

Two Major Aid To Education Bills Signed by LBJ

Two major aid-to-education bills—one for public and private colleges and the other designed to revamp the nation's vocational training programs to cope with the severe unemployment presently experienced by school dropouts and poorly educated workers—were signed into law by President Johnson this week.

The college aid measure, cited by the President as the most important education act "since the Land Grant College Act was passed 100 years ago," authorizes \$1.2 billion in federal grants and loans to junior colleges, four-year colleges and graduate schools to build and equip classrooms, laboratories and libraries to accommodate the nation's soaring collegiate population.

The \$1.5 billion vocational educational measure is intended to modernize vocational training programs by training youths in skills needed now and in the future instead of continuing the disproportionate emphasis on farm and home-making skills.

The college aid act authorizes a three-year program to provide:

- \$690 million in federal grants to help finance classrooms, libraries, laboratories and other facilities at public and private colleges. Twenty-two per cent of these funds are earmarked for junior colleges and technical institutions.

- \$145 million for graduate school construction grants.

- \$360 million in long-term low-interest loans to finance up to 75 percent of the cost of construction of academic facilities over a three year period.

The vocational education bill will result in a four fold expansion of federal

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Extension and Strengthening of Fair Labor Standards Act Urged by Pitts

Decrying the present exclusion of some 18 million U.S. workers from the provisions of the Fair Labor Standards Act, Thos. L. Pitts, state AFL-CIO leader, appealed to a House Labor subcommittee recently to support extension of FLSA coverage to employees of hotels, motels, restaurants, laundries and cleaning establishments and urged them to plug a number

of loopholes in the measure currently under consideration.

In testimony prepared for delivery at a hearing of the House General Subcommittee on Labor in Los Angeles, Pitts pointed out that the inadequacy of present FLSA coverage "cannot be measured simply by comparing the 18 million workers presently excluded to the 27.5 million technically covered at present" because "the great bulk of those presently excluded are pre-

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LBJ Sees OK for Medical Care Bill

In an address delivered to the National Council of Senior Citizens convention in Washington, D.C. earlier this year, the then Vice President Lyndon B. Johnson recalled that as a young congressman some 25 years ago he was embroiled in a fight for a minimum wage of only 25 cents an hour.

Relating this to the current battle to provide medical care for the aged

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THOS. L. PITTS
Executive
Secretary-Treasurer

Weekly News Letter

Vol. 5—No. 51
Dec. 20, 1963

Published by California Labor Federation, AFL-CIO



Federation Launches 3-Point Drive To Save Rumford Fair Housing Law

A three-point program to mobilize the full force of organized labor against the initiative petition sought by the California Real Estate Association to nullify the Rumford Fair Housing law has been launched by the California Labor Federation, AFL-CIO. In a letter dispatched to all central labor councils and similar bodies, Thos. L. Pitts, the Federation's secretary-treasurer declared:

"This initiative baldly asserts the absolute supremacy of property rights over human rights and mocks the highest ideals in America's democratic tradition."

Noting that the "very existence" of labor unions is "predicated on the enhancement of human dignity," Pitts said that all AFL-CIO bodies in the state have "a fundamental obligation" to help defeat the CREA move. He called on all affiliated organizations:

1—To declare their emphatic opposition to the initiative measure and reaffirm their support for the Rumford Act, which was enacted at the 1963 legislative

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Christmas Message

By THOS. L. PITTS
Secretary-Treasurer

Peace on Earth . . . Good will toward men!

These are the thoughts that ring out across the land this Christmas. These are the thoughts also that penetrate the commercial glitter of the season and offer comfort to a nation that barely a month ago laid to rest the body of a beloved and martyred President.

Out of the foulness of that deed, we celebrate Christmas 1963 with greater maturity and with deeper understanding of the teachings of Christ.

As such, the spirit of Christmas cuts across religious faiths. Our concern is directed to the meaning of life itself, and the dignity and love that spring from the family of man.

As a spokesman for the men and women of the AFL-CIO in California, it is my fondest hope that a nation shocked into a new sense of unity will find a constructive outlet for its grief by giving meaning—in deeds as well as words—to the concept of brotherhood that symbolizes the Christmas season.

My appeal this Christmas is to every union member as a citizen of our free society to project himself into our national life, living each day to come in the same spirit of brotherhood.

Both as individuals and as responsible members of labor unions functioning within the framework of our democratic traditions, we share the responsibility of living by our highest ideals.

Extension and Strengthening of Fair Labor Standards Act Urged by Pitts

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cisely the ones most in need of it."

One of the principal shortcomings of FLSA provisions "is that such a great proportion of those covered are employed in well organized industries and occupations already paying wage rates far in excess of the present \$1.25 minimum," he explained.

On the outside looking in, he added, were the vast majority of employees in retail trade and service and related industries as well as large numbers in the finance, insurance and real estate fields, not to mention household domestic workers and domestic farm workers.

The Fair Labor Standards Act, enacted in 1938, established as U.S. policy the elimination of "labor conditions detrimental to the maintenance of the minimum standard of living necessary to the health, efficiency, and the general well being of the workers" as rapidly as practicable "without substantially curtailing employment or earnings."

Action on the State level, despite the inadequacies of the Federal measure, have not been impressive. A full quarter of a century after passage of FLSA, Pitts pointed out, "only 29 states have statutory minimum wage laws or wage orders in effect and "of these, eleven range from as little as 16c an hour . . . to a maximum of 85c an hour . . ."

Referring to the bill before the committee (H.R. 5958) as only "a modest step towards partial correction of FLSA's long standing shortcomings," Pitts, secretary-treasurer of the California Labor Federation, AFL-CIO, urged that it be strengthened by:

1—A substantial reduction in the proposed minimal annual business volume required before firms in the laundry and cleaning industry would become subject to the Fair Labor Standards Act. H.R. 5958 presently proposes a minimum business volume of at least \$1 million.

2—Elimination of present provisions calling for a "phasing out" program which would bring newly covered employees under the provisions of the law only gradually. This provision would delay the full application of the \$1.25 minimum, the 40-hour week and premium pay for overtime for several years.

3—Elimination of the proposed ex-

clusion of hotel, motel and restaurant workers whose tips constitute a major part of their compensation.

In anticipation of employer objections that extension of the FLSA would reduce employment by raising wages, Pitts cited a U. S. Labor Department study of the effects of the increase in the federal minimum wage to \$1.00 in 1955 which concluded that "the immediate disemployment effects of the \$1.00 minimum wage were relatively small."

Moreover, the study found that, as was the case following the 1939 and 1950 wage increases, total manufacturing employment in the states most affected by the boost actually increased during the following 12 months.

In the course of an extensive statistical documentation of labor's position, Pitts noted that even the lowest priced City Worker's Family Budget available—that of Atlanta, Georgia—would require an hourly wage of more than \$2.79 according to statistics developed by the Labor Department in 1959 and adjusted for a 3.0 percent consumer price index rise since then.

Yet an examination of non-supervisory workers employed in hotel, motel and tourist courts in Atlanta as of June, 1961, were revealed to amount to average straight time wages of only 69 cents an hour; almost 47 percent earned less than 50 cents; and more than 15 percent earned less than 30 cents an hour.

In contrast, comparable employment in the more highly unionized San Francisco-Oakland area resulted in average earnings of \$1.78 an hour with over 92 percent of such employees earning at least \$1.25 per hour.

The same general pattern, Pitts said, existed for employees of eating and drinking places. For example, the straight time hourly wages of all non-supervisory employees in such establishments ranged from 62 cents in Memphis to \$1.88 in San Francisco-Oakland. But in Memphis 86 percent earned less than \$1.00 an hour and almost 14 percent received less than 30 cents an hour. In the Bay Area, on the other hand, Pitts noted, almost 94 percent of employees in this industry received hourly wages ranging from \$1.25 to \$2.50 and over, and less than one percent fell below the \$1.00 mark.

The inequality in women's wages was brought home dramatically when Pitts pointed out that non-supervisory female employees in eating and drinking places in Houston averaged 70 cents an hour but Houston car hops averaged only 14 cents an hour.

Since the same work in Portland, Ore., or San Francisco-Oakland resulted in an average hourly wage of \$1.11, "this means that a Houston car hop's wages for eight hours of work would have been equalled in one

hour in either Portland or the Bay Area," Pitts observed.

Similar, though slightly smaller, disparities were also documented by Pitts in power laundries and cleaning service establishments.

"The shockingly low wage levels in other parts of the country," Pitts declared, are of considerable concern to organized labor "because of the potential threat they pose to our own labor markets . . . a sizeable influx of workers long exploited by the type of wage rates we have cited . . . could be a real factor in upsetting California's stable labor-management relationships in these industries and occupations."

Perhaps the most flagrant example of excessive hours worked in these industries occurred in Miami where, the Federation pointed out, BLS studies indicated 85 percent of hotel-motel front desk employees were scheduled for 48-hour weeks in June, 1961. Seven percent were slated to work over 48 hours weekly in this city while the remaining eight percent had 44-48 hour schedules.

Generally, straight-time wages were paid regardless of hours worked and in many cities BLS found a significant number of employees receiving no compensation whatsoever for overtime work beyond scheduled hours.

Pointing out that organized labor in California believes that "a prosperous economy cannot be sustained by short sighted policies aimed at depressing the consumption capabilities of workers," Pitts' recalled testimony submitted by AFL-CIO President George Meany in support of extension of the FLSA in 1960 which noted:

" . . . by doing the right thing morally, we would be doing the right thing economically. And we would be doing the right thing for the prestige and the security of our democratic way of life."

The inability of low income workers to become full consumers also has other effects, Meany noted:

"It cuts down the number of higher-paid jobs available, by limiting the market for everything from cars to carpets. It raises the direct and indirect cost of social welfare. The poor are an expensive luxury for the community as a whole; they cost millions of dollars in public assistance and public health programs, slum clearance, school lunches and programs to combat juvenile delinquency.

"Some of this is unavoidable and few of us begrudge the cost of it. But why should employed, productive workers be a part of these social problems? That's not only unjust; it's plain foolishness," Meany stated.

"For these many reasons," Pitts' statement concluded, "we strongly urge you to recommend the strengthening and passage of HR 5958."

Federation Launches 3-Point Drive To Save Rumford Fair Housing Law

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session with the active support of AFL-CIO organizations.

2—To urge their membership NOT to sign the petitions.

3—To contact CREA officers and local real estate board members to urge them to abandon their "divisive" initiative attempt.

The third item, Pitts pointed out, "is of immediate importance because of growing evidence of opposition to the CREA-sponsored initiative within real estate groups.

"The California Real Estate Commission and a number of local real estate boards have voted to oppose the CREA position.

"A group of realtors have formed an organization called 'California Realtors for Fair Housing' in support of the newly enacted anti-discrimination measure, and editorials against the initiative are beginning to appear in the press along with strong statements by religious and community leaders who are speaking up on the side of human decency," Pitts explained.

Enclosed with the Federation's letter was a list of CREA officers to help local union officials encourage additional support for the Rumford fair housing law within the realtors' ranks.

"Every contact will demonstrate the broad support which fair housing enjoys in this state," Pitts said.

He also called on local union officials to work with responsible business, religious and civic leaders to help mobilize community leadership against the initiative.

There are many reasons why opposition to the initiative is mounting steadily throughout the state. One of the major arguments is that the Rumford law is a good one and should be tried out, that it supports the basic American principle of equality for all citizens and forbids racial or religious discrimination in the rental or purchase of housing.

Another argument is that such an initiative would plunge the state into a turmoil of racial and religious bigotry and that it would set the state back many years in its strides toward civil rights for all.

NAACP ACTION

Last Friday the National Association for the Advancement of Colored People undertook legal action to block the CREA initiative petition campaign by asking the Sacramento County Superior Court to issue an injunction barring

county clerks from accepting initiative petition signatures, counting and verifying them and certifying them to the Secretary of State.

The NAACP complaint asserts that the realtors' initiative is unconstitutional or otherwise illegal in the following six ways:

1—The title and summary fail to state the measure's chief purpose—repeal of the Rumford Act—and therefore are legally insufficient.

2—It violates the 14th amendment of the U. S. Constitution giving minorities equal protection under the law.

3—It violates an 1866 section of the U. S. Code giving Negroes the right to own real property.

4—Its application to FHA or Veterans Administration housing is invalid because both programs require non-discrimination.

5—It violates a provision of California's constitution which limits an initiative to a single subject.

6—It breaches another state constitution section by attempting to revise the constitution instead of merely amend it.

A hearing on a preliminary injunction at which Superior Judge Irving H. Perluss, former Director of the State Department of Employment will preside, has been set for January 13.

Earlier last week CREA officials rejected attempts by Governor Edmund G. Brown to get them to reconsider and withdraw the initiative petition. The Governor explained that he believes that repeal of the Fair Housing Act would "attack inalienable rights which the Constitution reserves for all free men."

It also "will increase personal bitterness and hate rather than understanding and cooperation," Brown said.

Moreover, the Governor observed, since the CREA initiative proposes "to protect the practice of discrimination under the Constitution of California" and since "federal law forbids discrimination in the sale of homes financed by federal funds," passage of the realtors' initiative could result in "inadvertently drying up 15 percent of the home construction funds available to California."

Indicative of the attitude of the promoters of the initiative move was the comment of Robert Snell, President of the California Apartment Owners Association, following the Governor's meeting with CREA leaders.

Snell, who is also Northern California Chairman of the so-called "Committee For Home Protection," which is abetting the CREA campaign, was quoted as saying:

"Whether right or wrong, we are not stopping our efforts."

Enough petitions for 1.5 million signatures, three times the number needed, are presently in circulation.

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aid to vocational schools. It also increases funds for government loans to college students—initiated by the National Defense Education Act of 1958—by 50 percent and extends the life of an existing aid program for grade and high schools crowded by children of service men and federal workers until June 30, 1965. Such areas are sometimes termed "impacted areas."

The vocational education measure provides for an immediate boost in federal grants from the present \$58 million to \$118 million annually, with additional increases scheduled to boost the ceiling on Federal aid to \$283 million by 1967.

In addition, the measure calls for construction of up to five boarding schools to provide supervision and job training for school dropouts and youths living in undesirable environments.

A third bill (HR 8720) to expand the scope of the Manpower Development and Training Act of 1962 and extend it until June 30, 1967 won House approval last week.

The major stress of this bill is:

1—To provide for continued 100 percent federal financing of the program.

2—To extend training aid to include 20 weeks of "basic education" to help "functional illiterates" qualify for regular job training programs.

3—To liberalize training aids to youth by permitting teenagers 17 and over who have been out of school for at least a year to qualify for "training allowances" of \$20 per week to encourage them to improve their skills.

Medical Care Bill

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through the social security system, he declared:

Such a small amount seems ridiculous now, and somehow I feel that we will have a similar reaction in the future to our present struggles for a hospital insurance program. Later on we are going to wonder why it took us so long to get so little! I know we are going to enact this vital and necessary program and thereafter we will continue to improve on it."

The American Medical Association's bitter opposition to the plan prompted President Johnson to comment:

"Why anyone would want to deny a person the opportunity of putting in a dollar a month, along with his employer, to insure himself through social security against the staggering costs of hospitalization, simply amazes me. We ought just to say 'God forgive them for they know not what they do.'!"

Automation and Labor Force Growth Heighten Need for Coordinated Planning

Two forces—automation and our burgeoning labor force—are rolling into a tidal wave that threatens the nation's economy, two top government and industry spokesmen warned on a recent radio program.

The magnitude of the problem was spelled out in part by Secretary of Labor W. Willard Wirtz when he noted that in the five year period between 1957 and 1962 nearly 4 million persons entered the work force but jobs available in the private enterprise sector of the economy increased only 1.7 million.

"This means," Wirtz pointed out, "that the rate of job growth in the private sector of the economy has been less than half as fast as the rate of growth in the work force."

One of the nation's principal manufacturers of automotive equipment, John I. Snyder, president of U. S. Industries, Inc. underscored Wirtz' statement by noting that this trend has been going on for 10 years and is accelerating.

For example, Snyder said, "in the decade between 1950 and 1960 only 10 million young workers entered the labor market; in the current decade by contrast some 26 million new young workers will enter the labor force."

Compounding the widening gap between the growth of the labor force and the much slower growth of jobs is the impact of automation. Taking Detroit where the auto industry is booming as an example, Snyder said that a business magazine survey just last June found that:

1.—"The number of employees in one major automobile company dropped 43 percent between 1957 and 1962."

2.—"A leading defense contractor in the same period had reduced its employees by 12 percent."

3.—"In the food industry the number of employees in three major companies was off 25 percent, 17 percent, and 12 percent."

In commenting on the need to create three to four million new jobs every year, Snyder said that the Administration's proposed \$11 billion tax cut, although useful, would constitute only a partial solution of the problem.

"Total solutions to our unemploy-

ment problem, I believe, are going to depend on total planning directed to two major ends: First, the creation of new industries in this country; and second, the creation of new markets for our products."

In the long run, he said, "it would probably be in the very best interest of all of us" to have the AFL-CIO, the National Association of Manufacturers, the Department of Labor and the Department of Commerce and other groups and agencies "working together in the closest possible harmony."

Noting that this may seem "far fetched . . . to some of the stonier faces of the NAM," in the long run, he said, "I think we will be better off the sooner it happens. If it does not happen, I believe we will have entered the winter of our despair," he declared.

Tri-State COPE Parley Set March 6

A tri-state COPE conference to map plans for the 1964 primary and general elections has been set for March 6 at the El Rancho Hotel in Sacramento, National COPE Director Alexander B. Barkin has announced.

All union leaders and members interested in political activity as well as full time staff members of international, national and local unions and central bodies—along with their wives or husbands—are urged to attend.

Registration for the one-day California conference which will include delegates from Nevada and Hawaii will start at 8:00 a.m. The conference will open at 9:30 a.m.

Credential forms for the March 6 conference have already been mailed out but additional forms, if needed, may be ordered from the California Labor Council on Political Education, 995 Market Street, San Francisco.

Clinics Slated On Welfare-Pension Plan Act Changes

A series of clinics for persons interested in the administration of welfare and pension plans will be conducted by the U. S. Labor Department's Office of Labor-Management and Welfare-Pension Reports in three California metropolitan areas next month.

The clinics, principally of interest to union officials, trust officers and others concerned in the administration of such plans, will consist of two parts, one on the reporting and the other on the bonding requirements of the recently amended Welfare and Pension Plans Disclosure Act.

The schedule for the clinics, all of which will begin at 9:00 a.m., is as follows:

San Diego, January 15, Pavilion Room, U. S. Grant Hotel, 326 Broadway. Los Angeles, January 22, State Bldg., Room 1138, 107 So. Broadway. Sacramento, January 23, Conference Room 2401, Federal Bldg., U. S. Court House, 650 Capitol Mall.

The program for each of the clinics will start with an introduction to the law, a description of key provisions as amended, and include an opportunity for questions or individual conferences with Department representatives.

Central labor bodies, district and joint councils and other similar bodies that want to be sure that interested members of their organizations are notified of the clinics may obtain announcements of the clinics from the Labor Department to mail to their members. These announcements are franked and therefore postage free, thus requiring only addressing by the local central body or other similar organization.

Orders for the number of clinic announcements desired should be sent to Sam B. Eubanks, Chief, Division of Technical Assistance, Office of Labor-Management and Welfare-Pension Reports, U. S. Labor Department, Washington 25, D.C.

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