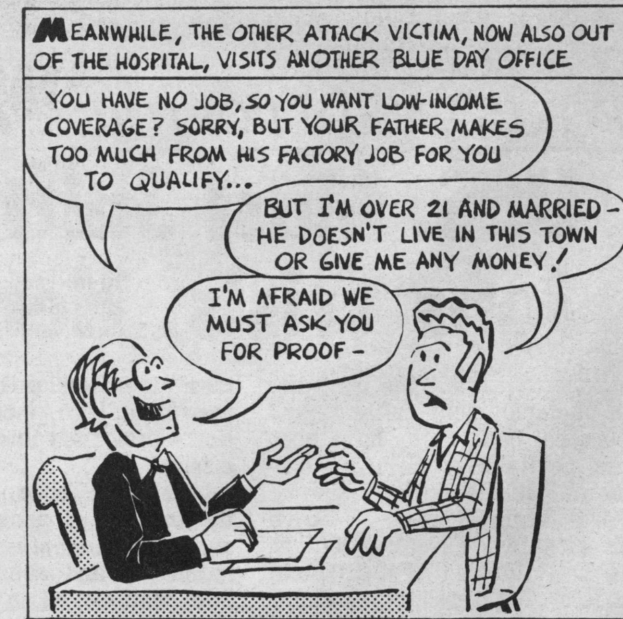
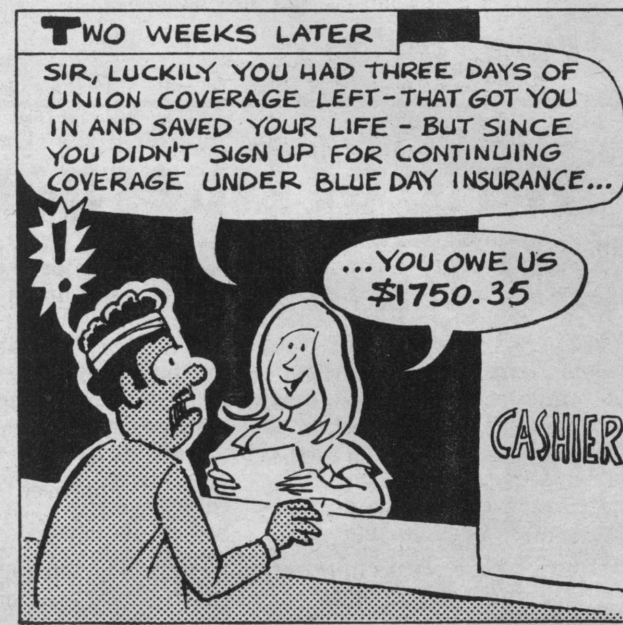
The two federal programs are: The Emergency Unemployment Compensation Act of 1974, which provided about \$1

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# MEDICAL STORY

BOONDOGGLES & BUREAUCRACY  
... If any Nixon/Ford type health plan is passed





# 890,800 Jobless in Calif., Up 122,900 Over the Year

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last month, at 8,559,300, was some 13,400 less than in December 1974 and employment in manufacturing, transportation, construction and mineral extraction, posted further declines last month.

These declines were offset, however, by a significant gain in trade and small gains in government, services, finance, insurance and real estate.

Nationally the jobless rate remained at 8.3 per cent, the same as a month earlier, but still 1.1 percent higher than the 7.2 percent level of a year earlier. Total unemployment was unchanged at 7.8 million.

The average national jobless rate for all of 1975 was 8.5 percent, the highest annual average since 1941 when the nation was still climbing out of the Great Depression of the thir-

ties.

Moreover, the U.S. Labor Department's Bureau of Labor Statistics said that in addition to the 7.8 million jobless, another 3.3 million people in part-time jobs were looking for full-time work.

In Los Angeles County the jobless rate dropped from 10.2 percent in November to 9.6 percent last month, still well above the 8.1 percent tallied in December 1974. Unemployment in the county totaled 289,900 last month compared to 307,400 a month earlier but was still 45,400 higher than in December 1974.

Fred Brenner, regional administrator for the State Employment Development Department in Southern California, warned that the apparent large drop in unemployment can be viewed as somewhat artificial

since it was directly attributable to temporary holiday hiring.

"Realistically we must look at more substantial indicators," he said, noting employment in construction dropped 1,100 between November and December to 94,600 despite unusually good weather during the month.

In the San Francisco-Oakland area, the jobless rate declined from 10.3 percent in November to 9.8 percent last month and total unemployment declined by 5,000 to total 144,700 in December. This means that there were 27,100 more jobless workers in the San Francisco-Oakland area last month than a year earlier. Over-the-year employment declined by 12,400, marking the eighth straight month that the number of employed has been less than year-earlier figures.

## 1 in 4 of Calif. Jobless Rely On Temporary U.S. Benefits

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billion in federal funds for workers covered by unemployment insurance who have exhausted their benefits under the state program; and the Special Unemployment Assistance Program which provided another \$2 billion in federal funds for workers not previously covered by unemployment insurance, including local and state government workers, domestic servants and farm workers.

"If these programs are permitted to expire and the state legislature fails to liberalize eligibility requirements during the current legislative session, county and local governments could be faced with a massive increase in welfare costs unless there is a sharp decline in total unemployment in the

state," John F. Henning, executive secretary-treasurer of the California AFL-CIO, said.

A total of 716,650 out of the state's total of 890,800 unemployed were either claiming or receiving unemployment benefits last month, according to a report issued by the State Employment Development Department on January 9.

In the same week a year earlier, before the federal emergency extensions and special assistance programs had been enacted, the total of job seekers either claiming or receiving jobless benefits was just 493,397, the report said.

Regular weekly claims under the California Unemployment Insurance Program were 367,357 compared with 363,644 a year earlier, the report noted.

## Public Worker Strike Ban Would Affect 1.4 Million

"Approval by the Senate Governmental Organization Committee last week of a state constitutional amendment that would deny public employees the right to strike should be a cause of concern—if not alarm—among all California workers," John F. Henning, executive officer of the California Labor Federation, AFL-CIO, said this week.

Pointing out that nearly 1.4 million Californians—one out of every six workers in the state—are employed in state or local government jobs, including teachers and other school district personnel, Henning said:

"The idea that public employee labor relations can be solved by attempting to deny one-sixth of our labor force the fundamental right of all free citizens to withhold their labor if their wages and working conditions become intolerable is just wishful thinking by those who would like to escape problems rather than solve them.

"Enactment of such a measure would mean that school boards, boards of supervisors, city councils and other governmental units would be empowered to go to court and force workers to work against their will or face fines or jail sentences.

"That may be acceptable in Madrid, Moscow, or Peking but not in California. It's a dangerous and irresponsible proposal that would mark a major move toward a police state. It must be defeated," Henning said.

"The only fair and responsible solution to labor-management relations in the public sector is immediate enactment of legislation extending collective bargaining rights to public employees so that there will be a legal procedure to resolve such disputes," he said.

### Constitution's Purpose

"The purpose of the Constitution and the Bill of Rights, unlike more recent models promoting a welfare state, was to take the government off the backs of the people."—U. S. Supreme Court Justice William O. Douglas.



Jan. 16, 1976

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## 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 not 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.

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 Cashah.

Tennessee Plastics of Johnson City, Tennessee.

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

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the Los Angeles Herald-Examiner and the Kingsport Press of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

## Guardsmen Won't be Used As Scabs, Governor Says

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in accord with the present legal authority of the Governor.

The AFL-CIO had strongly protested a plan announced by Brown Administration spokesmen during the Christmas holidays to train some 1,200 National Guardsmen as a force that might be used, among other things, to replace police officers in case of a labor dispute.

Henning had pointed out that creation of such a force would be "a political and military response to a collective bargaining problem" and warned that use of such a force would inject the state into local labor

disputes as an anti-worker partisan, thereby eliminating the state from any position of neutrality and making it impossible to use the State Conciliation Service to resolve such disputes.

"It would make strikebreaking a condition of membership in the National Guard. No self-respecting union member could possibly join the Guard," Henning said.

Just last week the San Francisco Building and Construction Trades Council called on all union members to refuse to serve in the Guard for just such reasons.

## Police-Fire Fighters' Arbitration Bill OK'd by Senate Unit

Legislation to require binding arbitration of labor disputes involving fire fighters and police officers won the approval of the Senate Governmental Organization Committee on a 7 to 3 vote Tuesday.

The bill, authored by Senator Ralph C. Dills, a Gardena Democrat, would permit the creation of a three-member arbitration panel in cases where city or county public safety officers could not reach agreement with their public employers.

But the bill also specifically outlaws strikes by police or fire fighters and would permit the immediate firing of such employees if they go on strike or make them liable for fines of \$500 a day for each day they remain on strike.

Voting for the bill were: Senators Dills (D); Dunlap (D); Collier (D); Kennick (D); Wedworth (D); Whetmore (R); and Zenovich (D).

Opposed were: Senators Deukmejian (R); Gregorio (D); and Grunsky (R).

Senator Cusanovich (R) was listed as absent.

The California AFL-CIO, which opposes compulsory arbitration and supports collective bargaining for all employees, public or private, had listed the bill as a "Watch" measure.

### What OSHA Does

The Occupational Safety and Health Act of 1970 requires employers to provide workplaces free from safety and health hazards and to comply with safety and health standards.



# U. S. Must Shift Gears to Ease Jobs Crisis, Henning Says

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worker dollars and bringing new and frightening bankruptcies to American industry," he said.

"If we want growth sufficient to serve our economic and social necessities, we must at once reject the ruinous policies of economic containment espoused by the National Administration," he said.

He called for an immediate abolition of the tight money concepts that have "made a disaster area of the construction industry" and underscored the cost of continuing high unemployment by noting that budget outlays for unemployment benefits and other expenses directly related to low incomes and joblessness resulting from the recession totaled \$31 billion in 1975, \$11 billion more than in fiscal 1974 and more than double the \$14.3 billion expended for the same purposes in fiscal 1973.

## U.S. FIRST IN JOBLESS

Noting that "the White House tells us that we must accept an unemployment rate of 7.9 percent throughout 1976," Henning said:

"That would be the highest jobless rate of the industrialized world."

And he pointed out that "job opportunities in California have not only failed to grow sufficiently to even begin to approach full employment but have declined in absolute numbers during the past year" despite the fact that the word from the White House early last year was that "prosperity was just around the corner."

## FIRST KEY STEP

In submitting a five point action program for a long term solution to the unemployment crisis to the committee, Henning said that the "first step to fiscal maturity" must be that of bringing the nation to the threshold of full employment.

"We submit that the first duty of Washington is to put America back to work and that fiscal and monetary policies must serve that purpose as a matter of economic vitality and social survival," he said.

## FIVE POINTS CITED

The action program submitted to the committee suggested that:

1—Congress should require the President annually to submit to it goals, policies and programs to achieve full employment.

2—The President should be required to propose specific federal tax, expenditure, budget and monetary policies and programs to meet the goals he proposes for full employment, balanced economic growth and national needs.

3—Congress should establish a consultative body, composed of major groups in the economy, to review the President's goals and policies.

4—Congress should provide procedures for prompt Congressional review and action on the President's economic goals and

policies.

5—The Federal Reserve Board, as a key government agency in the economic area, should be required to justify to the President and the Congress the manner in which its policies concerning interest rates, money supply and availability of credit will help meet the goals and objectives of national policy.

Los Angeles Mayor Tom Bradley said that the 11.5 percent jobless rate of the City of Los Angeles is really closer to 31 percent if "we add to the unemployment total those who have exhausted their jobless benefits, the economically disadvantaged who have quit the labor market and the underemployed."

He also warned that the city's 6,500 public service jobs are threatened because of a lack of federal funds and urged immediate Congressional action to enact short-term job programs and a longer range measure sponsored by Humphrey and Los Angeles Congressman Augustus F. Hawkins that would require the government to guarantee jobs for all workers able and willing to work.

Don Vial, director of the State Department of Industrial Relations, told the committee that California is dependent on the national economic situation to achieve full employment with-

in the state.

But, Vial said, "a policy vacuum exists in Washington" in coming to grips with the unemployment crisis and there is still no consensus in sight "for action that can move the nation beyond the unacceptable proposition that the unemployed must pay for an acceptable level of price stability for the rest of the nation."

After hearing some of the testimony on the problems of unemployment in California, Humphrey described the situation as "outrageous" and said: "This country must come to grips with the fact that we are just spinning our wheels on the problems of unemployment."

"We have come down to the question of whether we should let the government subsidize work or subsidize no work, through food stamps, unemployment benefits and welfare payments."

"Some people say I have no sense of fiscal responsibility because I want legislation to provide jobs, but I say it is fiscally irresponsible . . . not to do something about the unemployed."

Others testifying at the Los Angeles hearing included Los Angeles County Supervisor Kenneth Hahn, and Eunice Elton, director of Manpower, Planning and Research in the Office of the Mayor of San Francisco.

# Overtime Pay for Women Expected Despite Court Ruling

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ed the wage boards to update the commission's existing wage orders and extend coverage to men and Wage Board meetings are currently in progress.

State Labor Commissioner James Quillin pointed out that women under union contract and those who have either oral or written agreements with their employers to be paid at overtime rates for work in excess of their normal work week are still protected by such agreements.

Any problems in this area should be reported to the State Division of Labor Law Enforcement in the State Department of Industrial Relations.

U.S. Fair Labor Standards Act provisions on overtime are not affected by the court's action.

Earlier this year the IWC said its revised rules would probably not go into effect until early August.

Quillin has since urged the

IWC to act "with a sense of urgency" since the court ruling leaves many workers without overtime protection.

The high court's refusal to review the case let stand a decision handed down by U.S. District Court Judge Charles B. Renfrew which invalidated Sections 1350 and 1350.5 of the State Labor Code and IWC Order 5-68 which required the payment of time and a half the regular rate of pay to women working overtime.

Such action "would usurp the legislative power vested exclusively in the state" and would be "particularly offensive because of the sizeable economic burden on employers," the court said.

The high court's action, however, leaves the issue basically unresolved because a decision directly contradictory to the San Francisco Court's ruling was issued by the U.S. Court of Appeals in St. Louis. In that case the court saved an Ar-

kansas law by extending its benefits to men.

Two justices, Byron R. White and Harry A. Blackmun cited this conflict in their dissent to the majority ruling Monday.

"It is the court's duty to resolve this disagreement which now impedes the important process of reconciling the federal statutes outlawing sex-based discrimination in employment with numerous 'protective' state employment laws applicable only to female employees," the dissent, written by White, said.

The case was initiated by Homemakers, Inc., a Los Angeles firm that employs men and women to work as domestics and practical nurses in patients' homes.

The firm filed suit for a declaration that the state law discriminated against women after the State Division of Industrial Welfare cited the firm for failing to pay women workers some \$18,785 in overtime pay.

Quillin said that state laws

right to work longer hours for lower wages under poorer working conditions. Beyond that, its appeal is primarily to those who want to get something for nothing and to anti-union employers who seek to undermine the only strength workers have—unity," he added.

In 1958 California voters rejected a right-to-work measure that was supported by the state's Republican gubernatorial candidate, the late U.S. Senator William F. Knowland, by about one million votes.

# 'State of Emergency' Bill Killed in Senate

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mayor or county board of supervisors might cave in to pressures from anti-union employers to use the powers of local government against the strikers," a union official said following the hearing.

The San Francisco County Board of Supervisors was on record in support of the bill.

Merced County Sheriff Jess Bowling wrote a letter in support of the measure that was read into the record at the hearing Tuesday.

The bill was denied passage by a vote of 4 Ayes to 6 Nays. Voting for this anti-worker

bill were:

Senators Lou Cusanovich of Woodland Hills; George Deukmejian of Long Beach; Donald L. Grunsky of Watsonville and James E. Whetmore of Anaheim. All are Republicans.

Opposed were:

Senators Ralph Dills of Gardena; John Dunlap of Napa; Randolph Collier of Del Norte, Humboldt, Lake and Mendocino Counties; Joseph M. Kennick of Long Beach; James Q. Wedworth of Inglewood; and George N. Zenovich of Fresno. All are Democrats.

Senator Arlen Gregorio was listed as absent.

# Senate Rejects Anti-Union Measure by 14 to 21 Vote

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ion's financial strength, union spokesmen said.

During the 1975 legislative session the same anti-labor proposal was defeated at least a dozen times when it cropped up in amendments to the farm labor bill and the teacher's collective bargaining bill.

Henning described the bill as a "cover up" that seeks to destroy trade unions and said that the "anti-labor right to work lobby in Sacramento" has been working "night and day" to try to push it through.

Voting for the anti-union bill

were three Democrats and 11 Republicans. They were:

Senators Behr (R); Beilenson (D); Berryhill (R); Carpenter (R); Deukmejian (R); Grunsky (R); Richardson (R); Rodda (D); Russell (R); Stevens (R); Stull (R); Way (R); Wedworth (D); and Whetmore (R).

Supporting union workers by opposing SB 1288 were 19 Democrats and two Republicans. They were:

Senators Alquist (D); Ayala (D); Collier (D); Dills (D); Dunlap (D); Garcia (D); Gre-

gorio (D); Holden (D); Holmdahl (D); Kennick (D); Marks (R); Mills (D); Nejedly (R); Petris (D); Presley (D); Rains (D); Roberti (D); Smith (D); Song (D); Stiern (D); and Zenovich (D).

Not voting were:

Senators Cusanovich (R); Bill Greene (D); Robbins (D); and Schrade (R).

Following the vote Senator Russell asked for reconsideration of the bill. This was granted and the measure may be taken up for a second vote on Monday, January 19.

concerning meal periods, rest periods and uniform allowances for women workers remain in full force and effect and employers must still pay minors overtime for work done in excess of 40 hours a week.

# Pension Plan Terminations Exceed 5,000

An unexpectedly large number of pension plans served notice of termination during 1975, the government's pension benefits insurance agency has reported.

The agency received 5,035 notices of termination—representing nearly one out of 20 covered pension plans.

A sampling of terminations last May indicated that most of the discontinued programs were small, with an average of 30 persons each.

While the agency did not have a breakdown of the reasons for termination, AFL-CIO Associate Social Security Director Lawrence Smedley cited two contributing factors. One was the unusually large number of business failures resulting from the recession. The other was the anticipation of higher employer costs under new pension funding requirements that became effective on Jan. 1, 1976.

Under the 1974 pension reform law, the compulsory insurance program will in most cases protect workers covered by the discontinued plans against loss of vested benefits.

Where assets of the plan are insufficient to meet the basic obligations of the pension fund, the insurance program makes up the difference.

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