



State Demos Ask Delay in S.F. Sears Closure; Include Labor In Affirmative Action Plan

Approval of resolutions that call for the adoption of an affirmative action plan that includes organized labor in the delegate selection process and urge the Sears, Roebuck Corporation to delay closure of its Mission Street store in San Francisco for one year were among the highlights of the closing session of the State Democratic Party Convention in Sacramento this week.

Approval of the Sears resolution came after three San Francisco-area legislators joined John F. Henning, Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, in making a public appeal to the Sears Corporation to delay the closure.

"Sears, as a national entity, can well withstand the temporary loss at this one unit. Its profits nationwide are enormous," Henning said.

Congressman John Burton (D-S.F.) said he regarded the action by Sears' corporate management as a retaliation against the community for a recent strike by Retail Department Store Employees Local 1100.

"Sears is punishing the community for not becoming strikebreakers," Burton said.

Burton, retiring as State Party Chairman, charged that the Sears Corporation, the nation's largest retailer, has taken a "typical 'the public be damned' attitude" at a time when the district is suffering an acute unemployment problem.

Assembly Speaker Leo McCarthy pointed out that delay would "give the people of the (Mission) District a chance to prove they will support the store even in times of recession."

And Assemblyman John F. Foran pointed out that Sears "is not closing its other store in a more affluent area" (at Masonic and Geary) and said the closure would have "a devastating effect" on the entire district since it would adversely affect other smaller businesses in the vicinity.

Closure of the Mission Street store would throw some 250 Sears employees out of work.

The resolution adopted by the party's convention delegates pointed out that many of the employees faced with the loss of their jobs have served Sears for over 15 years and noted that the recent opening of the Bay Area Rapid Transit system with a station within three blocks of the store makes it more accessible than in the past.

The resolution also said that there was "an issue of social responsibility" at stake and called on Sears "to forego the level of profits they have customarily realized from the Mission District store and make a commitment to postpone the store closing by 12 months to January 31, 1976."

It also urged Sears to invest in an active program with a cross section of local community, church, business and labor organizations cooperating with city agen-

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Do You Rate New or More Jobless Pay?

If you're unemployed you may be eligible for new special unemployment insurance benefits ranging from \$25 to \$90 a week if you are still seeking work and can prove you were paid more than \$750 during the past 52 weeks.

This is true even if you were never eligible for unemployment benefits before and even if some of your wages last year were earned in another state.

It is also true if you were previously covered by unemployment insurance but have exhausted — or are about to exhaust — your 26 weeks of regular benefits and 13 weeks of extended benefits. In this case you may be eligible for an extra 13 weeks of benefits at your previous rate.

The way to find out is to check with the nearest office of the State Employment Development Department. The

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Grape, Lettuce Boycott Pushed

A solid front of support for the United Farm Workers is being built with an expanding international consumer boycott of non-UFW California grapes and lettuce.

AFL-CIO President George Meany alerted labor officials of the Scandinavian countries of the need for additional support of the UFW grape and lettuce boycott.

In a message to trade union officials in Denmark, Finland, Iceland, Norway and Sweden, Meany said the AFL-CIO would appreciate an expression of solidarity with the UFW through the observance of the consumer boycott.

Meany was assured by the Nordic trade union council that a study had been conducted to determine the most effective approach in supporting the UFW effort.

The worldwide focus of the

boycott was given additional impetus by a resolution adopted by the executive board of the International Confederation of Free Trade Unions.

All affiliates of the ICFTU were urged to organize boycotts in their home countries during January and February and to take "any further action that may be appropriate in their national circumstances."

The added emphasis of the boycott in European countries stems from the expectation that growers will attempt to unload surplus grapes and lettuce left unsold in the United States and Canada because of the effectiveness of the AFL-CIO consumer boycott, which also has the support of the Auto Workers and the Canadian Labor Congress.

UFW President Cesar Chavez

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Lea Takes Reins

Hazard Retires as Head of Lumber Workers' Council



JOSEPH L. HAZARD
Veteran Unionist Retires

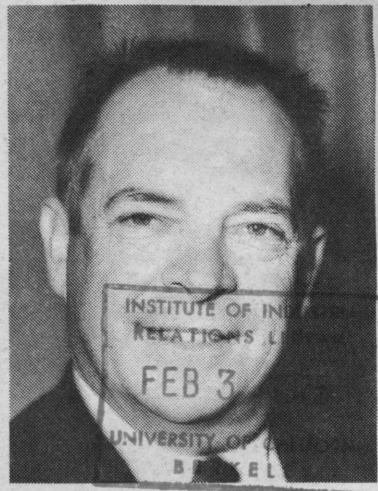
Joseph L. Hazard, a guiding force in the Lumber and Sawmill Workers Union in California and throughout the West Coast for more than 35 years, resigned his post as Secretary-Treasurer of the State Council of Lumber and Sawmill Workers at the organization's 28th Annual Convention in San Francisco last week.

Lloyd J. Lea, executive officer of Lumber and Sawmill Workers Local 2907 of Weed,

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Calif., who is also a vice president of the California Labor Federation, AFL-CIO, was elected to succeed him as executive officer of the State Council.

Lea has served on the organization's Executive Council for a number of years and also served on the Executive Committee of the Western Council of Lumber, Production and In-



LLOYD J. LEA
New Secretary-Treasurer

dustrial Workers, headquartered in Portland, which helps coordinate collective bargaining for lumber and sawmill workers throughout the west.

John F. Henning, executive

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Need Stressed to Curb Illegal Aliens in U.S. Jobs

The need for federal action to curb the employment of illegal aliens in U.S. jobs was underscored recently when a top U.S. Immigration and Naturalization Service regional officer estimated that as many as 32,000 illegal aliens may hold white collar and manufacturing jobs in the San Francisco Bay Area alone.

The California AFL-CIO called this problem to the attention of U.S. Senators Alan Cranston and John V. Tunney seven months ago and urged them to seek emergency action to increase the staff of the U.S. Border Patrol or use other manpower services immediately "to halt this flagrant violation of the job rights of U.S. workers."

At that time, the California AFL-CIO was acting on statistics that showed a 900 percent increase in the number of illegal aliens arrested between

1965 and 1973.

But evidently the situation has worsened since then.

Richard L. Williams, I.N.S. District Director in San Francisco, said that inflation and budget cuts have severely hampered the service's efforts to apprehend persons working illegally in the United States.

He estimated that there are roughly 75,000 illegal aliens in the San Francisco Bay Area alone and said:

"We've got them running out of our ears."

Williams said that he was disturbed that many of the aliens arrested were found to be holding jobs in California at a time when the people of the state were suffering severe unemployment.

Of some 800,000 illegal entrants apprehended by the I.N.S. last year, he said, 43 percent were holding down white

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Union to Picket Heavenly Valley Ski Resort Feb. 14-17

The Heavenly Valley Ski Resort at the south end of Lake Tahoe will be picketed by the AFL-CIO Laborers Union on Washington's birthday, February 14-17, according to George E. Jenkins, the union's assistant regional manager.

Jenkins pointed out that Laborers Local 1276 organized and won an election to represent employees at the Heavenly Valley resort a year ago but said that the employer, Hugh Killebrew, has repeatedly ignored the union's efforts to sit down and negotiate a contract.

In addition, Jenkins said the union has learned that "threats have been made to fire any employee who has anything to do with the union."

About a year ago Killebrew filed unfair labor charges against the union but the National Labor Relations Board

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Wage Floor Rises to \$2.10 For Most U.S. Workers

The federal minimum wage for most workers covered by the Fair Labor Standards Act climbed to \$2.10 an hour on January 1, 1975—the effective date of the second step of the wage-hour amendments enacted by Congress last spring.

The amendments boosted the pay floor for those whose jobs had been covered by a \$2 minimum wage to \$2.10. Most workers are in this category, that is, most workers are in jobs that had been covered by the wage-hour law before 1966.

Next year, on January 1, 1976, the federal minimum for such workers will climb to \$2.30 an hour.

The pay floor for other non-farm workers was also boosted from \$1.90 to \$2 on January 1, 1975. This minimum applies to workers who were brought under FLSA coverage for the first time in 1966 and to persons whose jobs were brought under the law for the first time last May, including household domestic workers.

This rate will rise to \$2.20 on January 1, 1976 and to \$2.30 on January 1, 1977.

The pay floor for farm workers covered by the FLSA climbed from \$1.60 to \$1.80 on January 1, 1975 and is scheduled to rise in three more annual steps to \$2.30 in 1978.



FARM WORKERS take on the dual task of promoting their consumer boycott of non-UFW grapes and lettuce while picketing vineyards in California's Arvin-Lamont and Bakersfield areas that are being pruned. Other "huelgistas" protested the sale of grapes and lettuce at food stores.

Grape, Lettuce Boycott Pushed

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informed the ICFTU that the growers had 7.9 million boxes of grapes in cold storage in 1974, compared to 4.6 million the year before when there was no boycott.

Chavez warned that there is increasing danger the growers

will dump the unsold grapes on the European market.

In addition to the ICFTU action, the International Federation of Plantation, Agricultural & Allied Workers pledged efforts to reinforce the UFW struggle for survival against the growers and Teamsters.

I.A.M. President Floyd Smith To Get AJC Heritage Award

Floyd E. Smith, president of the International Association of Machinists and Aerospace Workers, has been named as the 1975 recipient of the American Jewish Committee's Democratic Heritage Award.

Presentation of the honor will take place at a dinner on Wednesday, February 5 at the Waldorf-Astoria Hotel in New York, according to Elmer L. Winter, President of the American Jewish Committee.

The Democratic Heritage Award was established by AJC to give public recognition "to distinguished labor leaders whose careers and principles have furthered the labor movement's role as a vital and innovative force in strengthening democratic institutions and insuring equality of opportunity in the United States."

Mr. Smith, in addition to the presidency of the IAM, a trade union of nearly one million members, serves as: National Chairman, Machinists Non Partisan Political League; Vice President of the AFL-CIO; Vice President of the AFL-CIO Industrial Union Department; Chairman, AFL-CIO Committee on Social Security; Co-chairman of the American Foundation on Automation and Human Development; Vice-chairman of the Institute on Collective Bargaining and Group Relations; and as a Member, Executive Committee, Democratic National Committee.

Smith was elected as a union representative for IAM Local 1235, Long Beach, Calif., in 1946, a position he held until May, 1952, when he was appointed a Grand Lodge Representative and assigned to the Northwest Territory.

His courage and his intelligence earned him his nomination and election as IAM Gen-

eral Vice President in 1961.

As a Vice President, Smith traveled his 11-state territory constantly, assisting in negotiations, helping with organizing, addressing state councils and district and local union meetings. He served eight years as an IAM Vice President. In 1969, he was elected International President and was re-elected last year for another four-year term.

Need Stressed To Curb Illegal Aliens in U.S. Jobs

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collar or manufacturing jobs.

And unless some action is taken, this percentage is liable to climb, he said, because rising jail costs have forced him to inform local police and sheriff's offices not to detain suspected illegal alien residents unless they have committed serious offenses.

This was necessitated by economy measures that took effect last month, he explained.

To indicate the impact of the economy measures, Williams said his agents detained 607 illegal entrants in October, 576 in November but only 352 in December when the budget cuts took effect.

Among recent illegal aliens deported who were holding jobs that might otherwise have been performed by U.S. citizens, Williams cited:

✓ A Canadian behavioral scientist who was teaching col-

This is Justice?

ABC 'Disciplines' Sellers But Workers Pay Penalty

Ten major Northern California wholesale liquor distributors were shut down effective January 24 for 15 days as a result of a disciplinary action stemming from charges made by the State Department of Alcoholic Beverage Control last October that the wholesalers were violating state law by giving kickbacks to retailers to promote sales.

So who does this hurt?

A spokesman for the wholesalers said that the retailers knew ahead of time that the shutdown was coming so most of them "made arrangements to get an extra two-week sup-

ply." A spokesman for the California Retail Liquor Dealers confirmed this.

This means that the wholesalers, for the most part, simply sold two weeks' worth of booze two weeks earlier than they might have.

The only people "disciplined" by the ABC's action are the workers, mostly Teamsters and Longshoremens, who lose 15 days' pay even though they are in no way at fault and received no benefits from the violations of their employers.

What kind of "disciplinary action" is that?

S.F. Office Workers Win 22% Hike in Blue Shield Contract

Across-the-board wage boosts totaling in the first year \$1,474 per unit member, introduction of flexitime with numerous other fringe benefits as well as two additional paid holidays, have been won in a new three-year contract recently renegotiated by Local 3 of the AFL-CIO Office and Professional Employees International Union for its 1,700 bargaining unit at Blue Shield in San Francisco.

It is the second contract negotiated for these Blue Shield employees who voted overwhelmingly for OPEIU representation two years ago.

George Davis, the union's senior Business Representative, said that in the second and third years the new pact calls for a "no limit" cost-of-living allowance with a guaranteed minimum 5 percent wage boost in each year even if the cost-of-living does not increase.

lege at \$9 per hour;

✓ A carpenter and painter from El Salvador who was getting jobs at \$7 per hour; and,

✓ A Mexican employed by a construction firm as a laborer at \$6.78 an hour.

Wage increases of 8 percent in the first year became effective November 14 last, with another 4 percent after six months to take effect next May 14.

Improved fringe benefits account for 6.15 percent of the total package in the first year, Davis said.

Fringe benefits include cost of implementing clerical progression and elimination of the six-month time lag, directly benefiting 1,492 of the 2,091 employees at Blue Shield, or 71.4 percent, Davis noted.

Also included are costs of two extra paid holidays.

The employer, in addition, agreed to pay full costs of long term disability premiums formerly deducted from pay checks of the employees, plus improvement of pension benefits that will increase them up to 60 percent of salary.

After January 1 seniority is liberalized through conversion from department to group to provide expanded opportunities for promotion, and after group bumping to allow employees to exercise company-wide seniority in the event of layoffs due to a reduction in the work force.

Flexitime became effective on January 1. It allows all employees to whom such a schedule is applicable to start their eight-hour workday at any time of their own choosing between 7 a.m. and 9 a.m.

Labor Council Opposes Gordon For Judgeship

Vigorous opposition to the proposed appointment of Milton Gordon to a judgeship was voiced by the Alameda County Central Labor Council this week.

The AFL-CIO Council, which represents some 60,000 AFL-CIO union members, unanimously adopted a resolution last Monday which said that Gordon, an industrial relations attorney for the University of California, "used his position during the recent University of California strike to launch an anti-union crusade against U.C. unions and their representatives" and went so far as to attempt to jail some trade unionists.

The resolution, a copy of which was sent to Governor Brown, declared that "there are enough anti-union judges on the bench at this time" and voiced the AFL-CIO Council's opinion that "an individual appointed to a judgeship should be of neutral persuasion."

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.

San Rafael Independent-Journal.

Sea World, San Diego

The following San Diego area motels:

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

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

The Lord Nelson Room
The Lady Hamilton
Sir Winston Churchill's
The Verandah Grill

All banquets and fast food stands.

The following restaurants on Union Street in San Francisco:

Thomas Lords
Mother Lode
Cooperage

Coffee Cantata
Vintners
Hudson Bay West
Perry's
Victoria Station
The Dell
The Godfather
Mingai-Ya
Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan
The Mandarin
Ghirardelli Wine & Cellar Cafe
Other eating places in San Francisco:

McDonald's Hamburger (all);
Colonel Sanders Kentucky Fried Chicken (all);
H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);
Benihana of Tokyo;
Head Hunter Amusement Park of San Francisco;
Kau Kau Gardens;

Carol Doda's;
Mabuhay Restaurant; and
The Casbah.

Tennessee Plastics of Johnson City, Tennessee.

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

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.

Gruhn Stresses Need for More Action to Create Jobs

The emergency unemployment benefits authorized by Congress late last month are "only a drop in the bucket" in terms of the total programs needed to fight the "snowballing recession now confronting the nation."

So declared Albin J. Gruhn, president of the California Labor Federation, AFL-CIO, in an address to the 28th Annual Convention of the California State Council of Lumber and Sawmill Workers in San Francisco last week.

Calling attention to the fact that unemployment in the building trades is already more than twice the national average and that building permits nationally have fallen to their lowest level in many years, Gruhn urged the national administration to release impounded public works construction funds and to act immediately to initiate "a massive housing construction program," particularly housing for low and middle income families.

"The construction industry and its related industries can be one of the biggest overall job creators in the country," Gruhn said.

Gruhn urged delegates to the convention in the Bellevue Hotel in San Francisco to give their full support to the AFL-CIO's program to fight the recession.

He also detailed the eight point program for emergency action to cope with the unemployment crisis that was submitted to President Ford by the California Labor Federation late last year. (see below)

In the course of the three-day convention, the delegates adopted a series of resolutions which called, among other things, for:

- ✓ Amendment of the Unemployment Insurance Code to include normal pregnancies within the State's Disability Insurance Program;
- ✓ A national health plan;
- ✓ Support for enforcement of the 160-acre limit in U.S. reclamation law;
- ✓ Amendment of the Social Security Act so that all costs are borne by the employer as a business expense;
- ✓ Appointment of labor representatives to the Workers' Compensation Appeals Board and the California Unemployment Insurance Appeals Board; and,
- ✓ Free choice of doctors under the state's Workers' Compensation Program.

In reviewing the California AFL-CIO's effort to spur national action to combat the present depression, Gruhn reminded the delegates that the Executive Council of the California Labor Federation adopted an eight-point action program on December 10, 1974 which called for:

- 1—Enactment of a \$4 billion

public service employment program for the jobless.

2—Provisions for federal financing of 13 weeks of additional unemployment insurance benefits in states where 39 weeks are already available and 26 weeks additional in states where only 26 weeks are now available. (Congress subsequently enacted an emergency special unemployment benefits program late last month which went into effect January 6.)

3—Release of some \$9 billion for public works construction authorized by Congress but impounded by former President Nixon. (Just this week Environmental Protection Administrator Russell Train announced that the Ford Administration will release \$4 billion for the construction of municipal sewage facilities in fiscal year 1976 which begins July 1, 1975.)

4—Enactment of massive new public works programs with federal grants being given areas of high unemployment

for short term construction and repair.

5—Immediate lowering of federal Reserve Board interest rates for home mortgages and construction loans.

6—Immediate allocation of credit by the Federal Reserve Board for socially useful programs like housing and public works.

7—Federal restrictions on multinationals and on runaway plants and production which have transferred hundreds of thousands of American jobs to foreign countries.

8—Enactment of trade policies that will prevent importation of goods and products which undercut American fair wage standards.

All of these points were subsequently encompassed in the "Action Program to Put America Back to Work" adopted by the AFL-CIO General Board at a meeting in Washington, D.C. last week. (See California AFL-CIO News of January 24, 1975.)

Lea Takes Reins

Hazard Retires as Head of Lumber Workers' Council

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officer of the California Labor Federation, AFL-CIO, praised Hazard for his contributions to the advancement of workers' rights and suggested that Hazard provided sort of a model of the dedicated and effective trade unionist.

Brother Hazard became one of the charter members of Lumber Clerks and Handlers Union Local 2259 of San Francisco in 1936 and helped form the first District Council of Lumber and Sawmill Workers in California, the Central California District Council, which was chartered on May 2, 1938. Hazard was elected its first president.

Under Hazard's leadership, the Council launched a vigorous organizing drive which resulted in the establishment of more and more locals and led to his employment as the District Council's full-time business agent in 1941.

Recognizing the need for standardizing collective bargaining agreements in the lumber industry, Hazard first sought to bring about a degree of coordinated bargaining in 1940.

Shortly after the chartering of the California State Council of Lumber and Sawmill Workers in July 1947, Hazard was elected secretary-treasurer of the new organization, a post to which he has been repeatedly reelected until his resignation and retirement January 25.

In the course of his long service to Lumber workers in particular and all workers in general, he assisted the Redwood District Council during the 27-month long Redwood strike which began in January 1946 and played a key role in bringing the California Lumber and Sawmill Workers' locals into the Northwest Council of Lumber and Sawmill Workers, the organization now known as the Western Council of Lumber, Production and Industrial Workers.

His leadership role in the development of the lumber industry Health and Welfare Plan which was set up March 1, 1959 is recognized by the fact that the plan is known as "The Hazard Trust." Hazard was selected to serve as secretary of the Trust's joint committee.

Hazard retired from his full-time job as president of the Central California District Council in July 1960 but continued to serve in the non-paid post of secretary of the State Council until his retirement this month.

Hazard, now 83 but still full of a zest for life, also helped win paid holidays and vacations for California's lumber and sawmill workers.

The State Council is the only service organization of its kind within the Brotherhood of Carpenters and Joiners of America which provides professional and legal services on industrial accidents at no cost to its members.

Union to Picket Heavenly Valley Ski Resort Feb. 14-17

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ruled the charges "unfounded" and designated Local 1276 as the authorized collective bargaining agent for Heavenly Valley Ski Resort employees, Jenkins said.

Local 1276 has scheduled a meeting with all Heavenly Valley employees on February 6 to inform them of their right to be represented by the union and of the course of action the union plans to pursue "if the employer continues to ignore our efforts to negotiate an agreement," Jenkins said.

The union has appealed for the support of all AFL-CIO central labor councils, building trades councils and unions on this issue.

So Who's Opposed Now to 'Letting the People Decide'?

Despite Mr. Nixon's eviction from the White House more than six months ago, much of the old double-talk that marked his administration seems to be lingering on.

An example of it surfaced just last week when President Ford's Treasury Secretary William E. Simon attacked Congressional efforts to block Ford's plan to impose an oil imports tax that would cost the average American household an extra \$275 to \$345 a year.

In attempting to make it sound as though "free enterprise" was the issue instead of a questionable tax proposal, Simon declared:

"If we'd let the decision-making go back to the American people and stop encroaching upon the freedoms of the people of this country, we'd have a lot stronger economy."

"As long as we encroach year after year upon the economic freedoms of the people, the social and political freedoms aren't going to be far behind. There are those who would like to destroy free enterprise," he charged darkly.

But when asked "Who?" he refused to be specific.

"A very large group of people — you don't have to name names. You see statements made constantly," he said.

But if the Ford Administration really wants to "let the decision-making go back to the American people," it might just pay some attention to the results of the Louis Harris survey that disclosed this week that the American people oppose President Ford's oil imports tax by a better than 2 to 1 majority.

The poll released Monday reported that a 53 to 27 percent majority of the American people oppose Ford's plan.

Moreover, the Harris poll disclosed strong support for the AFL-CIO's call last week for gas rationing.

Asked whether they would prefer mandatory rationing or Ford's oil imports tax, the poll found 60 percent favoring rationing and only 25 percent in favor of the Ford Administration's oil imports tax.

So why not, like Simon says, "let the decision-making go back to the American people"?

Jobless Rate Just Tip of Iceberg, Expert Warns

Official Labor Dept. reports counting more than 6.5 million American workers as unemployed in December, 7.1 percent of the labor force, are really only "the tip of the iceberg," according to AFL-CIO Economist Markley Roberts.

Roberts noted the following disturbing facts underlying recent unemployment statistics:

- A 62 percent increase in the past 12 months in the number of household heads officially counted as unemployed. In December, 2,379,000 heads of households were jobless.
- A 68 percent increase during the same period in the number of married men counted unemployed in December — nearly 1.5 million as compared with 872,000 in December 1973.
- A 77 percent increase in the number of workers unemployed 15 weeks and over from December 1973 to December 1974.

The Labor Dept. also reported that 845,000 workers were "discouraged" in the fourth quarter of 1974 — an increase of 50,000 over the third quarter. "Discouraged workers" are those who want a job but have stopped looking because they think work is not available.

This block of "hidden unemployed" doesn't show up in the department's monthly releases because to be counted as unemployed a worker has to be seeking work.

Roberts estimated the true number of "hidden unemployed" at nearly double the Bureau of Labor Statistics estimate — or about 1.5 million workers.

Even sticking with official figures, Roberts pointed out that more than 10.7 million people have job problems in America — 6.5 million unemployed, 850,000 "hidden unemployed"

and 3.35 million working part-time for economic reasons.

"With recent layoffs since the December unemployment figures were collected and with the understating of the number of discouraged workers, I estimate 12 million people with serious job problems," Roberts said.

"This suggests a 13 percent 'real' unemployment rate — or one of every eight workers unemployed or underemployed."

Roberts said the two-month rise of 1 million unemployed for November and December is "unmatched, extraordinary" in post World War II years.

Unemployment among blacks and other minorities, he continued, is also higher than at any time since the post-World War II years — 12.8 percent in December — and inner-city unemployment is even higher.

He also noted that only 22 percent of the industries surveyed by BLS are hiring today. A year ago 75 percent were hiring.

When President Ford announced his "WIN" program in October, Roberts concluded, there were 83.5 million civilian jobs in the United States. In December, the number of jobs had dropped by 1,335,000.

High Court to Review FLSA Extension

The U.S. Supreme Court agreed this week to review the extension of federal overtime and other work regulations to non-supervisory state and city employees under the Federal Fair Labor Standards Act.

The nation's high court also agreed to hear a challenge to procedures under which federal civil penalties are assessed against coal mine operators for safety violations.

Publisher's Notice

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cies to revitalize business in the area.

Copies of the resolution were to be sent to the Mission District store and to Arthur Wood, chairman of Sears' Board of Directors headquartered in Chicago.

STRAUSS REPUDIATED

On the affirmative action issue, the State Democratic Party repudiated action taken by national Democratic Party Chairman Robert Strauss at the party's national convention in Kansas City last December by including labor among the "chartered friends" of the party.

At the December convention, Strauss had refused to allow an amendment to Article X Section 3 of the Democratic Party charter which would have included organized labor along with minority groups, native Americans, women and youth among those deserving "particular concern in the delegate selection process and all Party affairs."

POSITION EXPLAINED

"Labor simply feels that it deserves equality of treatment in the delegate selection process and in other party affairs with minority groups, native Americans, women and youth. And that applies to the Republican as well as the Democratic Party," Henning explained this week.

But Article X, Section 3 of the National Democratic Party charter excludes organized labor. It reads:

"In order to encourage full participation by all Democrats, with particular concern for minority groups, native Americans, women and youth, in the delegate selection process and all party affairs as defined in the by-laws, the National and State Democratic Party shall adopt and implement affirmative action programs."

The California AFL-CIO, Henning said, fully supports the affirmative action commitment and had the support of Congressman Ron Dellums and Assemblyman Willie Brown and other minority group leaders at the national convention in seeking to amend labor into the charter but Strauss refused to allow the amendment.

Last Sunday, however, the State Democratic Party included labor in.

The full text of the resolution adopted by the State Democratic Party with the inclusion of organized labor indicated in bold face type is printed below:

Resolution to Adopt Affirmative Action Plan for California Democratic Party

WHEREAS, The California Democratic Party shall submit not later than March 15, 1975, a comprehensive plan for encouraging the participation and representation in the delegate selection process and all Party affairs of all Democrats. Such plan shall detail the special efforts that shall be made to encourage minorities, Native Americans, women, other traditionally under-represented groups, **organized labor**, and all other working people to participate and be represented in the delegate selection process and all Party affairs. This plan shall address itself to, at a minimum, publicity efforts, organizational structure and educational efforts; and

WHEREAS, Publicity efforts shall, at a minimum, include:

1. The use of newspaper advertisements, public service announcements, and paid radio or television time where feasible, to inform the public how, when, and where to participate in the delegate selection process and all Party affairs, and how, when and where to register to vote and to enroll as Democrats;
2. A priority effort directed at publicity in minority newspapers and on radio, ethnic press, Spanish speaking, Native American and other non-English

press and radio, publications of women's organizations, **organized labor publications** and any other special media in California that is likely to reach groups that have been traditionally under-represented in Democratic Party affairs; and

3. Special attention directed to publicizing the delegate selection process in California; such publicity should include information on eligibility to vote and become a delegate, the time and location of each stage of the delegate selection process and where to get additional information; it should also be timely and to this end, should neither pre-date the process in such a way as to minimize its usefulness nor end sooner than two (2) days before the process.

WHEREAS, Organizational efforts shall include, at a minimum:

1. The creation of a California Affirmative Action Committee (CAAC) responsible for the implementation of all requirements of this California Affirmative Action Plan. Special efforts should be made to assure that representatives of the aforementioned groups are included on such a body;
2. Provision of financial and staff support for the California Affirmative Action Committee;
3. An analysis of the current levels of participation in Party affairs of women, youth, senior citizens, minority Americans, **organized labor**, Native Americans, ethnic Americans, other working people and the poor;
4. Special efforts to insure participation and representation in the selection of the governing body of the California State Party; and
5. Efforts to foster participation in Party affairs through organizational involvement in local and State issues of concern to the Democrats in California, such as lobbying for legislative and administrative change that has widespread support, and preparation for the development of the 1976 Democratic platform by encouraging local and State units to hold platform discussion meetings prior to the National Convention.

WHEREAS, Educational efforts shall include, at a minimum:

1. The holding of well publicized and frequent educational workshops designed to insure participation in the delegate selection process and all Party affairs; such workshops should be held in places such as public schools, union halls, and public buildings;
2. If feasible, mass mailings to potential Democrats;
3. Contact of minority organizations, women's organizations, youth and senior citizen organizations, Native American organizations, ethnic organizations, poor people's organizations, **organized labor** and other working peoples' organizations, and religious organizations and encouragement of them to attend educational workshops and offers of further educational sessions that might be held by the Party at times and places convenient to the members of such organizations; and
4. Printing and making available in an easily understandable form and in a timely manner, California State Party rules and complete information on how to become a National Convention delegate and participate fully in all Party affairs.

THEREFORE, BE IT RESOLVED, That the California Democratic State Central Committee adopt the above motion, and delineate it more particularly in its rules.

Examination Slated for Jobs as Deputy Labor Commissioner

If you have three years or more experience in negotiating union contracts or settling grievances, you might want to apply for a job as Deputy State Labor Commissioner.

But if you do, you better act right now because the deadline for the State Personnel Board to receive applications is Friday, February 7.

Salaries of Deputy Labor Commissioners range from \$1,311 to \$1,595 a month.

Applicants should have a minimum of three years' work experience in labor relations, such as:

- ✓ Interpretation and settlement of grievances arising under labor agreements; or
- ✓ Negotiation or preparation

tion of labor agreements; or

- ✓ Conciliation, mediation or arbitration of labor disputes; or,

- ✓ Investigation and settlement of complaints regarding violation of state or federal labor laws.

A four-year college degree or its equivalent is the educational minimum for applicants unless substituted with additional experience.

The State Personnel Board will hold written examinations for the post on March 1.

Application forms may be obtained from any office of the State Personnel Board or the State Employment Development Department.

New Course on Labor Laws To Start in San Diego Feb. 24

A new course to help trade unionists in the San Diego area broaden their knowledge of the law and legal precedents under which unions function will begin Monday, February 24 in the Union Hall of Butcher Workmen's Local 229 at 2001 Camino Del Rio South in San Diego.

The course, offered by Labor's Community Services Committee in cooperation with the UCLA Center For Labor Research and Education, will be held each Monday night from 7:00 to 10:00 p.m. through April 14, according to Jack Blackburn, administrator of the UCLA Labor Research Center.

Marshall Ross, an attorney, arbitrator and labor relations expert who will conduct the

course, said:

"This course will not only be informative, it will be interesting. I understand that you can't ask busy men to give up three hours of their time a week if they aren't going to get something worthwhile."

The course, which is endorsed by the San Diego - Imperial Counties Labor Council, will cover the Taft-Hartley Act, the Landrum-Griffin Act, the National Labor Relations Board, the Winton Act and the Meyers-Milias-Brown Act.

The fee for the course is \$35 and a recommended textbook will cost about \$30. But Blackburn said that the textbook can serve as a permanent reference work for union offices.

Do You Rate New or More Jobless Pay?

(Continued from Page 1)

five regional offices of the EDD, which can direct you to the local office nearest you, can be contacted at the following numbers:

North Coast — serving the Sacramento and San Joaquin Valleys

Area Code 916-445-3675

San Bernardino-Riverside-San Diego-Ventura County Area

Area Code 714-683-7560

Los Angeles County, excluding the city of Los Angeles

Area Code 213-744-2770

Los Angeles

Area Code 213-623-2290

San Francisco Bay Area — including San Francisco, Marin, San Mateo, Santa Clara, Alameda and Contra Costa Counties

Area Code 415-234-9168

Officials at these regional offices may also be able to supply speakers to local unions and central bodies that seek clarification on either of the two new federal emergency unemployment benefits programs.

The major categories of workers who may be eligible for these new benefits who were not previously eligible for any jobless benefits are:

- ✓ **Farm workers**
- ✓ **Household domestic workers**
- ✓ **Government workers** such as city or county public employees, employees of school districts including teachers, municipal utility district workers, county hospital workers, and employees of welfare organizations like the Salvation Army or Goodwill.

The duration of benefits for workers previously not covered by unemployment insurance runs for 26 weeks. The benefit level for such workers is based on the same schedule as for regularly covered workers and the same eligibility requirements apply.

Benefits for workers not previously covered may range from a minimum of \$25 to a maximum of \$90 but they will not qualify under existing federal law to any extended duration benefits beyond the initial 26 weeks of payments.

The deadline for new claims to be filed under the special unemployment assistance program for workers not previously covered is December 28, 1975 but benefits may be paid until March 31, 1976.

In applying for the special unemployment assistance benefit, workers are urged to bring with them the addresses of all employers for whom they worked during the past year along with any wage information they have such as W-2 forms and cancelled checks. This information is needed to determine the applicants' eligibility for benefits as well as the level of benefits to which they are entitled.

The Non-Union Man

"The non-union man may join the enemy to defeat shorter hours and better wages but when he has lost his fight and the unions have triumphed, he is always the first man to demand the rewards of another's effort and to profit from the courage and devotion of the men he did his best to defeat and betray." — Clarence Darrow.