



S.F. Teachers to Choose Bargaining Agent Feb. 8

Some 4,500 San Francisco teachers will have an opportunity to go to the polls and select their own bargaining agent early next year.

That's the result of a consent agreement signed Monday by the San Francisco Federation of Teachers, the San Francisco Classroom Teacher's Assn. and the San Francisco School District.

Jim Tamm, San Francisco regional director of the Educational Employees Relations Board set up by enactment last year of a California AFL-CIO-backed bill extending collective bargaining rights to teachers and other school employees, said that the election would be held at about 25 sites throughout the city on Feb. 8, 1977 but that a number of details have

yet to be worked out.

Jim Ballard, president of the AFL-CIO's SFFT, said that the union was pleased that agreement had finally been reached to let San Francisco Teachers choose their own bargaining agent.

Noting that the teachers union has been working for such an election for more than 10 years and pushing hard for it since last April, Ballard said:

"It's a victory for all San Francisco teachers in that they will finally be permitted to go to the polls and select a bargaining agent of their choice. We expect the teachers of San Francisco to choose the AFT (American Federation of Teachers, AFL-CIO) because of its leadership credibility and consistency."

Big Teachers' Union Vote Scheduled in L. A. Jan. 12-14

An election to decide the bargaining representative for the largest teachers unit in the nation outside of New York City will be held next month when some 30,500 teachers in the Los Angeles Unified School District go to the polls to choose between the United Teachers of Los Angeles (UTLA) and the Professional Educators of Los Angeles.

The election will be held on three successive days — January 12, 13 and 14 from 10:00 a.m. to 5:00 p.m. at about 75 junior high schools throughout the region by the Educational Employment Relations Board (EERB) established by enactment of the Rodda Act (SB 160), a California AFL-CIO-backed bill signed into law last

year by Governor Brown.

The scope of the election is indicated by the fact that there have been about 100 contested elections involving about 21,000 teachers held since the law's election provisions went into effect about eight months ago while the L. A. election will involve more than 30,000 teachers in a single election.

Next month's election will culminate a seven year drive by the UTLA to win collective

bargaining rights for Los Angeles teachers. The UTLA is a merged organization composed of the AFL-CIO California Federation of Teachers and the Classroom Teachers Assn.

PELA, the UTLA's opponent, was organized during the 1970 teacher's strike with 3,000 members.

It recently became associated with an organization known as the Citizen's Legal Defense

(Continued on Page 2)

Other Teacher Elections Slated Early Next Year

A number of other important representational elections pitting locals of the AFL-CIO

American Federation of Teachers against units of the California Teachers Association have been set recently for early next year, Raoul Teilhet, president of the California Federation of Teachers, the AFT's state level organization, said this week.

Teilhet also reported that the Teachers Union won the first representational election held under the Rodda Act in San Diego County last Monday when teachers in the Poway Unified School District voted 296 for AFT Local 2357 to 261 for the CTA unit. Four votes were cast for "no representation," he

(Continued on Page 2)

Bill Introduced To Wipe Out Access Rule

Legislation aimed at denying union organizers access to California farm workers in the fields was one of the first measures introduced in the 1977-78 session of the state legislature which opened Monday.

The bill, SB 20 introduced by Senator John Stull (R-Escondido), would undermine even the sharply restricted revised access rule adopted by the Agricultural Labor Relations Board last month.

(Continued on Page 3)

STATE RATE DIPS TO 9.4%

U.S. Jobless Rate up to 8.1%; 7.8 Million Now Unemployed

California's unemployment rate dropped from 9.8 percent in October to 9.4 percent in November but the national rate climbed from 7.9 to 8.1 percent, its highest level yet in 1976.

AFL-CIO President George Meany commented on the increase in the U.S. rate, saying:

"Today's statistics demonstrate that the economic problems confronting President-elect Carter and the new Congress are substantially worse than the Ford Administration has been willing to admit.

"By our realistic calculations, which include those too discouraged to seek jobs and those forced to work only part-time, 10.5 million workers were out of work in November—10.9 percent of the workforce.

"In every category, the unemployment picture is worse today than it was a month ago.

There is not one single bright spot in the picture.

"Obviously America needs, as soon as possible, the programs that Mr. Carter discussed during the campaign—the programs that will encourage balanced economic growth and full employment."

In people terms, California's unemployment rate meant that 850,600 California workers were looking for and unable to find jobs last month, 18,000 more than a month earlier but 80,000 fewer than in November 1975 when the state's jobless rate was 10.4 percent.

The report by the State Employment Development Department said that the over-the-month increase in unemployment was less than seasonal and, that as a result, the seasonally adjusted jobless rate declined.

During the same October-

November period last year, joblessness in California rose from 881,700 to 930,600.

In the 12 months since then, the rate has averaged 9.7 per-

(Continued on Page 4)

Hearings Set on New Rules On Prevailing Wage Rates

Three public hearings on proposed rules to be used to determine prevailing wage rates to be paid on public works projects in California will be held later this month in San Francisco, Sacramento and Los Angeles by the State Dept. of Industrial Relations.

Under legislation enacted earlier this year by the state legislature, Donald Vial, as director of the State Dept. of Industrial Relations, is required to determine the prevailing

wage rates to be paid on public works projects. The legislation, AB 2363, was authored by Assemblyman Jack R. Fenton (D-Los Angeles).

In the past, prevailing wage rates were set by more than 6,300 awarding public bodies throughout the state.

The San Francisco hearing will be held in Room 1194 of the State Building at 455 Golden Gate Ave. on Monday, Dec. 20.

The Sacramento hearing is scheduled to be held in Assembly Room 127 of the Dept. of Food and Agriculture at 1220 "N" St. on Tuesday, Dec. 21.

The Los Angeles hearing is to be held in Room 1138 of the State Building at 107 South

(Continued on Page 2)

DESPITE WAR PERIL

Union Activity Thrives in Israel, Henning Reports

"The most active kind of trade union activity is continuing in Israel despite the presence of hostile military units in Southern Lebanon," John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, reported this week.

Henning just returned last

(Continued on Page 3)

Social Security Tax Base to Rise To \$16,500 Jan. 1

Beginning January 1, 1977 the social security earnings base—the maximum amount of annual earnings on which employees, employers and self-employed persons pay social security taxes—will increase from \$15,300 to \$16,500.

The increase marks one small step toward fulfilling reforms in the Social Security program called for by delegates to the California Labor

(Continued on Page 3)

Labor Pension Conference Airs Complexities of Law

The AFL-CIO will seek to remedy any malfunctioning of the pension reform law. But it remains firmly committed to the "sound" principle of federal pension plan regulation.

That commitment was stressed by Social Security Director Bert Seidman at an AFL-CIO Pension Conference which brought together government administrators of the Employee Retirement Income Security Act (ERISA) and the union people who have to comply with the often complex regulations.

Seidman welcomed the airing of problems unions have en-

countered with the 1974 law and with the sometimes overlapping jurisdictions of the Labor Dept., the Internal Revenue Service and the Pension Benefit Guaranty Corp. Top officials of all three agencies addressed the conference and answered questions.

He said the AFL-CIO is still in the process of shaping a policy as to the changes, if any, that will be sought through legislation or through administrative action.

Obviously, there are problems, Seidman said. But he expressed a strong conviction that the advantages for workers in pension plan regulation "far outweigh the disadvantages."

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, made a similar point in a brief welcom-

ing address to the conference.

Donahue, who was involved both as an Assistant Secretary of Labor and as a trade union official in the early striving for federal pension protection, acknowledged that reform is "sometimes painful." But he saw "new opportunities" as well as "new problems."

William Chadwick, administrator of the Labor Dept.'s pension and welfare benefit programs, gave the conference participants an inkling of the overall regulatory task.

Pension plans subject to regulation, he said, cover some 40 million workers and involve more than \$210 billion in assets.

Chadwick acknowledged some initial mistakes in reporting requirements for the programs, agreed that the divided juris-

(Continued on Page 4)

WPI Posts 3rd Straight Monthly Rise

Led largely by sharp increases in the cost of natural gas, the nation's Wholesale Price Index climbed six-tenths of a percent in November, its third big over-the-month increase in a row.

The increase was the same as during October but less than the nine-tenths of one percent hike experienced in September, the Labor Department said.

The WPI stood at 185.6 last month when compared to a 1967 average of 100. In consumer terms, this means that wholesale goods costing \$10 nine

(Continued on Page 4)

Samoan Cannery Workers Win First Union Pact . . . Page 3

Big Teachers' Union Vote Scheduled in L. A. Jan. 12-14

(Continued from Page 1)

Alliance in a federal suit that seeks to block implementation of the state's new collective bargaining law for public school employees.

The suit charges that the new law would deprive teachers of certain of their constitutional rights and claims that teachers belonging to organizations other than the ones selected as the bargaining agent will not be able to bargain with the school board.

The Rodda Act, however, states that the organization chosen as bargaining agent by a majority of the workers in a unit must, by law, bargain for all members of the unit. In this regard, it is similar to the provisions of the National Labor Relations Act.

Following a hearing by the EERB into PELA charges of unfair labor practices, UTLA president Hank Springer said: "PELA should withdraw from the ballot so it doesn't have a philosophical conflict running for bargaining agent on one

hand while supporting law suits that aim to kill the collective bargaining law."

Springer charged that PELA has opposed collective bargaining for six years by testifying against collective bargaining bills in Sacramento, by filing or joining in suits to have the present law declared unconstitutional, and by supporting anti-collective bargaining candidates in elections for the school board.

The UTLA has been the majority organization on the Certificated Employees Council since 1970. The CEC formerly bargained for teachers under the provisions of the Winton Act.

The UTLA president pointed to the gains made by teachers during this period as the yardstick by which teachers can determine which organization is better able to represent them.

During this time, Springer said, UTLA has processed hundreds of grievances in favor of teachers, successfully repre-

sented teachers in hundreds of workers' compensation cases and negotiated for higher wages in their behalf.

The UTLA spokesman said that PELA would be unable to represent teachers effectively because of the small size of the organization and its inexperience in the field, not to mention its basic opposition to collective bargaining rights for teachers.

"PELA is nothing but a company union which if selected as the bargaining agent would totally capitulate to the school board," he charged.

In another development, the 600 member Los Angeles School Counsellors Association decided to drop its demand for a separate bargaining unit for district counsellors in favor of remaining in the larger 30,000 member bargaining unit.

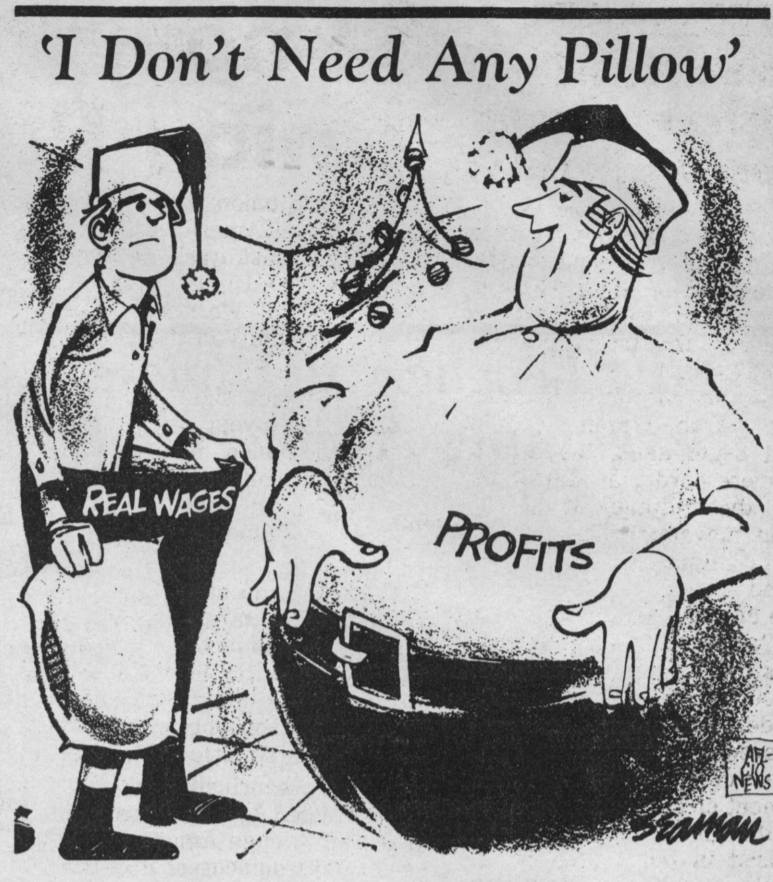
The decision to remain in the teachers unit was made at a meeting chaired by LASCA negotiations chairperson John Hall.

Springer, who addressed the group, said:

"We must have unity to accomplish what we want."

In the course of the meeting, the most crucial aspect of the decision was expressed succinctly by one counsellor who said:

"... when you get to the bargaining table it's all a matter of power, of strength. I personally feel much more powerful with 30,000 people behind me than I would with 600."



Other Teacher Elections Slated Early Next Year

(Continued from Page 1)

said.

Wanda Faust, president of AFT Local 2357, said she was "greatly gratified" by the election and pointed out that the results showed that more than twice as many teachers voted for the AFL-CIO union than were signed up as union members before the election.

Upcoming elections include:

Jan. 17-18-19—The Los Angeles Community Colleges District, the largest community college unit in the country, where more than 5,000 faculty members will choose between the AFT's Los Angeles Community Colleges Guild Local 1521 and the CTA;

Jan. 18 — The Morgan Hill Unified School District where some 300 teachers are expected to choose between AFT Local 2022 and the CTA;

Jan. 19—The Richmond Unified School District where some 1,500 teachers will choose between AFT Local 866 and the CTA;

Jan. 20 — The ABC Unified School District in Los Angeles County involving about 1,000 teachers;

Jan. 24—The Bassett Unified School District involving about 325 teachers and AFT Local 727;

Jan. 25—The Culver City Unified School District in Los Angeles County involving AFT Local 1343 and about 500 teachers;

Feb. 2—The Tehachapi Unified School District where AFT Local 2332 is seeking representational rights for 100 teachers;

Feb. 2—The Sacramento Unified School District involving 1,200 teachers and CFT Local 31;

Feb. 4—The San Diego Unified School District, the sixth largest school district in the na-

tion, involving AFT Local 370 and about 5,000 teachers;

Feb. 8—The Oxnard Unified School District involving AFT Local 1273 and about 600 teachers; and,

Feb. 10—The Petaluma School District involving AFT Local 1881 and about 525 teachers.

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

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

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

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

Unfair firms are:

Broadway Theatre, 4th and Broadway, Santa Ana.

Gaffers & Sattler products

Hertzka and Knowles, San Francisco architects.

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

Cinema 70 in Monterey;

Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;

Cinema Theater in Soquel; and,

Twin I & II in Aptos.

Marriott's Great American Theme Park and Hotel, Santa Clara.

Montgomery Ward in Redding.

Newporter Inn, Newport Beach

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

1270 South Crenshaw, Los Angeles;

2500 East Slauson Ave., Huntington Park;

2890 South La Cienega Blvd., Culver City;

8500 South Figueroa, St., Los Angeles;

4700 Sunset Blvd., Los Angeles;

270 North La Cienega Blvd., Los Angeles;

6353 Sunset Blvd., Los Angeles;

13636 Sherman Way, Van Nuys.

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

Pemko Mfg. Co., Emeryville, Calif.

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

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

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.

Hearings Set on New Rules On Prevailing Wage Rates

(Continued from Page 1)

Broadway on Wednesday, Dec. 22.

All three hearings will open at 10:00 a.m.

The new law centralizes the rate-setting authority under Vial who proposes to repeal and adopt regulations under Title VIII of the California Administrative Code which would involve the repeal of Group 3, Articles 1 through 3 of Chapter VIII and the adoption of new

regulations for Group 3, Articles 1 through 4 of Chapter VIII.

Under the proposed new rules for determining prevailing wage rates, a Department spokesman said, the state director must, under the law:

- "Ascertain and consider the applicable wage rates established by collective bargaining agreements in such rates as may have been predetermined for federal public works, within the locality and in the nearest labor market area";

- "Where such rates do not constitute the rates actually prevailing in the locality, the director shall obtain and consider further data from the labor organizations and employers or employer associations concerned, including the recognized collective bargaining representatives for the particular craft, classification or type of work involved"; and,

- "If the director determines that the rate of prevailing wage for any craft, classification or type of workman is the rate established by a collective bargaining agreement, the director may adopt such rate by reference as provided for in such agreement and such determination shall be effective for the life of such agreement or until the director determines that another rate should be adopted."

Interested parties may present statements or arguments orally or in writing regarding the proposed regulations at the hearings, a spokesman for the department said.

Written testimony or comments should be sent, prior to the hearings if possible, to:

Chief, Division of Labor Statistics and Research, 455 Golden Gate Ave., San Francisco, Ca. 94102. Attention: Prevailing Wage Unit.

A complete copy of the proposed regulations may be obtained by writing to the above address.

60% of Claimants Men

A little more than 60 percent of the 3,305,100 insured unemployed claimants in December 1975 were men. About four-fifths of all claimants were white, and this proportion held for both males and females, according to "Worklife," a publication of the U.S. Labor Department's Employment and Training Administration.

Publisher's Notice

The California AFL-CIO News is published weekly by the California Labor Federation, AFL-CIO, 995 Market Street, San Francisco, California 94103. Second class postage paid at San Francisco, Calif. — Subscription: \$3.50 a year. John F. Henning, executive secretary-treasurer; Glenn Martin, editor.

Union Activity Thrives in Israel, Henning Reports

(Continued from Page 1)

week from a 10-day visit to Israel during which he headed a delegation of State AFL-CIO leaders who were guests of Histadrut, the Israeli Federation of Labor.

"Despite the fact that another Arab-Israeli conflict could begin along the Israeli-Lebanese border at almost any time, the militancy of the Histadrut movement has not been at all diminished," Henning observed.

He credited Israel with making "astonishing material progress during the past 13 years without loss of the nation's social-democratic purpose" and declared that this is due to "the impact of Histadrut on the government of Israel."

Although Israel is well advertised in the United States, Henning said, the attractions of the country viewed firsthand are "better than advertised."

During his visit, Henning also visited the site of a grove of 1,000 trees planted in his honor in Israel in December 1963 by the Jewish National Fund in recognition of his support of the state of Israel.

Social Security Tax Base to Rise To \$16,500 Jan. 1

(Continued from Page 1)

Federation's convention in Sacramento last September.

Because there is no change in the tax rate of 5.85 percent for employees and employers and 7.9 percent for self-employed persons, there will be no increase in taxes for approximately 5 out of every 6 workers in the United States who are covered by social security.

Only those earning over \$15,300 will be paying additional social security taxes with those earning wages of \$16,500 or more in 1977 paying \$70.20 more if they are employees and \$94.80 more if they are self-employed. This brings the maximum tax totals up to \$965.25 each for employees.

At the same time those persons working and paying in at the higher base amount will build up considerably higher monthly benefits.

In adopting a policy statement on "Social Security," the California AFL-CIO called for reforms in the social security program that would:

- Provide contributions from general revenues to the social security trust fund until at least one-third of the program is so financed;

- Gradually increase, in a series of stages, the maximum earnings subject to the payroll tax until the same proportion of workers will have their full wages covered as when the law was first enacted.

- Remove the limit on wages subject to the payroll tax paid by employers.

- Adjust benefits for increases in the cost of living at least every six months.

- Include an occupational definition of disabilities so that any disabled worker who is unable to handle his or her usual occupation would be entitled to social security benefits.

- Provide early retirement for workers at age 60, without regard to sex and with less than the present full actuarial reduction in benefits.

Samoan Workers Win First Union Pact at Van Camp

The first union contract in the history of American Samoa was signed last week between the AFL-CIO United Cannery and Industrial Workers of the Pacific and the Van Camp Seafood Co.

The contract signing culminated a three-year up-hill battle by the union to bring the benefits of collective bargaining to Samoan workers, Steve Edney, the union's president, said.

The union, an affiliate of the AFL-CIO Seafarers International Union, launched its organizing drive after the Standard Oil Company lost a case involving its monopoly of the oil industry in American Samoa.

One of the principles of U.S. law revealed by that case was that even though American Samoa is an unincorporated territory of the United States, it is not excluded from the jurisdiction of U.S. courts or U.S. law.

Citing the Standard Oil as a precedent case, the union won the agreement of the Labor Dept. that Samoan workers, like most other U.S. workers are entitled to collective bargaining rights under the National Labor Relations Act, Edney explained.

The contract, which covers some 600 workers at the Pago Pago Van Camp plant, provides wage increases ranging from 12 to 19 cents an hour in each year of a two-year contract.

Edney, who is also a vice president of the California Labor Federation, AFL-CIO, noted the new pact was approved "without a dissenting vote."

"Although modest at pres-



STEVE EDNEY

ent," Edney said, "this first union contract should go a long way in bringing better working conditions for all Samoans."

Early this year, in driving home the need for unionization of Samoan workers, Edney had pointed out that although the canneries have become the principal private employers in Samoa and employ some 1,500 workers, the workers were receiving only a tiny fraction of the value of the goods they produced.

He cited government figures showing that the island's two main canneries — Van Camp and Star Kist — exported fish products worth \$60.7 million in 1973 and \$77.7 million in 1974 but that the cannery payrolls were \$2 million or less in 1973 and not more than \$4 million in 1974.

He had also pointed out that the wage rate set by the wage board of the minimum for Samoan cannery workers is about \$1.54 an hour while the com-

parable wage for cannery workers within the United States is three to four times higher.

"This first union contract means not only improved wages for the workers, but more purchasing power for the island's economy, a factor in spurring the creation of other new jobs," Edney pointed out.

The new contract also includes "for the first time in the island's history, grievance procedures, vacations and pension terms that are incorporated in the collective bargaining contract," he noted.

He also said that a number of working Samoans, including Palaki Matalolo and Aleki Tuula-Tamalelage, as well as half a dozen stateside union organizers who participated in the campaign — Edward Lefeiloai, Rickie Lear, Arnie Miranda, Elana Fernandez and Wadena Arendain — "worked long and hard under often brutal conditions to make this victory possible."

In the first election to decide union representational rights at the Van Camp cannery held in May 1975, the union lost. But it filed unfair election practice charges against the cannery and officials of the NLRB found the evidence strongly in favor of the union, Edney said.

In a second election held October 23, 1975 the union won by a better than two to one margin — 383 to 187.

The union is also seeking bargaining rights at the Star Kist Cannery, Edney said.

An NLRB administrative law judge is scheduled to hear a case involving an order to Star Kist to bargain with the union on January 16, 1977, he said.

New Setup Aims To Curb Purge Of Voter Rolls

California is using a new postcard system to ask 1.8 million of the state's voters if they want to remain registered even though they failed to vote in the general election on November 2.

In the past, registered voters who declined to vote in a general election have been automatically purged from the rolls of registered voters.

But under a new law enacted in 1975, (AB 51), county clerks are sending postcard notices to all who failed to vote.

Recipients are told to disregard the notice if they did not move and want to remain eligible to vote.

The card also tells them that if they have moved their voter registration will be canceled unless they return an attached prepaid postcard indicating their change of address within 30 days.

Bill Introduced To Wipe Out Access Rule

(Continued from Page 1)

The revised rule restricts union organizers' ability to contact farm workers on grower property to four 30-day periods a year for one hour before work, one hour after work and during lunch periods.

The year-round rule had withstood challenges by the state's \$8.5 billion agribusiness interests which had been carried all the way to the U.S. Supreme Court.

Cesar Chavez, president of the AFL-CIO United Farm Workers Union, has repeatedly pointed out that many farm workers live on grower property and cannot be reached to be informed of their rights under the state's Agricultural Labor Relations Act unless farm union organizers are permitted some access to them.

The Stull bill would provide that farm workers' rights "shall not infringe upon the private property rights of any citizen."

Such a provision would give growers the right to deny organizers access to workers on their property.

In upholding the access rule, the California State Supreme Court had directly refuted the growers' charge that the access rule represented a violation of private property rights when it declared that:

"It should hardly be necessary, as we enter the last quarter of the 20th century, to reaffirm the principle that all private property is held subject to the power of the government to regulate its use for the public welfare."

And the ALRB had pointed out that "few farm workers have listed local addresses or telephones. Consequently home visits (by union organizers), mailings or telephone calls are unavailing."

In view of these circumstances, the ALRB, prior to adopting its more restrictive access rule, had maintained that union representatives need to be allowed time on the growers' property to present their arguments to workers who are accessible to growers but not to union representatives.

The legislature is expected to adjourn for its organizational recess by December 10 and not reconvene until after the first of the year.

Give Gifts in the Holiday Season That Don't Undercut Other Workers -- See List Below

Natl. AFL-CIO's 'Unfair' List

The following is the official "Do Not Buy" list issued by the National AFL-CIO Union Label and Service Trades Department on Nov. 15, 1976.

All trade unionists and their families are requested to support consumer boycotts against the products and services of the companies listed here which, because of

their anti-union policies, do not deserve union patronage.

All national and international unions are urged to inform the Union Label and Service Trades Department whenever any boycott is lifted so the respective company can be removed from the unfair list.

This listing is subject to change and will be amended from time to time.

TABLE GRAPES AND LETTUCE

DO NOT BUY table grapes and lettuce which do not bear the union label of the United Farm Workers of America. (United Farm Workers of America)

TEXTILE PRODUCTS

J. P. Stevens & Co.—Linens, sheets, towels, fabrics, many other textile products. (Amalgamated Clothing & Textile Workers Union)

CIGARETTES AND TOBACCO

R. J. Reynolds Tobacco Company, makers of Winston, Salem, Camel, Doral, Vantage, More and Now cigarettes; Winchester Little Cigars and Prince Albert Smoking Tobacco. (Tobacco Workers International Union)

PRESCRIPTION EYEGLASSES, CONTACT LENSES AND OPTICAL FRAMES

Eyeglass frames and lenses, contact lenses, sunglasses and safety glasses manufactured by Dal-Tex Optical Company. These products are sold by numerous retail opticians, optometrists, "vision centers," department stores, etc., including Vision Centers, Inc., Lee Vision Centers, Inc., Lee Optical Corp., King Optical Co., Missouri State Optical, Douglas Optical, Opti-Cal of California, Goldblatt Optical Service, Capitol Optical (This does not apply to Capitol Optical of Cheyenne, Wyoming) and Mesa Optical. (Int'l Union of Electrical, Radio and Machine Workers)

PRINTING

Kingsport Press . . . producers of "World Book," "Childcraft," (Printing and Graphic Communications Union; Int'l. Typographical Union; International Association of Machinists)

Encyclopedia Britannica and Britannica Jr. (Int'l. Allied Printing Trades Association)

U.S. Jobless Rate up to 8.1%; 7.8 Million Now Unemployed

(Continued from Page 1)
cent, posting a high of 10.1 percent last December and a low of 9.2 percent in June.

Nationally, the Labor Dept. reported that 200,000 more U.S. workers joined the ranks of the jobless last month, raising the official total to 7.8 million.

But AFL-CIO economists maintain that the national figures substantially underestimate total joblessness in the nation because the Labor Dept.'s computational methods consider all part-time workers as employed, including those who are looking for full time jobs, and excludes "discouraged" workers who have given up the search for a job.

The U.S. jobless rate for heads of households was unchanged for the third straight

month at 5.4 percent nationally.

In addition unemployment among white workers edged upward from 7.3 percent to 7.4 percent and the rate for blacks and other minority groups climbed from 13.5 to 13.6 percent.

The jobless rate for black teenagers was 35.5 percent compared to 17.1 percent for white teenagers.

Total non-farm employment nationally climbed by 260,000 last month to total 79.7 million, the Labor Dept. said.

In Los Angeles County, the jobless rate dipped from 9.0 percent in October to 8.9 percent last month. In November, 1975, it was 10.3 percent. Unemployment totalled 265,300 compared with 269,700 a month

earlier and 310,600 in November 1975.

In the San Francisco-Oakland area, the jobless rate dropped from 11.7 to 11.0 percent and unemployment totalled 155,500 compared with 159,300 a month earlier and 168,200 in November 1975. Employment in the S.F. Bay Area totalled 1,318,400 in November, slightly less than the 1,320,900 a month earlier but 13,200 above the November 1975 total of 1,305,200. Employment in new shipbuilding and the manufacturing of non-durable goods "offset what otherwise would have been heavier losses in manufacturing," the Department said.

The San Francisco-Oakland area includes San Francisco, San Mateo, Alameda, Contra Costa and Marin Counties.

Labor Pension Conference Airs Complexities of Law

(Continued from Page 1)
diction among three government agencies posed some problems, and admitted that certain clarifying regulations are overdue.

But overall, he said, many of the early difficulties have been overcome and within the bounds of the basic law the Labor Dept. is seeking a common sense approach.

Some of the problems unions have encountered with the program were discussed by Seidman at a luncheon session.

He noted that the division of authority over pension administration was more muddled than the apparent intent of Congress to have the Internal Revenue Service deal with vesting and funding, the Labor Dept. with trust responsibilities, re-

porting and disclosure, and the Pension Benefit Guaranty Corp. with pension plan reinsurance.

Almost all facets of pensions, Seidman observed, involve multiple administration.

While he would have personally preferred full jurisdiction within the Labor Dept., the divided jurisdiction of congressional committees overseeing the legislation would be one of

EDITORIAL Watch Out for Phony Claims On 'Union Member' Bargains

You could get burned if you jump too quickly at "special for union members" discount buying offers without making sure that they are being offered by reputable, 100 percent union companies selling 100 percent union-made products.

Whether it's for personal or fund-raising purposes, for clothing, shoes, candy, sheets and towels or encyclopedias—look before you leap at an offer that seems too good to pass up.

To be sure, there are many fine union companies selling products worthy of our union patronage. But the Union Label & Service Trades Department of the AFL-CIO warns that some outfits are not above advertising themselves as "union, we're on your side" good guys when in fact they may have as few as one actual union agreement and even offer non-union or unfair import merchandise.

Buyer beware! Look behind the high pressure, glad-hand sales pitch.

Ask questions about the company and with whom it has union agreements.

Ask whether a bona fide AFL-CIO Union Label will appear on all the merchandise. The answers you get should be clear and factual, not vague.

To make extra sure, any one can check the company out through the Union Label & Service Trades Department before "signing on the dotted line."

We all work too hard for our union-earned wages to see them going into the pockets of slick operators instead of back into good companies who pay a fair wage to our fellow union members.

SIGN UP BY DEC. 28

7 Free Classes on Unions to Start at S.F. City College

Seven free classes to help trade unionists and others who want to learn more about unions, their history, basic principles and how they work will be offered during the Spring semester at the City College of San Francisco beginning February 2.

The deadline to sign up for the courses, which may be taken for college credit or just to learn more about organized labor, is December 28, 1976 for students not currently enrolled in the college.

Courses offered include: "The American Labor Movement," "Labor Relations and Collective Bargaining," "Grievance Handling and Arbitration," "Legal Foundations of Labor Relations," "Economics— for Labor," "Health and Safety in the Workplace," and "Labor and Politics."

Most of the courses meet from 7:00 p.m. to 9:00 or 10:00 p.m., Tuesday, Wednesday or Thursday evenings.

Further information may be obtained by writing to: Labor Studies, City College of San Francisco, 33 Gough St., San Francisco, Ca. 94103 or by phoning (415) 239-3090.

WPI Posts 3rd Straight Monthly Rise

(Continued from Page 1)
years ago cost \$18.56 in November 1976.

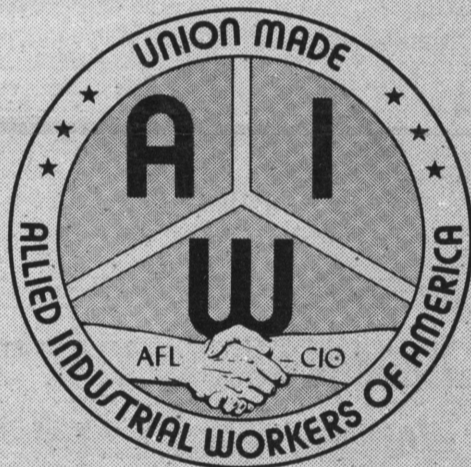
Since increases in the wholesale price index are generally later reflected in higher consumer prices, the purchasing power of California workers are likely to suffer further erosion by inflation in the months immediately ahead, labor economists said.

During the past 12 months, the Wholesale Price Index has increased 4.2 percent and those increases do not include price increases for basic steel and aluminum products that are taking effect this month.

The Labor Department's report said that a major factor in the November rise in wholesale prices was the second consecutive monthly rise in the price of natural gas.

a UNION LABEL feature:

AIW: We make it for you



In 1976, the Allied Industry Workers International Union adopted this option of the Universal Union Label.

Meet the union label of the Allied Industrial Workers of America (AFL-CIO)—a 100,000-member union, chartered in 1935, which today represents workers in a cross section of American industry. You'll find AIW-made products with familiar names used by you and millions of other Americans nearly every day.

The electric coffee maker, electric frypan and other cookware you used in your kitchen this morning could have been made by AIW members at the West Bend Co., at Regal Ware, Inc., or the Aluminum Speciality Co., all represented by AIW locals in Wisconsin. Perhaps you cooked with products of the A. E. Staley Co. of Decatur, Ill., makers of food products processed by AIW members.

If you've got a power mower in your garage, chances are good its engine was made by Briggs & Stratton Corp. of Milwaukee, the world's largest maker of small gasoline engines — and an AIW-organized company.

If you'd rather play golf than mow lawns, take your Harley-Davidson motorcycle to the golf course, slip your Arnold Palmer clubs out of your locker and into your golf cart and enjoy your 18 holes with the help of AIW.

Your Harley-Davidson was made by union members in Milwaukee, your golf clubs at the Pro Group, Chattanooga, Tenn. and your golf cart at Outboard Marine Division's Lincoln, Neb. plant or by another division of the Harley-Davidson Motor Co.

Fishing? Put your tackle in a Kennedy Mfg.

Co. tackle box from Van Wert, Ohio, or choose one from Atkinson Mfg. Co., Ludington, Mich. You'll need your AIW-made Chrysler Outboard Motor from Hartford, Wisc. (Sorry, fishing luck is up to you.)

The toys your kids ask for this Christmas may be put together by AIW members who make many popular items such as Play-Doh and "The Six Million Dollar Man" at Kenner Products' Cincinnati plant; Etch-a-Sketch from Ohio Art, Bryan, Ohio; Duncan Yo-Yos from Flambeau Products, Baraboo, Wisc.; and Hiflier Kites from Decatur, Ill.

The Allied Industrial Workers union has its roots in the automobile industry. Today, AIW members manufacture Checker cabs in Kalamazoo, Mich. and FWD trucks in Clintonville, Wisc., as well as many key automotive parts.

Union members at Globe-Union, Inc., in Milwaukee make Diehard batteries for Sears, and in Hartford, Wisc. they make Midas Mufflers at International Stamping Co., Inc. At Briggs & Stratton, Milwaukee, AIW workers assemble the locks used by the major auto manufacturers.

Perhaps the many AIW-made products you used today were shipped to you in an AIW-made Fruehauf Corp. truck trailer, or in one from Highway Manufacturing Co. of Edgerton, Wisc. Those truck trailers rolled over AIW-made axles from North American Rockwell, Kenton, Ohio and on wheels and brake drums from Motor Wheel Corp., Lansing, Mich.

You'll find the Union Label of the Allied Industrial Workers behind many fine products Americans use and enjoy every day.

a number of obstacles to such a change.

Seidman cited the problems that a number of soundly-established multi-employer plans have encountered and the difficulties experienced in getting required permission to continue "legitimate and necessary" practices that fall within the prohibited transaction definition.

In floor questions and discussions, union participants expressed concern that industries with declining employment and relatively low-wage patterns are encountering problems of funding programs to meet federal standards.

But overall, the thrust was on the need to assure that the law and its administration continue to protect the earned pension rights of America's workers and that needed changes stay within that framework.

Enforcement of Electric Safety Rules Delayed

A delay in enforcement of an electrical safety standard requiring ground-fault circuit interrupters (GFCIs) on 15- and 20-amp circuits used at construction sites has been announced by the California Occupational Safety and Health Standards Board (CAL/OSHA).

The standard was to have gone into effect on January 1, 1977 but the Board voted unanimously to postpone its enforcement at a public meeting in San Diego November 18.

Among the reasons cited by Ron Rinaldi, the Board's executive officer, for the delay were that:

- ✓ The trip levels for existing GFCI devices may be too low to prevent nuisance tripping;

- ✓ In light of existing electrical grounding requirements, there is a question as to the necessity to also require a back-up system to prevent ground-fault hazards with GFCIs. The Board feels that other alternatives to GFCIs need to be explored further.

Basically, ground-fault circuit interrupters are circuit breakers with an added electronic mechanism to sense leakage of electrical current. If the current leakage exceeds a given level (5 milliamperes), the device trips the circuit breaker, which cuts off electrical power.