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Unions, Councils Urged to Contact Solons on Bills

In a letter to all affiliated unions and councils this week, Jack Henning, executive officer of the California AFL-CIO, pointed out there are a number of "critical bills of tremendous importance to the working people of California" which will be approved or killed when the state legislature reconvenes at Sacramento on Monday, August 4.

On the State Senate's third reading file, awaiting final approval before being sent to the Governor, is AB 232 by Assemblyman Leroy Greene (D-Carmichael) which would prevent employers from taking any part of tips left workers for services.

He also emphasized that at least four other labor measures are scheduled for committee action the same day.

"YES" VOTES

"It is essential," Henning wrote to the affiliates, "that your organization contact legislators in your jurisdiction at once and urge 'Yes' votes on these important measures."

He stressed the urgency for prompt action in making contacts with legislators, stating that the local unions and councils will "receive special appeals for action on these and other bills as the Sacramento situation requires."

The schedule of key bills follows:

Monday, August 4
Assembly Labor
Relations Committee

SB 719 (Roberti, D-L.A.) Outlaws hiring of professional strikebreakers.

SB 743 (Moscone, D-S.F.)
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Hearing Date Is Changed

Since the letter sent all California Labor Federation affiliates this week by Jack Henning, state AFL-CIO executive officer, on key legislation before the legislature next week, the hearing date for SB 394 (Marks, R-S.F.), first set on August 5 in the Assembly Public Employees & Retirement Committee, has been shifted to 8:00 a.m. August 7 in Room 6031, State Capitol.

SB 394 will require state universities and colleges, including University of California, to pay prevailing wages to construction workers. It is supported by the state AFL-CIO.

AFL-CIO President George Meany has asked Congress to stop financing international programs and agencies that have been transformed into "instruments of political warfare" against the United States and Israel.

His targets, in testimony before the House International Relations Committee, were the International Labor Organization (ILO) and the United Nations Educational, Scientific &

Editorial

Look Up, California!

It is a political shame and social scandal that 15 states in the union provide higher unemployment insurance benefits than California. We like to boast that California is the nation's richest and most populous state. However, our state has a low regard for its jobless workers.

So-called impoverished West Virginia provides a weekly maximum unemployment benefit of \$107.00 as against California's \$90.00.

Some of the other examples bring out the shocking, reactionary situation in California. Connecticut, for example, has a weekly maximum of \$156.00; Massachusetts \$143.00; Ohio \$120.00; Illinois \$118.00.

Assembly Bill 91, now before the State Senate for adoption, calls for a weekly maximum of \$104.00. That is not what is should be, but even that amount is being challenged by certain employers and by certain forces in government. It is time that state government gave full attention to the 1,000,000 unemployed workers in the state and committed itself to their adequate care.

Stanford Prof Named to Head EDD by Brown

Gov. Edmund G. Brown Jr. announced recently the appointment of Martin R. Glick, 35, as director of the state Employment Development Department.

Glick replaces James D. Lorenz, who held the post since January.

In replacing Lorenz, Brown praised him as "a man of high ideals with a commitment to serving people."

Despite Lorenz's considerable talents, the Governor explained, "I don't think he can adequately manage such a large department of state government and effectively help meet the state's responsibility to the one million unemployed people in California."

Lorenz had earlier declined an opportunity to resign.

In response, Lorenz told a

(Continued on Page 4)

Food and Drug Unions' Council Is Formed in Northern California

The Northern California United Food and Drug Council has been formed by a coalition of unions involving workers in the industry, with headquarters at 25 Taylor Street in San Francisco.

Participating organizations include Retail Clerks, Meat Cutters & Butchers, Bakers, Culinary, Machinists, Operating Engineers, Longshoremen and Teamsters.

Recording Secretary of the

House Passes "Situs" Picket Bill July 25

The U.S. House of Representatives on Friday, July 25, voted to allow building and construction trades unions to picket at construction sites where labor-management disputes involve some but not all contractors on the job.

The "situs" picketing measure was approved on a 230 to 178 vote and sent to the Senate. The Senate Labor subcommittee has already approved legislation similar to the House bill.

Passage of the measure, which brings building trades crafts into equity with other crafts in picketing rights, has been strongly backed by the AFL-CIO and the California Labor Federation, AFL-CIO.

Lorenz had earlier declined an opportunity to resign.

In response, Lorenz told a

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Council is Roy Mack, secretary-treasurer, Butchers' Union Local 498, Sacramento. Other officers are Ben Leal, Teamsters, president; Eric Lyons, Retail Clerks, vice president; Herb Denk, Bakers, secretary-treasurer; Agnes Barnhill, Culinary, and William Horn, Machinists, trustees.

The NCUF&DC has its counterpart in southern California in the Food and Drug Council, headquartered in Los Angeles.

Meany said the United States should give the required two-year notice of intention to withdraw from both organizations. This would amount to setting a deadline for the ILO and UNESCO to "straighten out," he said.

Meany's formal testimony dealt with an indirect means of channeling U.S. funds into the two organizations — above the amount the United States pays in direct membership dues and assessments.

Brown Names His Farm Labor Board

Governor Edmund G. Brown Jr. last weekend made his appointments to the newly-created State Agricultural Labor Relations Board. Named as chairman was Bishop Roger Mahoney, 39, Auxiliary Bishop of the Catholic Diocese of Fresno and secretary of the national Catholic Bishop's Committee on farm labor.

The Board was established by the Agricultural Labor Relations Act adopted this year by the state legislature. The act goes into effect on August 28.

Others named to the board are:

Leroy Chatfield, 40, a member of the Governor's staff who was the United Farm Workers' Union administrative officer in 1973-74.

Richard Johnsen Jr. of Sacramento, 50, a farmer and executive vice president of the Agricultural Council of California.

Joseph Grodin, 44, a teacher of labor law at Hastings College of Law in San Francisco, who, the Governor's office said, spent 17 years with a bay area law firm representing both Teamsters and AFL-CIO unions.

Joe Ortega, 44, executive director of the Model Cities Center for Law and Justice in Los Angeles and a "poverty lawyer."

If confirmed by the State Senate, the board will administer the Agricultural Labor Relations Act of 1975.

The positions carry salaries of \$42,500 a year each.

GENERAL COUNSEL

At the same time, Governor Brown designated Walter Kintz of Berkeley, supervising field attorney for the National Labor Relations Board, to be general counsel of the new board.

Bishop Mahoney said he expects much activity when the law goes into effect.

"In the first week," he said following the appointments, "we might very well receive 100 petitions for elections. We have to be ready."

AROUND CLOCK

He revealed he was going to Sacramento this week and ex-

(Continued on Page 2)

San Mateo Council Damaged by Fire

The San Mateo County Central Labor Council office and that of the newspaper, San Mateo County Labor, were seriously damaged by fire the night of July 4. The building is owned and operated by Electricians Union Local 617.

Records, files and equipment of both the council and publication were almost a total loss. Fire department officials believe the fire was deliberately set.

Congress Urged to End Aid to Hostile UN Agencies

Cultural Organization (UNESCO)

Meany noted that both organizations were set up for humanitarian reasons and have done good work in the past, particularly the ILO. But in recent years, under the domination of the Communist-Arab bloc, the ILO and UNESCO "have been completely perverted," he charged.

TIME LIMIT

Responding to a question,

Included in the foreign aid bill, in appropriations for the U.S. Agency for International Development (AID), are funds for America's contribution to the United Nations Development Program. In recent years, the United States has contributed between 19 and 26 percent of the total UNDP budget, and a foreign aid authorization bill before the House committee proposes a record \$120 million contribution.

In turn, Meany stressed, this UN agency transfers a substantial amount of its budget to programs operated by the ILO and UNESCO. In 1974, a total of \$60 million went to the two agencies.

PLO'S STATUS

A Senate-initiated action last year held up the U.S. contribution to UNESCO in protest against its attacks on Israel and its grant of permanent

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CLUW Challenges NOW On Seniority Question

Union seniority is not causing women to be laid off in the current period of unemployment in the United States, according to Olga Mader, president of the Coalition of Labor Union Women.

Her comments were in rebuttal to Karen DeCrow, head of the National Organization of Women (NOW).

Mader declared that NOW fosters "a myth that makes women victims of short-sighted feminists" when it infers that seniority rights are responsible for layoffs.

Mader cited data that more women are losing jobs in unorganized work places which do not provide seniority protection than are being idled at work

places under union contracts.

Without union contracts or seniority protection, older women are being "dumped in favor of younger personnel," Mader wrote.

She told DeCrow that attacks on the seniority system are "supportive of management's long opposition to seniority systems and a return to the law of the jungle at the work place."

She suggested that the NOW president "monitor those unorganized work places and insist that they lay off in line with company-wide seniority. I promise that you will help save more women's jobs than by attacking the seniority system."

Support for Bills Urged

(Continued from Page 1)

Limits use of injunction in peaceful picketing.

Senate Finance Committee

AB 118 (Fenton, D-Montebello) Extends unemployment insurance law to farm workers.

AB 822 (Keyser, D-Sepulveda) Permits voter registration by postcard.

Tuesday, August 5
Assembly Public Employees & Retirement Committee

AB 119 (Dixon, D-L.A.) Establishes collective bargaining for public employees.

Tunney Seeks Boost in Farm Labor Housing

The U.S. Senate recently accepted an amendment by Senator John V. Tunney to increase by nearly \$3 million the funds needed to help meet what he called "the desperate and mounting need for decent housing for farm workers."

The amendment was offered to the Agricultural Appropriations Bill.

Tunney's amendment would bring the total appropriation for low-rent housing for domestic farm labor to \$12.25 million.

"The need for these additional funds is clear," the Senator said. "In 1975 with only \$5 million available under the program, unfunded applications amounted to \$25 million."

Wednesday, August 6
Senate Industrial Relations Committee

AB 149 (Ralph, D-L.A.) Includes tips as wages in computation of unemployment insurance benefits.

AB 1287 (Foran, D-S.F.) Provides for free choice of doctor in workers' compensation.

AB 1934 (Ralph, D-L.A.) Removes arbitrary limits in temporary disability benefits in workers' compensation.

Thursday, August 7
Senate Finance Committee

AB 353 (Montoya, D-La Puentte) Outlaws industrial homework in garment production.

Assembly Public Employees & Retirement Committee

(8:00 a.m.)

SB 394 (Marks, R-S.F.) Requires University of California to pay prevailing wages to construction workers.

Monday, August 11
Assembly Finance, Insurance and Commerce Committee

AB 261 (Roberti, D-L.A.) Requires supermarket and grocery stores to mark prices on commodities offered for sale.

Tuesday, August 19
AB 1750 (Brown, D-S.F.) Bars pilots salary bill.

While not officially assigned or scheduled yet, AB 91 (McAlister, D-San Jose) to raise weekly unemployment insurance benefits, from \$90 to \$104 is expected to be assigned to the Senate Industrial Relations Committee and could be heard August 6.

The free speech denial stems from the fact that the workers were given no opportunity to explain their conduct before the picket line was unilaterally restricted by the court.

Also, the restraining order unconstitutionally restricted access to the labor camp on the grower's property.

Without both parties being

OSHA Hearings Set Aug. 12-13 In San Francisco

The State OSHA Standards Board will hold hearings in San Francisco on August 12-13 on proposed revisions of Construction Safety Orders, Emergency Medical Services, and on the General Industry Safety Orders, Article 108, Airborne Contaminants.

The session is scheduled to begin at 10 a.m. August 12 in Room 1194, State Building, 455 Golden Gate Ave., San Francisco. If further hearings are required, further testimony will be taken August 27-28 at 107 S. Broadway, Room 1138, Los Angeles.

Copies of the proposed changes involved are available to those interested at the board's office on the third floor at 1006 Fourth Street, Sacramento 95814, as well as at the hearings.

Relevant oral or written comments will be received by the board appointees "until we can see how well they perform. We hope they can get to work immediately."

In order to provide for continuity on the board, the initial appointments were made for different periods. The chairman has a two-year appointment, Chatfield is named for a five-year term, Ortega four, Johnson three and Grodin one.

"We must quickly set up some guidelines," Mahony said, "such as the question of access to farms by all unions. If growers do not give equal access to representatives of competing unions, an election could be declared illegal under the terms of the law."

He expects to have about 75 to 100 people helping conduct the secret ballot elections.

informed of the court action, the opportunity for balanced analysis which is "essential in the area of the First Amendment" is lacking, the court held.

The Supreme Court held that attorneys seeking restraining orders against defendants must notify them or their counsel, or show they have made good faith efforts to do so, in advance of seeking the restraining order so that defendants' lawyers are provided the opportunity to discuss the matter before the judge rules.

Brown Reveals His Choices on Ag Labor Board

(Continued from Page 1)

pects "to work around the clock."

The law permits unions to challenge existing contracts. It is anticipated that the UFW will challenge scores of Teamsters' pacts with grape and lettuce growers.

The new chairman said he felt the board was well balanced. He stated his own objectivity by saying, "I've been a supporter of only one party, the individual farm worker."

150 APPLICANTS

Brown's office reports the Governor considered over 150 applications for the board positions before making his selections.

A United Farm Workers' representative said that union will reserve judgment on the board appointees "until we can see how well they perform. We hope they can get to work immediately."

\$2.00 to COPE May Save a Job; Possibly Yours

California AFL-CIO members are urged voluntarily to give \$2 each to the AFL-CIO Committee on Political Education to assist in electing a national administration and a congress in 1976 committed to taking positive, progressive action to end the economic doldrums which presently adversely affect millions of Americans.

"Under the policies of the Ford Administration," COPE declares, "the present nine percent-plus unemployment isn't expected to improve much for a long, long time. Even the President and his economic advisers have set only modest goals in reducing joblessness."

Their policy anticipates a 7.9 percent unemployment rate at least through 1976, meaning 7.5 million workers without jobs at best.

These projections "have been so notoriously understated that substantially higher figures than these can be expected."

Right now, while much of America is enjoying well-earned vacation from labor, there are

- about 8.5 million jobless American workers;
- another 1.1 million classified as so disheartened by the jobs picture they've given up looking;

• an additional 3.9 million working only part-time since there aren't enough full-time jobs to absorb them.

President Ford appears firmly committed to policies which created and sustains this high level of joblessness. His vetoes have consistently maintained this philosophy.

"Under policies that perpetuate such high levels of unemployment," COPE reminds trade unionists, "every worker's job becomes unsafe, for the economy itself becomes unsafe."

The appeal concludes, "Give \$2 to COPE—it could help save someone else's job . . . or your own."

Contribution booklets have been distributed to local unions. Members may make their contributions through this medium and the locals will forward the voluntary contributions to national COPE.

Congress Urged to End Aid to Hostile UN Agencies

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status to the terrorist Palestine Liberation Organization. Likewise, Meany noted, the House this year voted to hold up future appropriations to the ILO for similar reasons.

But to carry out the intent of these fund cutoff actions, Meany stressed, it is necessary also to halt the flow of funds to the United Nations Development Program.

This can be done without withdrawing support from several desirable activities helped by the UN fund, Meany suggested, through direct appropriations and through AID's own programs.

"Let our Agency for International Development function again with new and vital programs that can replace the millions of dollars that have gone to fund the ILO and UNESCO," he said.

BETRAY PRINCIPLES

"Let us reassert our efforts in the developing world through AID, not through these politi-

cized organizations that have betrayed the principles upon which they were established."

That's the best way — "perhaps the only means" — to demonstrate America's "resentment and outrage" at the takeover of these international organizations, Meany emphasized.

Several committee members wondered at the loss of America's influence in international organizations and its apparent lack of allies.

Meany suggested that a "détente" policy of American subservience and unwillingness to offend the Soviets has not been lost on other nations. The time has come to "stop knuckling down" and stop being the biggest financial support of institutions that oppose the principles for which the United States stands, he said.

With Meany at the witness table were AFL-CIO Sec.-Treas. Lane Kirkland, legislative Director Andrew J. Biemiller and International Affairs Director Ernest Lee.

August 1, 1975



CUTOFF OF FUNDS to the International Labor Organization and UNESCO is proposed by AFL-CIO President George Meany to the House International Relations Committee. He is flanked by Sec.-Treas. Lane Kirkland, left, and Legislative Director Andrew J. Biemiller.

Paul Taylor Criticizes Westlands Water Contract to Committee

"I have examined the draft contract now under Congressional review between the Bureau of Reclamation and Westlands Water District in Central Valley Project, California. In my considered judgment it fails seriously to conform to reclamation law."

This was the expert opinion of Dr. Paul S. Taylor of Berkeley, given in written testimony last week to the Joint U.S. Senate Small Business and Interior Committees currently holding hearings in Washington, D.C., on the contract.

DETAILED ANALYSIS

Taylor, former chairman of the economics department, University of California, Berkeley, and more recently research director and economic consultant for the California Labor Federation, presented his views on the contract in detail.

In spite of the fact that Congress specified agreements by large landowners to dispose of their excess lands must be executed before any contract is let

or work begun on construction of any public reclamation project, Taylor pointed out that at Westlands the reclamation agency "began work for the construction of the project while 70 percent of the lands were ineligible to receive water."

While partial coverage of excess land by contract has been obtained, he says, the contract itself recognizes "substantial ineligibility persists."

INELIGIBLE LANDS

"Already the Bureau of Reclamation is delivering water to ineligible lands," Taylor informed the committee. "Although not delivered to these lands by surface, nevertheless surface deliveries to eligible lands reach the ineligible via the underground."

"Underground deliveries were planned from the beginning. When they reach ineligible lands reclamation law is violated, as the Bureau of Reclamation recognizes."

Taylor explained that a ver-

bal device is employed by calling planned underground deliveries "unavoidable." Thus, reclamation law administrators "usurp a power to grant an exemption from the law that inheres only in Congress."

The provision that private land holders agree to dispose of all lands in excess of the area deemed sufficient to support a family on the land in question has not been repealed, he declares.

"On the contrary, two solicitors of Interior have attested to its validity," Taylor pointed out.

CLEAR VIOLATION

"Administrators of federal reclamation clearly are in violation . . . of the 1914 Act . . . for failure to require the owners of private lands at Westlands to agree prior to letting contracts or beginning work to construct the project, to agree to dispose of their excess lands," he charged.

Court decisions have held that the Department of the In-

terior "cannot repeal an Act of Congress."

District Judge William D. Murray, ruling in a 1971 case involving 123 landless persons seeking access to land, held, "National policy as expressed in the reclamation laws is to provide homes for people. Homes are possible only where speculation and monopolization are not possible."

"The 160-acre limitation and the national policy which it reflects have been upheld by the Supreme Court. . . . Failure to enforce residency subverts the excess land limitation. The policy behind reclamation law to aid and encourage owner operated farms requires enforcement of the residency requirement to prevent these violations."

INTENSE STUDY

Dr. Taylor details the historic efforts of reclamation authorities to sabotage the 160-acre limitation and the residency requirement. He recommended the joint committees and the

General Accounting Office "intensively investigate the maladministration of the acreage limitation-residency law."

He also cited serious irregularities in administration of the sale of excess lands.

Loose enforcement and broad interpretation of law "work wholesale destruction of national reclamation policy to create owner-operated farms," Taylor contends.

Windfall profits from public investment should "flow into the public treasury where they are needed and logically belong," he holds.

Proper enforcement of the reclamation laws, in Taylor's judgment, would:

- ✓ facilitate access of families to land,
- ✓ allow planned public land use,
- ✓ check urban sprawl and slurb,
- ✓ curb disappearance of prime agricultural land,
- ✓ preserve open space,

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Labor Economist Sees

Tax Loopholes as Retarding

An AFL-CIO economist urged Congress to end the loopholes and other special breaks for the wealthy that cut badly-needed tax revenues and weaken the taxpayer confidence that would be a boost to economic recovery.

"Meaningful tax reform," Arnold Cantor said, should zero-in on capital gains, "the granddaddy of all tax loopholes," which lets such "unearned income" as profits from selling stocks and bonds escape with only a fraction of the tax that is assessed on wages and salaries.

He pointed out that unearned income "primarily and predominately goes with wealth and

tax-paying ability," and that current Treasury data shows that two-thirds of the \$10 billion slipping through that loophole every year goes to "the wealthiest 1.2 percent of the population."

That's the classic definition of a loophole, he declared, and the kind of special break for the wealthy that points up the growing need to put fairness and justice into the tax laws.

Cantor, who is assistant director of the AFL-CIO Department of Research, appeared last week on Labor News Conference, a network radio public affairs interview broadcast Tuesdays over the Mutual Broadcasting System.

Cantor said that the tax cuts enacted this year as "an emergency stimulus to the economy" should be continued. He warned that washing out the tax cut would slash some \$9 billion from the purchasing power of Americans, and that any momentum the economy has developed "could very well be lost." That, he said, would be a serious setback as the nation struggles to get out of the "deep hole" of recession.

The union economist said that certain industries, such as electrical generation, have special problems to overcome to expand and modernize their production facilities. But, he stressed, the problems in those

"unique industries" don't justify across-the-board tax incentives to encourage investment in plants and equipment.

There is no shortage of investment capital, Cantor said, the real shortage is consumer purchasing power. He noted that factory output stands at only 68 percent of capacity now, but when consumer buying power grows and businesses "see there is a demand for their products" and profits to be earned, "they are going to invest" to expand production to meet that demand.

Reporters questioning Cantor on the AFL-CIO produced public affairs program were Peter Milius of the Washington Post

Economy

and Tom Joyce of Newsweek magazine.



ARNOLD CANTOR
AFL-CIO Economist

Stanford Prof. Named to Head EDD by Brown

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press conference, "The governor does not want the kind of insistence on a jobs program that I represented. I think he felt he wanted to move in a different direction."

Lorenz emphasized that he felt job-creation will be costly but that the issue of unemployment will be "an embarrassment if you're not prepared to do anything about it."

Glick has been working in the Health and Welfare Agency since June 2 as a special counsel to Secretary Mario Obledo.

He holds a B.A. in philosophy from Ohio State University and received his J.D. in 1964 from Ohio State Law School. He worked as an attorney in the civil rights division of the U.S. Justice Department in Washington before joining California Rural Legal Assistance in 1966 as a staff attorney in Salinas. Glick became statewide CRLA director in 1972.

He has been a law professor at Stanford University since 1974.

The job, which requires Senate confirmation, carries a salary of \$37,212 a year.

State U.I. Programs Draw More Claims

The number of initial unemployment insurance claims under state programs was 435,400 during the week ending July 5, an increase of 28,300 over the week before. The corresponding week in 1974 there were 350,400 initial claims recorded, 85,000 fewer than this year. Thirty of the fifty states reported higher volumes in the week ending July 5.

Illegal Underpayments of Workers Rise 13 Percent During Fiscal 1975

Underpayments of workers protected by federal wage and hour laws rose 13 percent this year over amounts found due in fiscal 1974.

Bernard E. DeLury, assistant secretary of labor for employment standards (ESA), said that "\$108,856,805 was found owed to 472,404 workers illegally underpaid in the past year under the various wage and hour laws. In fiscal 1974, ESA's Wage and Hour Division found \$96.6 million due to over 357,000 workers."

The income restored to workers also increased this year, with \$58,187,769 actually returned to 380,254 underpaid employees. This money is up 17 percent from the \$49.9 million restored to 261,000 workers in fiscal 1974.

The total number of workers with wages restored under the individual laws exceeds the actual total number of individuals counted under all laws because some employees were found to be underpaid in violation of two or more requirements.

The major reason for the difference between the total money found due and the amount actually paid to employees is employers' refusals to pay back wages in cases unsuitable for litigation by the Labor Department. In such cases, employees have the right to institute private and independent action for recovery of back wages due.

The substantial amounts of wages which employees recover in this way are not reflected in departmental statistics.

The Wage and Hour Division enforces a number of worker protection laws, among them, the Fair Labor Standards Act (FLSA), which sets minimum wage, overtime pay, and child

labor standards; the FLSA equal pay provisions which require that men and women receive equal pay for doing substantially equal work in the same establishment; the Age Discrimination in Employment Act which prohibits employment discrimination against workers aged 40 to 65; the federal wage garnishment law which limits the amount that can be garnished from an employee's pay; and a number of laws setting wage and hour standards for workers on government contracts.

Civil Penalties

The U.S. Labor Department has established procedures for imposing civil money penalties up to \$1,000 on employers for each violation of federal child labor laws, implementing a 1974 amendment to the Fair Labor Standards Act.

Taylor Hits Water Pact

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- ✓ support public education,
- ✓ encourage veterans seeking homes and land.

In summary, the emeritus economics professor and nationally recognized authority on reclamation law told the Senators:

• Congress should demand the General Accounting Office meet its full responsibilities in the field of reclamation.

• The committees themselves should demand withdrawal of the drafted contract with Westlands Water District now under review.

• The committees should insist the Department of Justice support rather than oppose the residency requirement now before the courts.

Clerks, Council In South State Extend Contract

At the urging of the Federal Mediation and Conciliation Service, nine Southern California Retail Clerks Unions and the Food Employers Council have agreed to extend their current contract, which was due to expire July 27, until midnight, August 26, 1975.

The nine unions represent some 55,000 food clerks from Santa Barbara and Bakersfield on the north to the Mexican border on the south.

The extension agreement, signed by the president of the Food Employers Council and the executive officers of all nine locals, states that retroactivity will be negotiable, that active negotiations will be scheduled for at least five days within each seven day period during the extension.

IAM Local 739 Wins Vote At Naval Air Base

Local 739, International Association of Machinists & Aerospace Workers, has been chosen to represent 2,669 blue collar workers of the Naval Air Rework Facility, Alameda Naval Air Station, in collective bargaining.

In an election conducted by the Labor-Management Services Administration, Department of Labor, last week employees voted 1593 for the union, 793 against.

Included in the new bargaining unit are electronic technicians, aircraft electricians, mechanics and metalsmiths, engine mechanics and missile mechanics.

The election followed six months of organizational effort by Local 739 and was held under provisions of Executive Order 11491.

The IAM&AW will be the first large union on the air station since it opened in 1941, although there has been some minor union organization there in the past.

John Minnihan, recording secretary of Local 739, said the first order of business for the union on the Air Station will be to open negotiations for a contract.

Publisher's Notice

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THE CALIFORNIA AFL-CIO'S DIGEST OF BILLS

The measures below introduced in the 1975-76 regular session of the California Legislature are classified by the California Labor Federation as "Good," "Bad," or "Watch." An asterisk (*) indicates a bill sponsored by the California Labor Federation. Some bills will carry a cross (†) after the "Watch" designation indicating that the Federation will defer to the wishes of affected affiliates on the ultimate classification of the bill. Such bills are printed in the digest to inform affiliates involved. No bill may be taken up until 30 days after the date of introduction indicated in the digest, except by a three-quarters vote. When the abbreviation (H.A.D.) appears in the digest following the author's name, it means that the measure has been held at the Speaker's desk in the House of origin and has not yet been assigned to a committee.

ASSEMBLY BILLS

AB 2353—Z'berg (Res. & L. U.)—Existing law does not specifically regulate manufacturers and importers of specified "covered items" that are among those items that contribute to litter.

This bill would impose a levy on manufacturers in this state on annual net receipts from the sale of specified "covered items" for use or consumption in this state at a rate of 1½ percent for the calendar year beginning on January 1, 1977, and thereafter at rates established by the Legislature based on recommendations of the State Solid Waste Management Board. It would impose a similar levy on sales by importers of such covered items for use or consumption in this state, which are not covered by the levy on manufacturers. If the Legislature does not establish a different rate for years after 1977, the rate of 1½ percent would continue to be imposed for such years. This bill would provide for the administration and collection of such levies by the State Board of Equalization. Money collected pursuant to this levy would be deposited in the State Litter Abatement and Resource Recovery Levy Fund which would be created by this bill.

Money in the State Litter Abatement and Resource Recovery Levy Fund is appropriated for administration of the levy and for transfer to the State Litter Abatement and Resource Recovery Fund, which would be created by this bill. Money in the State Litter Abatement and Resource Recovery Fund would be appropriated for expenditure by the State Solid Waste Management Board for specified purposes regarding litter control.

Under existing law there is no requirement that persons operating public establishments place or maintain litter receptacles in their establishments.

This bill would require persons operating specified public establishments to place and maintain litter receptacles in specified outdoor areas. A violation of this requirement would be a misdemeanor.

Under existing law a violation of litter laws is a misdemeanor. This bill would make a first violation of certain litter laws an infraction.

Under existing law, a violation of the litter laws contained in the Penal Code is punishable by a minimum fine of \$25 for a first conviction, \$100 for a second conviction, and \$150 for subsequent convictions. This bill would reduce those minimum fines to \$10 for a first conviction, \$25 for a second conviction, and \$50 for subsequent convictions. It would specifically provide that upon a second or subsequent conviction the court may require the violator to pick up litter, as specified, as a condition of probation.

This bill would take effect immediately, as a levy, but would become operative on January 1, 1977. May 22. Taxation—Bad

AB 2419—Dixon (P. E. & Ret.)—(1) The existing law requires the State Personnel Board to establish and adjust salary ranges for state civil service, giving consideration to the prevailing rates for comparable service in other public employment and in private business.

This bill would require the board to give consideration to other factors of employment if it finds the prevailing rates for comparable service in other public employment and private business reflects discrimination for specified reasons.

(2) The existing law contains no specific provisions relating to discrimination when establishing or adjusting of salary ranges for civil service employees of local public agencies based on rates in public and private employment.

This bill would specify that if, in establishing or changing civil service salary ranges, a local agency gives consideration to prevailing rates for comparable service in other public and private employment, then upon a finding that such rates reflect discrimination for specified reasons, the public agency shall give consideration to other factors of employment in establishing and adjusting such salary ranges.

(3) The existing law provides that the State Personnel Board shall devise plans for and cooperate with appointing powers in the conduct of employee training programs to improve the quality of state civil service, with the board prescribing conditions for employee out-service training, and employee reimbursement for tuition fees and necessary expenses for out-service training relevant to career development in state service.

The existing law provides that the board shall devise plans for and cooperate with appointing powers in counseling, training, and placement programs for employees to prepare them for placement in other state civil service positions when their positions have been, or are about to be, changed substantially or eliminated by technological or other management-initiated changes.

This bill would require all departments and agencies of state and local government to establish an effective program of upward mobility for subprofessional occupational groups.

This bill would require all departments and agencies of state and local government to provide individual and group career and academic counseling for support employees to provide upward mobility from subprofessional jobs to professional and managerial jobs.

This bill would require a range of training programs to be made easily accessible, including college programs offered at the worksite with release time at reduced cost or no cost to the employee, with employment for those who successfully complete their training, and who qualify for advancement, being made available by at least 25 percent of all entry-level professional, managerial, technical, and administrative positions being filled from subprofessional classifications.

This bill would require the achievement of the 25-percent requirement within the minimum time it takes to train subprofessionals in the college program to meet minimum educational requirements for an entry-level class, with the State Personnel Board authorized to grant a temporary reduction in the required percentage after public hearings.

This bill would require all departments and agencies to submit an annual report to the Legislature describing the agencies' performance pursuant to this bill, and would specify that the bill is not intended to interfere with any other affirmative action program.

(4) The existing law requires the board to provide the State Fair Employment Practice Commission a copy of each affirmative action

ASSEMBLY BILLS (Cont'd)

plan adopted by a state agency.

This bill would, in addition, require the State Personnel Board to establish training programs for personnel officers of agencies under its jurisdiction on implementing affirmative action plans.

(5) The existing law provides that it is an unlawful employment practice for an employer to discriminate against an individual between the ages of 40 and 64 solely on the basis of age, with specified exceptions.

The existing law also provides that the opportunity to seek, obtain and hold employment without discrimination because of race, religious creed, color, national origin, ancestry, physical handicap, or sex is a civil right, with the Fair Employment Practice Commission empowered to investigate and prevent such discrimination.

The existing law excludes social clubs, fraternal, charitable educational, religious associations, and corporations not for profit from employers who are forbidden to discriminate.

This bill would repeal the provision making it unlawful to discriminate in employment against a person between the ages of 40 and 64, would repeal the exclusion of social, fraternal, charitable, educational, religious associations, and corporations not for profit from the prohibitions against discrimination, and would include age among the specified categories for which the opportunity to seek, obtain and hold employment without discrimination is a civil right.

(6) The existing law permits the Division of Fair Employment Practices to engage in affirmative actions with employers, employment agencies and labor organizations.

This bill would require the division to engage in such affirmative action, and would require all public agencies to devise plans for affirmative action, to submit them to the commission for approval, and to comply with recommendations of the commission to bring the plans in compliance with commission regulations.

(7) This bill would require all job announcements issued by state or local government to include a brief description of the nondiscrimination requirements of law, and provide notice that complaints relating to discrimination in employment may be filed with the commission.

(8) This bill would also make various related changes.

(9) This bill would appropriate an unspecified sum to the State Fair Employment Practice Commission for costs incurred in implementing the bill, and to the State Controller for allocation and disbursement to local agencies for costs incurred by them pursuant to this bill. June 24.

Public Employees—Watch†

AB 2422—Z'berg (Rev. & L. U.)—(1) There is, under existing law, the Agriculture and Services Agency, the Business and Transportation Agency, the Resources Agency, and, under Reorganization Plan No. 1 of 1975 (which, if it becomes effective, will constitute existing law), the Environmental Quality Agency, and the secretaries of such agencies.

This bill would create the California Commission on Land Use and Environment and prescribe its organization, composition, and powers and duties. The bill would abolish the Environmental Quality Agency and the office of Secretary of the Environmental Quality Agency and transfer such agency's and secretary's functions to the state commission. The bill would also transfer specified functions of the Agriculture and Services Agency, the Business and Transportation Agency, and the Resources Agency, and the secretaries of such agencies, to the state commission. The bill would create the office of Secretary of Land Use and Environment and provide that he shall serve as chairman and as executive officer of the state commission. The bill would create in the state commission a Citizens Advisory Council on Land Use and Environment and prescribe its organization, composition, and powers and duties.

(2) There is, under existing law, the Office of Planning and Research and the Office of Noise Control. Under Reorganization Plan No. 1 of 1975, there is a Department of Solid Waste Management and a Department of Air Quality.

The bill would create in the state commission the Department of Environmental Quality and the Department of Land Use and Resources Management Planning and prescribe their organization,

composition, and powers and duties. The bill would abolish the Department of Solid Waste Management, the Department of Air Quality, and the Office of Noise Control and transfer their functions to the Department of Environmental Quality. The bill would transfer specified functions of the Office of Planning and Research to the state commission.

(3) There is, under existing law, the State Energy Resources Conservation and Development Commission in the Resources Agency, the Commission for Economic Development in the Agriculture and Services Agency, and, under Reorganization Plan No. 1 of 1975, there is in the Environmental Quality Agency the State Water Resources Control Board and each California regional water quality control board, the Air Quality Standards Board, and the Solid Waste Management Board.

The bill would transfer such entities to the state commission.

(4) Existing law does not provide for regional commissions on land use and environment. Under existing law, there is the San Francisco Bay Conservation and Development Commission and there are various regional land use or environmental planning and regulatory agencies.

The bill would require the creation of, and certification by the state commission of, four regional commissions on land use and environment and authorize the creation and certification of seven additional regional commissions. The bill would, on the 365th day following certification of the San Francisco Bay Regional Commission on Land Use and Environment, abolish the San Francisco Bay Conservation and Development Commission and transfer its functions to such regional commission. The bill would authorize, as specified, the abolition or limitation as to area jurisdiction or regional land use and environmental planning and regulatory agencies, such as regional transportation agencies, California regional water quality control boards, county or regional air pollution control districts, and regional sewage services agencies, and authorize the transfer of their functions to a regional commission.

(5) There is, under existing law, various single purpose regional plans and city and county general plans, but no comprehensive state land use and resources management plan or regional plans. Existing law provides for a statewide environmental goals and policy report and its revision every four years.

The bill provides for a comprehensive planning process involving, as specified, the preparation of state and regional land use and resources management goals and plans, the designation of areas of critical environmental concern, the designation of cooperative planning areas, and an appeals procedure.

(6) The bill would provide that there shall be no reimbursement for state-mandated local costs.

(7) The bill would not become operative unless Reorganization Plan No. 1 of 1975 has taken effect. June 25.

State & Local Government—Watch

AB 2436—Robinson (Rev. & Tax.)—Under existing constitutional and statutory provisions, a 2.35% gross premiums tax is imposed on most insurance companies, including life insurers, under the Insurance Tax Law, and a 9% tax on corporations and a 13% tax on banks on or measured by their net incomes is imposed under the Bank and Corporation Tax Law.

This bill would exempt life insurers from payment of the gross premiums tax under the Insurance Tax Law and subject them to a 13% tax according to or measured by their net income under the Bank and Corporation Tax Law, commencing with calendar or fiscal years beginning after December 31, 1976. For purposes of the bill, "net income" would be defined as the taxable income described for life insurers in the federal Internal Revenue Code of 1954. The new tax would be phased in over a period of years, and the revenues derived from such tax would be allocated to both the state and local governments.

The bill would take effect immediately as a tax levy but would become operative only if an unspecified Assembly Constitutional Amendment is approved by the voters. June 27.

Taxation—Watch