HRC won't interfere with union contracts

... on collective bargaining agreements must be respected. Labor is entitled to its say resolving problems affecting employment opportunity. That assurance was offered in policy statement adopted last fall by the city's Human Rights Commission. It was a bearg in response to a labor policy statement issued September 16 by the Labor Council, Building trades Council, Teamsters and others.

The Commission statement on these principal points:

-- It would not mediate "any dispute in a situation where a collective bargaining agreement exists, without the participation of any signatory to the collective bargaining agreement who wishes to participate."

-- It does not desire to interfere with collective bargaining agreements which do not further discrimination.

-- Ultimately, the Commission said, jobs for minority workers hinges on the implementation of the recently-enacted "affirmative action" program.

Employer offer key to food store strike

A decision on a strike in the city's grocery stores hung in the balance early this week.

Local 648 Clerks Union, Labor Council representatives and city officials had asked the employers on winding up an intensive bargaining session last week to come up with a proposal, if possible before Labor Council Executive Committee was due to meet Tuesday morning.

The DECISION on whether there would be peace in the industry or whether the Labor Council would release strike notice to the Clerks seemed likely to come at that time.

Further, members of Local 648 rejected the food employers' offer of settlement. While it was close to meeting union proposals on many issues, it left a large gap on the issue of wages and terms of contract.

The employers had proposed a three-year agreement, with a raise of 10 cents an hour each year. The union countered with a proposal for a one-year agreement with a 25 cents an hour raise.

LOCAL 648 members voted 1702 to 205 to turn down the employer offer and to authorize strike action, if that became necessary to obtain a suitable settlement.

Local 648 followed up by asking the Labor Council executive committee for strike sanction and for the assistance of a Council committee in an effort to bring about an agreement.

The executive committee named Pres. Joe Belardi, Committee Member Edward Kemmit, and Sec. George W. Johns to sit in with the Clerks' committee.

The Labor Council convened the Friday session that lasted well into the night and brought the discussions close to a point of decision.

Last Fall's joint labor statement renewed a pledge to join in "affirmative action" to secure "more and better jobs for all, regardless of race, color, creed, national origin or sex." It offered full cooperation to community groups in achieving that goal.

At the same time, it insisted on "complete respect" for union contracts and the rights of union members working under them.

It registered its objection to employers negotiating terms of employment with other groups or to mediation or negotiations conducted by a public agency without the participation of the union involved.

And it added it would not recognize picketing or demonstrations by outside groups intended to affect employment conditions covered by union agreements.

In the statement adopted December 22 by the Human Rights Commission, the major points of the labor position were recognized.

The Commission agreed it would not interfere with collective bargaining agreements "which do not further discrimination."

It said it would not mediate a dispute where a union contract is in force without participation of union or employer or both, if they wish to take part.

And it "welcomes" labor intentions to cooperate in developing affirmative action programs to reduce or eliminate inequalities resulting from past discriminatory practices.

The Commission said that it recognized that organized labor had been a "most instrumental" force in bringing minority workers into the "mainstream" of industry some 35 years ago.

It was instrumental, too, in obtaining fair employment prac-

—Continued on Page 2
CRANE, Mo., (PAI)—the Amalgamated Clothing Workers was denied the only meeting hall in town for its campaign to organize the the Wool Garment Manufacturing Co. union officials.

The organizing meeting, held in Galena, Mo., 15 miles away, in the court of a friendly judge gave permission.

P.S. ACWA won the fight on workers' rights for the unit workers.

HRC declares hands-off policy

Continued from Page 1—

"HOWEVER," it said, "individual unions have participated in this forward movement to different degrees. Some have been in the lead in seeking equal opportunity programs, and some have resisted any significant internal movement in this direction."

The Commission statement said it was ready to go to work with organized labor under the "affirmative action" provisions in the ordinance recently adopted to deal with job discrimination by city contractors and suppliers.

These policies, the Commission added, "will best serve the common purpose of securing more and better jobs for all."

IT WILL depend, the Commission concluded, "on the progress that is made during the coming months in which an over-all 'affirmative action' program is pursued and implemented by organized labor in San Francisco in cooperation with the Human Rights Commission and others.

Let's face it.

Having Seagram's 7 Crown won't make you a perfect host or hostess.

But when you've bent over backward to be sure that everything else is just right, does it make sense to be without the whiskey most people prefer?

Seagram's 7 Crown—The Sure One

who resigned the San Francisco commission post for a Federal appointment.

The new commission director served for years here as northern California representative of the Jewish Labor Committee. From 1954 to 1959 he was business representative of the Cemetary Workers Local 265 and a San Francisco Labor Council delegate.

BECKER ALSO served as secretary and legislative advocate for the California Committee for Fair Practices. The committee, a labor-civil rights-church coalition led the successful fight for the state's Fair Employment Practices Act and the Rumford Fair Housing Act.

Becker's first labor assignment was as an organizer for the old AFL National Farm Union in California in 1949.

He has directed California Labor Federation efforts for minority voting registration in cooperation with minority groups.

He is a member of the state advisory committee to the U.S. Commission on Civil Rights and of the California State Committee on Equal Opportunity in Apprenticeship & Training.

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