

LOS ANGELES COUNTY FEDERATION OF
LABOR (AFL-CIO)

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HISTORY AND GROWTH

Its past and
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Los Angeles County **FEDERATION of LABOR, AFL-CIO**

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INFORMATION SOURCES:

1. **A Study of the History of the International Typographical Union.**
2. **Seventy Years of Life and Labor.** Autobiography of Samuel Gompers.
3. **Labor in America** by Foster Rhea Dulles.
4. Files of "Los Angeles Citizen."
5. "Minutes" of Los Angeles County Central Labor Council.
6. **Golden Anniversary Book.** Los Angeles County Central Labor Council—October 1951.
7. **Rise of Labor Movement in Los Angeles** by Grace Heilman Stimson.



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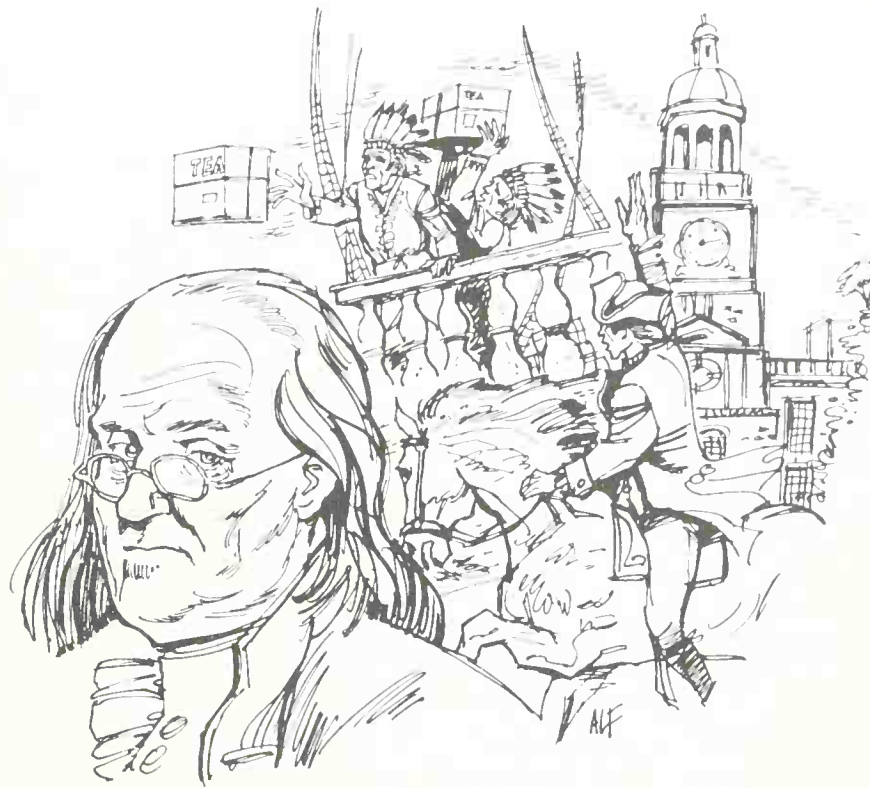
OXFORD PRESS

“These are the times that try men’s souls. The summer soldier and the sunshine patriot will, in this crisis, shrink from the service of his country . . . Tyranny, like hell, is not easily conquered. Yet, we have this consolation with us, the harder the conflict, the more glorious the triumph. What we obtain too cheap, we esteem too lightly; ’tis dearness only that gives everything its value . . . it would be strange indeed if so celestial an article as freedom would not be highly rated.”

by *Thomas Paine*
during American Revolution
December 1776



Formation of Trade Unions in America



COLONIAL ERA

Local city central labor bodies throughout the history of the United States have played an important and influential role. They were active in the colonies in gaining independence from England. They were the nursery where the seeds of unionism sprouted and grew into the national and international trade union movement of today. They gave leadership and influence in shaping the United States Constitution and in obtaining advances, privileges and protection guaranteed to all citizens today.

Groups of colonial workers organized usually for a single purpose, seldom for more than two issues. Most prominent among these issues in most instances was wages and the number of hours constituting a day's work.

The organizations were extremely short lived. The concept of a continuing organization had not been developed to a point where they could survive beyond the accomplishments for which they were organized. In many cases they died after the dramatics of the situation had cooled down, even though their goals had not been achieved. Very early these individual organizations of artisans and craftsmen began to communicate and cooperate with each other, thereby planting the seeds for the first city central labor bodies.

Through such mutual cooperation the groups also recognized they had other common interests not directly concerned with matters of employment. They realized they constituted the only voice and force in behalf of workers capable of meeting the political and economic problems with which they were faced. So their crusades often included social and political matters as well as demands for improvements in employment conditions.

AMERICAN REVOLUTION

The role of colonial tradesmen, artisans, and mechanics was prominent in promoting the revolutionary cause, especially in Massachusetts. The labor organizations served as a training ground to organize groups capable of functioning with discipline. Many times when the ardor of merchants and farmers resistance subsided and appeared to reflect a willingness to compromise with England's domination, patriotism was again stimulated by these organized workers. The most effective resistance party in Boston, led by Samuel Adams (and branded as "Rabble" by the British), in large part was made up of wharfingers, shipwrights, bricklayers, weavers, and tanners. The historical "Sons of Liberty" was also recruited in large part from workers in the docks and shipyards. The famous "Loyall Nine" which instigated the mobs involved in the Boston Massacre and the Boston Tea Party was composed of two distillers, two braziers, a printer, a jeweler, a painter, and a ship captain. The composition of resistant forces in other colonies during the revolution was very similar to these groups operating in Boston.

Some of the most prominent "statesmen" recorded in early colonial history were recruited from the ranks of artisans and craftsmen. Contrary to modern conception, Benjamin Franklin did not own a print shop. He served an apprenticeship in his brother's print shop and was active among the craftsmen in Philadelphia. It was many years later that he became manager. Paul Revere was a silversmith by trade and also volunteered among the artisans, and few people realize that famous Carpenters Hall, where the Declaration of Independence was drafted and signed, was the Carpenters Union Hall.

CONTROLS THROUGH LAWS

The Colonies were governed by laws and edicts issued by the British Government. They were therefore inclined to govern themselves on all matters including economic problems through laws and edicts.

In 1630 employers obtained legislation establishing a wage ceiling in Massachusetts for carpenters, joiners, bricklayers and other artisans. The law went so far as to prohibit supplementing wages by gifts of wine or liquor and provided for a 10-hour day and was eventually broadened to cover all tradesmen and artisans. Laws of the day governing workers became so ridiculous they finally restricted the clothing workers were allowed to wear: "We declare our utter distestation and dislike," the edict read, "that men and women of mean condition should take upon themselves the garb of gentlemen." The ban included "wearing gold or silver lace or buttons, or to work in boots, or women of the same rank to wear silk or tiffany scarves, which though allowable to persons of greater efforts or more liberal education, we cannot but judge it intolerable in persons of such lay conditions."

As a consequence organizations of workers followed the same legislative pattern in combating restrictive labor legislation as well as seeking improvements in wages or working conditions. A political organization known as the "Caucus" was especially influential for a period of some ten years. This organization was composed of shipyard workers and other artisans. They met at the Ship Caulkers union hall. It is said the secret meetings held at the Caulkers hall evolved into the modern term "caucus" used for secret meetings or small groups planning strategy.

POLITICAL INFLUENCE OF UNIONS

Political activity on the part of workers' organizations had an important influence on the rights and privileges granted to all Americans today under the Constitution. Colonial constitutional conventions were composed of land owners, merchants and farmers. They mistrusted working men who did not own property, therefore when the United States Constitution was finally completed workers who did not own property had no voting rights, and great emphasis was placed on property rights.

Organizations of workers led the drive for the adoption of the Bill of Rights which today is recognized as the most important segment of the U.S. Constitution in guaranteeing freedom and personal rights and dignity for every American.

Following the revolution, unions became more sophisticated through their endeavors to keep pace with the expansion of the country, with its rapidly growing industries, new mechanical methods, complications of urban life through crowded cities and life in tenements. Inter-union

cooperation at the city level continued to develop and efforts were made to expand organization between cities. This developed into ambitions of forming a national organization.

COLLECTIVE BARGAINING

Differences in skills and the variations in nature of various industries became increasingly apparent to the point where the unions began to recognize the impossibility of adjusting wages, hours and working conditions through legislation. Efforts along these lines began to be recognized as matters to be settled between the employers and the workers. However, the organizations still pursued legislation to improve general social and civic problems, establish public education, free textbooks, and to enact laws protecting women and children in factories, industrial accident compensation and safety, sanitation, mechanics lien laws to recover wages, abolition of imprisonment for debt, make land available to workers through homestead laws, and eliminating conspiracy laws which made unions illegal.

Very soon workers learned that all too often they were used as pawns by politicians during campaigns only to have their programs and objectives discarded after elections were over. As a consequence, the unions began to develop a policy of refusing to subordinate themselves to any political party and adopted a system of only supporting candidates pledged to support legislation needed to protect working men and women irrespective of party affiliations.

Following this policy and cautiously aligning themselves with other groups interested in the same accomplishments eventually assisted them in obtaining their objectives.

NATIONAL FEDERATION

By 1831 the local central labor body groups for the first time realized their ambition for a national trade union organization by bringing the central labor bodies of Philadelphia, New York, and the New England states into one organization which lasted until the depression of 1837. During these years, through the activities of the city central labor bodies, local unions of specific crafts began to join together to form international or national craft unions.

Even though organizations were still forced to disband during depressions or other adverse periods, they would again reorganize, and continued to develop ways and means of becoming stronger until they finally advanced to the point where the American Federation of Labor was organized in 1886, founded on the policies and principles developed through the experiences of the early central labor bodies.

The activities of these early unions contributed substantially to make the United States a better place in which to live. Their efforts also guided the initial development of the strong trade union movement of today.

the Los Angeles Story

The history of the labor movement in Los Angeles followed a similar pattern to that of the eastern seaboard, with local unions being organized to live for a short time and then die either due to depressions or from a lack of necessary experience to survive after an issue had been accomplished or during periods when the members no longer had heart to carry on.

The first union of any significance was Los Angeles Local 44 of the National Typographical Union which was chartered in September 1859 but was disbanded again in about one year. However, during the following decade other crafts were encouraged to attempt organization. In 1874 the printers again organized into Typographical Local 174 which is still in existence today.

In 1884, six locals — Printers, Carpenters, Plasterers, Painters, Bricklayers, and Tailors joined together to form the first central labor body. It was short lived, but workers were inspired to the point where in 1885 new locals were started by the cooks and waiters, iron moulders, hack drivers, furniture workers, hodcarriers, pressmen, lathers, stone cutters, musicians, bakers, and clerks. Many of these were again wiped out by the depression of 1887.

FIRST STRIKE

Under the auspices of the American Federation of Labor, an Eight Hour League was formed in 1889 which was successful in influencing the city council to adopt an 8-hour law for all public works. Following this success, the printing trades had the first strike held in Los Angeles when they struck the Express, the Herald, the Tribune, and the Times. The Express, Herald, and Tribune signed contracts for an 8-hour day after a short work stoppage. But the Times refused and publicly announced its intention to violate union wage scales and hours.

Samuel Gompers visited Los Angeles in 1891 to coordinate an 8-hour movement among all crafts. Following his activities the Cigar Makers and building tradesmen also obtained the 8-hour day previously accomplished by the printing trades.

CENTRAL LABOR COUNCIL

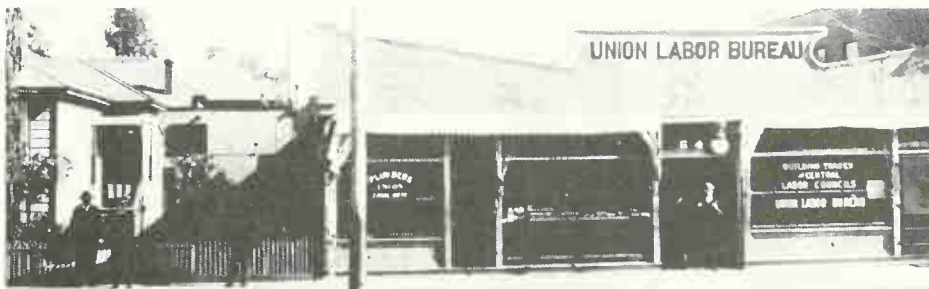
In 1894 the first Central Trades Council, affiliated with the American Federation of Labor, was organized. The Council operated independently of political parties and officially endorsed candidates or supported issues irrespec-



Samuel Gompers, President of the American Federation of Labor, came to Los Angeles in 1891 to activate the 8-hour movement.



North Main Street in the 1880's. Offices of first Central Trades Council were located in this area in 1884.



The building of the Union Labor Bureau, jointly operated by Central Labor Council and Building Trades Council, 1901.

THE WORKMAN.

Vol. 2, No. 49

LOS ANGELES THURSDAY, APRIL 7, 1892

Price 5 Cents.

The Workman—a union newspaper—April 7, 1892, issue containing article announcing "settlement" of Typographical Union strike against the *Times*. General Otis agreed to settle strike at the insistence of Mr. D. A. Hamburger, owner of Peoples Store, an important advertiser. In a short time Otis broke the agreement and the strike continued.

THE LOS ANGELES COUNTY

COMMERCIAL ALLIANCE

IS NOW OPEN

A GROCERY STORE BY THE PEOPLE AND FOR THE PEOPLE

A STORE NOT FOR PROFIT
WE HANDLE ALL FARM PRODUCTS DIRECT FROM THE FIELDS,
Happily to our common purpose to make the laborer to part through this
most unprofitable struggle.

First Prize and Best of Quality. Also a large stock of California Cured Hams
and Bacon at small cost and high sale at 12 1/2 percent. Lead Best
Dried Lamb at 1/2 price of the market.

CALL AND SEE US AT YOUR EARLIEST CONVENIENCE
and help us to make the good work there in a better way.

VENUEWAY ST. NO. 285 E. FIRST STREET
D. W. COLBY AND G. L. ENSIGN, Managers.

PROSPERITY

Comes to all Who Trade With Me.

WORKING PEOPLE!
There is something in it for all in my magnificent
stock of

Men's and Boys' CLOTHING,

Hats, Caps and Gait's Finishing Goods, Trunks, Valises,
Gloves and Blankets, and New Agent for the Celebrated
BULL'S Boots and Shoes.

A. KLEIN,

N. E. Corner First
and Main Streets.

THOMAS VERNON
Merchant Tailors,

333 S. Main St., Los Angeles, Cal. Perfect Fit Guaranteed.
THE CLOTHING CLUB is conducted by this firm and offers an opportunity
to have the clothing made to order and paid for \$1 per week. (See page 2)

The Industrial Age

Practical Shoemaker

French Military

ADJUSTED.

The "Times" and Typo-

graphical Union

Arbitrate.

A Satisfactory Settlement of

the Differences Reached

—The Fight Off.

Concessions Made by Both Sides, and

the Conflict Which Was Waged

for Twenty Months Has

Passed Into History.

The difference between the Typo-

graphical Union and the Times has been ad-

justed, and the bitter conflict which has

been going on for the past twenty months has

been brought to a close, and the peace

has been declared.

To go into all the details of the matter

in which the settlement was brought

about would consume much time and

space.

It may be said that the representa-

tives of both sides met to conference dur-

ing the past week, and guided by the

arbitrator, succeeded in reaching an

agreement which is perfectly satisfac-

tory to both.

By the terms of the agreement the

Typographical Union is accorded a fair

representation in the managing room of

the paper, and the paper is therefor-

ward to have a more open office than

heretofore, and to be allowed to work a full

time.

These are the principal provisions of

the agreement, and shows that some re-

laxations have been made for both sides.

The almost harmonious procedure

displayed by the conference, each of the

parties agreeing to the withdrawal of

objection to a compromise which was

reached, has after a long and weary

struggle, been the result of the

wise counsel of the arbitrator.

The terms of the settlement between the

Typographical Union and the Times is

one of the most satisfactory of the kind.

It is a proof of the wisdom of the

Peoples Store, which has been the

cause of the settlement.

The settlement is a great relief to

both sides, and a great benefit to

the community.

The settlement is a great relief to

both sides, and a great benefit to

the community.

READ THIS!

Right Place Stores,
901 S. 1st ST. FIRST ST.
100-104 N. VINE ST.
LOS ANGELES, CAL.

RIGHT GOODS,
Groceries, Flour, Feed,
Provisions, Hardware,
Tinware, Queensware,
Glassware, etc.

RIGHT PRICES.

20 lbs. Light Sugar	40
17 lbs. Standard Sugar	40
Crushed Apples per lb.	20
Artichoke Globes	20
Espresso Coffee per lb.	20
M and J Coffee per lb.	20
Cham Tea per lb.	20
20 lbs. Family Flour	60
50 lbs. Old Code Flour	45
5 Cans Raisins	10
1 Can Raisins	10
2 Cans Prunes	10
1 Can Currants	10
1 Can Apples	10

Other goods at cheap as any

other place in any part of

Right Dealing.

WILL H. WHEELER, Prop.

Little Red Shoe Shop,

101 SOUTH LOS ANGELES ST.

Dealing in Highest Quality

Men's Shoes Made to Order

\$3.00 and up

Guaranteed to Wear

As the Sole Proprietor,

FOR REPAIR SHOES

"THE MAMMOTH"

215 1/2 S. BROAD ST., LOS ANGELES

Dealing in

First-Class

Shoes

at

the

lowest

prices

and

best

quality

of

any

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of

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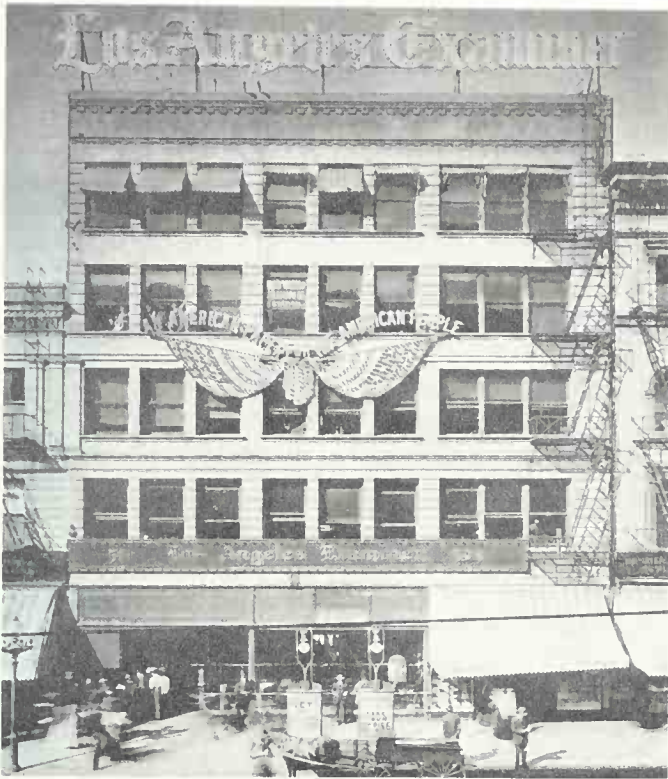
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Los

Angeles

Evening Express where printers won the first successful strike in Los Angeles in 1885 when the publisher attempted to reduce wages.





First building of Los Angeles *Examiner*. William Randolph Hearst, Sr., was urged by the unions to establish the newspaper in Los Angeles. Unions staged a huge welcoming parade on the first day of publication.

tive of political party affiliations or interests and immediately banded together to fight anti-labor legislation fostered by the Los Angeles Times. However, due to the depression of 1896 to 1897 the Central Trades Council, Building Trades Council, and Allied Printing Trades Council found it necessary to merge into one Labor Bureau until 1901 when the Central Labor Council was again reorganized and received a new charter from the American Federation of Labor thereby forming the organization which has operated continuously since that date and now constitutes the Los Angeles County Federation of Labor.

CRUSADE TO CRUSH UNIONS

Beginning with the printing trades strike in 1884, Harrison Grey Otis, publisher of the Los Angeles Times, led an unending crusade against labor and by 1896, under Los Angeles Times' leadership, the merchants were organized into a Merchants and Manufacturers Association. The first act of the organization was to raise \$25,000 for the purpose of recruiting idle men and putting them to work on low wage jobs. The activities led to jailing of strike leaders and importation of strike breakers by the thousands. From that date the open shop-low wage policy prevailed in Los Angeles until the late 1930's when it was overcome by successful city-wide organization of unions.

Despite the all out campaign of the Los Angeles Times and the Merchants and Manufacturers to completely destroy every union, workers continued to form organizations



Times building following bombing in 1910. Reports following explosion stated that the amount of dynamite would not have caused such extensive damage; gas leakage in the plant created a greater explosion.

in all occupations. And, like the early unions on the eastern seaboard, the Los Angeles unionists also adopted a vigorous program for social improvements. Proposals for legislation to safeguard the safety of women and children, and to require healthful working conditions in factories was launched. These activities years later were to lead to the adoption of legislation for workmen's compensation, apprentice regulations, child labor laws, and the 8-hour day for women.

Much of the activity for laws governing employment of women and children was inspired by the 1901 laundry strike which was brought about as a result of women of all ages being compelled to work 16 hours a day without rest for a wage of less than 70c per day. In this dramatic struggle, the Bookbinders Union gave their entire treasury of \$420 to assist the striking laundry workers.

VICTORY SABOTAGED

In defiance to the arrogant attitude of the Merchants and Manufacturers an ever increasing number of voters joined with the unions in supporting candidates of their choice and in defeating the "union busting" candidates supported by the Times and the Merchants and Manufacturers, until 1910 when the labor endorsed candidate for mayor drew several thousand more votes in the Primary Election than the Times and Merchants and Manufacturers' candidate. Nightly, thousands of people paraded through Los Angeles in rallies for Job Harriman, the labor en-



Workers demanding California Governor Merriam to permit W.P.A. Jobs instead of Dole in great depression of 1930's.



Picket lines of International Ladies Garment Workers Union during difficult 1933 strike.



Demonstration at the garment center for jobs during depression of 1930's.

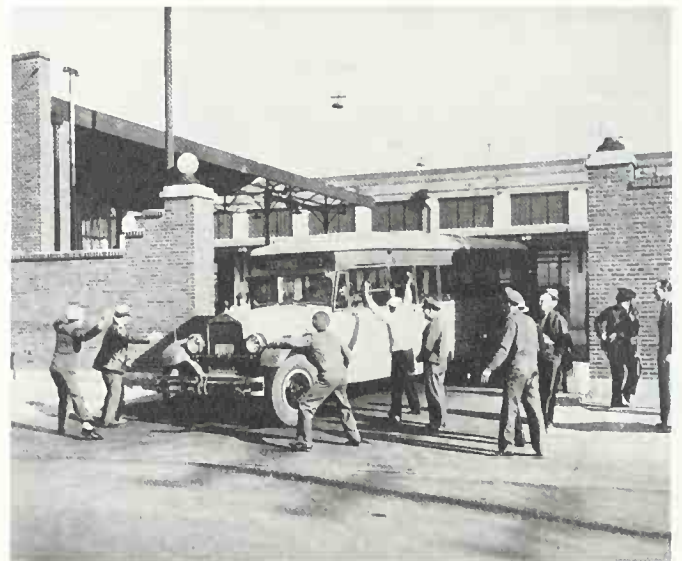


"Hoover City" where homeless lived just outside Los Angeles city limits during depression of 1930's.



Unemployment relief payroll line at old Court House in Los Angeles, October, 1933.

Street car and bus drivers' strike in 1930's.



dorsed candidate, and it was generally conceded that he would win the election overwhelmingly.

During the late hours of the night of October 1, 1910, an explosion devastated the Times Building, killing 20 persons. Two brothers, J. B. McNamara and his brother, of Indianapolis, were later arrested and charged with the dynamiting. The McNamaras steadfastly denied their guilt and funds were being raised nationally for their defense. However, on the eve of the election the McNamaras suddenly pleaded guilty in return for a pledge of prison sentences instead of the death penalty, and the stunned and shocked citizens turned against the labor endorsed candidates, soundly defeating them.

Two baffling aspects of this incident have never been completely answered. The first was the fact that despite the fact that no other persons in Los Angeles anticipated the bombing incident, General Otis surprised everyone by announcing he had secretly set up a print shop in a warehouse and the Times did not lose an issue. The other was the vigorous denial on part of the McNamara brothers until almost the eve of the election when they admitted guilt.

BLACKLISTING AND STRIKE-BREAKING RENEWED

Nevertheless the plea of guilty entered by the McNamara brothers gave the Times new material for its anti-union crusade. Anti-labor sentiment was fanned to a white heat. Employers renewed their blacklisting tactics with more vigor than ever and union membership dropped to a new low. In spite of the obstacles the Mailers obtained their first Union Shop Contract in 1913. Unemployment of blacklisted union members, coupled with slow business trends placed the labor movement in a critical position until the beginning of World War I.

The influence of the Merchants and Manufacturers Association was so strong that a United States Commission on Industrial Relations in 1914 reported wages were 15c to 20c an hour below union towns; building tradesmen received \$1 to \$2.50 per day less than San Francisco and worked 9 and 10 hours a day instead of 8; teamsters worked for \$9 a week.

POLITICAL ACCOMPLISHMENTS

Paradoxically the year following the Times bombing Hiram Johnson, who hated Otis and the Times with a passion, was elected Governor of California and the trade unionists reaped a harvest of labor legislation. Women won the right to vote and the 8-hour day law for women—an employers liability act compensating for death or injury to workmen was adopted along with child labor laws prohibiting night work and increasing minimum age to 15—establishment of free labor bureau—compelling employers to pay wages in cash or negotiable checks at least once a month. Political action was revived and the poll tax was abolished.

Free textbooks for high schools were provided in 1917 along with improvements in laws regulating the employment of women and children. Safety regulations, sanitary

inspection, control of private employment agencies, and improvements of workmen's compensation laws were also added.

Increased union membership and the successful signing of contracts continued until by the end of World War I and the union movement was again well established. Printing Trades unions reported over 90% of the craftsmen within the industry belonged to unions. However, the success was short lived.

PROGRESS TURNED TO DEFEAT

In 1920, following World War I, the National Association of Manufacturers and the United States Chamber of Commerce launched its drive for its so called "American Plan" which basically stood for refusal to recognize any union regardless of the desires of the employees. An intensive drive was launched in which the building trades, printing trades, and metal trades unions were pushed into strikes and again faced the strike-breakers. By 1923 labor spies, blacklists and discriminatory practices in hiring workers again held the upper hand. Unionists in many industries had to hide their membership cards and meet in secret.

DEFIANCE OF U.S. LAWS

The Merchants and Manufacturers continually introduced and caused legislation to be adopted forbidding union activity, including picketing. By 1933, 200,000 unemployed workers were registered on the books of the County Employment Stabilization Bureau. Only 75 unions were in good standing in the Central Labor Council and the vast majority were being carried without payments. Union wages fell to 30c and 40c per hour. Even after the passage of the National Labor Relations Act blacklisting, coercion, and refusal to recognize unions continued. The La Follette Investigating Committee of the United States Senate, after holding hearings in Los Angeles, reported the vicious attacks of the Merchants and Manufacturers on the trade union movement and asserted that the Merchants and Manufacturers through the years had:

1. Formed company dominated unions.
2. Formed secret societies to spy on legitimate union activities and break strikes.
3. Promoted back-to-work movements in order to break strikes.
4. Spread propaganda for the "open shop."
5. Supplied guards and strike-breakers.
6. Advised employees not to join unions and to resign from those they had joined.
7. Advised members of unions not to pay their dues.
8. Coerced employers into following the M and M programs.
9. Formed employer associations which had employers sign agreements that they would never sign union contracts under penalty of a \$10,000 fine.
10. Assisted in forming subsidiary associations which forged the names of citizens to fictitious membership cards.



Douglas Aircraft strikers in county jail, February 1937.



Pacific Press strike in 1946. At one time during these years over 25 major strikes involving thousands of AFL and CIO union members were in progress.



United Garment Workers picket line during post-World War II period.



Food contributed by Los Angeles union members to Di Giorgio strikes during post-World War II period.



Delivery of food contributed by Los Angeles union members to the Delano grape ranch strikers in 1965-66.

END OF BLACKLISTING

The Merchants and Manufacturers Association was ordered to withdraw from its anti-union activities in the middle 1930's and within the next few years the labor movement increased from less than 15,000 members to some 400,000 members by 1940. Due to the national split in the American Federation of Labor, the newly organized national Congress of Industrial Organizations chartered the Los Angeles CIO Council in May 1937, launching a successful drive for CIO members especially in steel, automobile, rubber and aircraft industries. While organizing was practically stopped in 1941 to 1945 during World War II, the influx in population and war time expansion of aircraft, shipyards, and other plants engaged in war production created tremendous additional increases in union membership.

During World War II organized labor performed an outstanding job in recruiting and training men and women for war time industries. However, in spite of this fact, in 1944, in the middle of the war, the Merchants and Manufacturers Association sponsored a ballot proposition calling for a "Right-to-Work" law in a last ditch attempt to destroy the trade union movement by outlawing union shop contracts. All labor forces, as well as many organizations of employers joined together and soundly defeated this "union busting" legislation at the polls.

CRUSADE AGAINST UNIONS CRUSHED

Immediately following World War II membership again started its rapid increase and organizing renewed to the point where Los Angeles County today has almost 900,000 members. This gain in membership was in spite of renewed employer resistance which was launched in an attempt to follow the post World War I pattern by driving unions out

of Los Angeles again. Following World War II at one period 25 strikes were in progress at the same time involving thousands of AFL and CIO members. Practically every one of the strikes was settled successfully and the trade union movement was at last secured on a solid foundation.

In 1958 a campaign was revived in California to restrict or destroy legitimate trade unions. The National Right-to-Work Committee again placed a proposal on the General Election Ballot calling for "Right-to-Work" legislation. All labor again rallied its forces. This time most employers were intimidated into staying silent or in joining the drive for the legislation. However, the unions successfully recruited the support of the voters and the ballot proposition was soundly defeated. Most of the candidates for office who favored the adoption of "Right-to-Work" legislation were overwhelmingly defeated, and a large number of the incumbents who sponsored the "Right-to-Work" were driven out of office in one of the biggest landslides of any election in California history.

This victory came 99 years after Typographical Union 44 received the first charter issued to any Los Angeles Union in September 1859. The unrelenting attacks — the blacklisting—the cooley wages—and the sweatshops were ended.

Los Angeles labor had survived the brutal hardships and resistance and entered its 100th year with one of the largest memberships in the nation. A membership that enjoyed outstanding protections under state and local laws as well as wages, hours and working conditions equal to any other area in the United States.

The courage and activities of the early trade unionists had contributed tremendously in making California and Los Angeles County better places in which to live.



Labor Day parade float, 1910, displaying early Thomas Edison projector. Motion Picture Projectionists local 150 was chartered in 1908.



Governor Earl Warren (now Chief Justice, U.S. Supreme Court) attending Labor Day show held at night in Colliseum, 1945.

Labor Day parade, 1937. 40,000 union members marched in a parade lasting over 4 hours.

Los Angeles County Federation of Labor

In completing the merge of the National American Federation of Labor and the Congress of Industrial Organizations which had occurred in 1955; in January 1959 the Los Angeles CIO Council, the Los Angeles County Central Labor Council, AFL, the Pasadena Central Labor Council, the Pomona Central Labor Council, Long Beach Central Labor Council, San Pedro-Wilmington Central Labor Council, and Santa Monica Central Labor Council were all merged into one organization — the present Los Angeles County Federation of Labor, AFL-CIO.

The Federation is composed of delegates designated by each affiliated union (the number of delegates from each union is determined on the basis of the size of the union). All candidates for office in the County Federation must be duly accredited delegates designated by the union in which

they hold membership. The Federation is the essential link which binds the labor movement together as a social and economic force in Los Angeles County. The Federation serves in the vital and important functions of public relations, community services, labor education, promotion of union products, obtaining beneficial legislation, and in developing mutual aid in labor matters.

The planning, developing and implementation of all of the functions of the Federation is under the supervision and control of the delegates. It establishes policies and procedures and is the voice of every AFL-CIO in Los Angeles County.

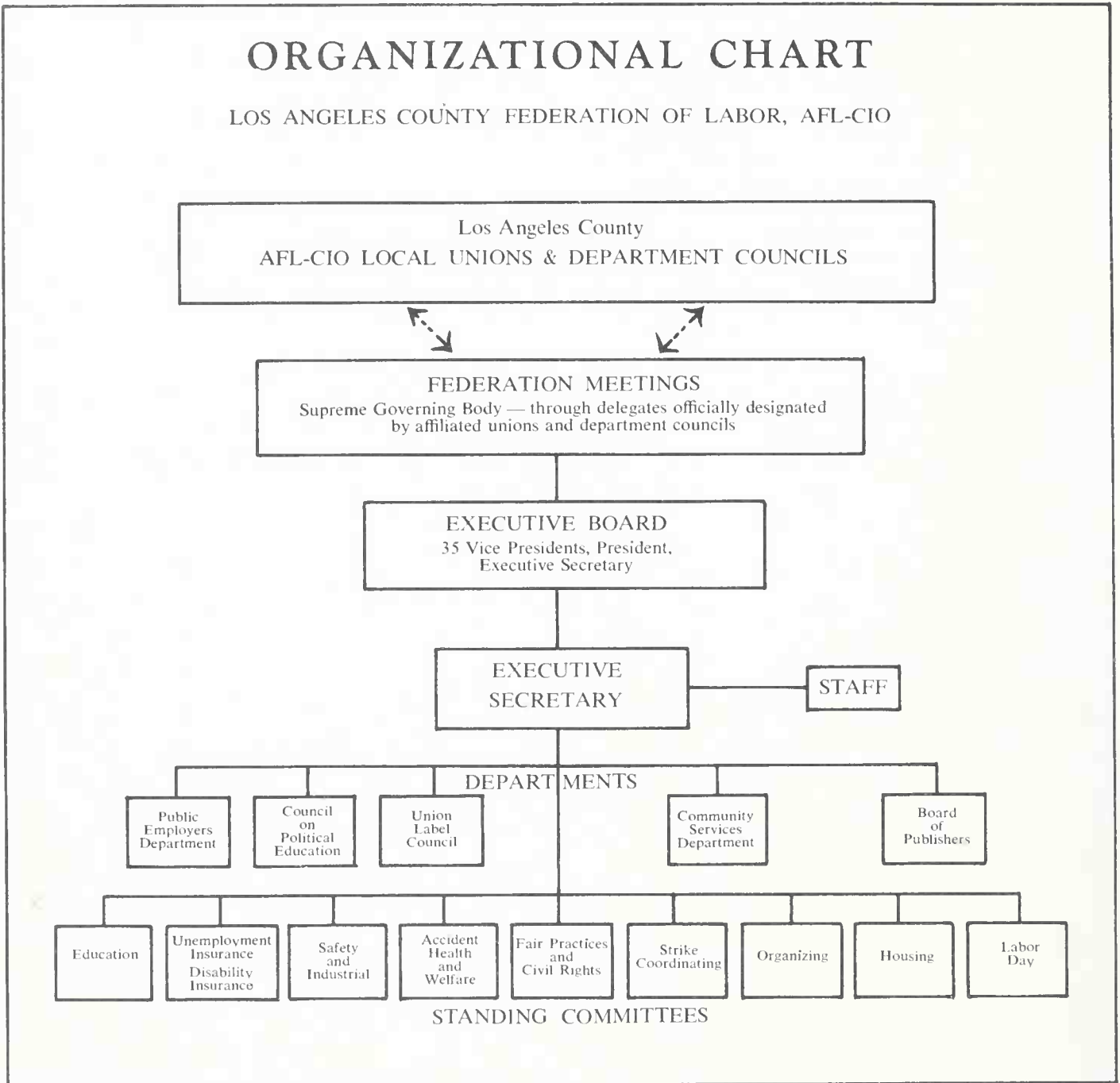
It is chartered by the AFL-CIO as the central body to carry out the aims and purposes of all organized labor within the county.



Peter McGavin (center), Assistant to AFL-CIO President George Meany, presenting charter for Los Angeles County Federation of Labor to A. T. Lunceford, President (left), and W. J. Bassett, Executive Secretary-Treasurer, January 1959.

ORGANIZATIONAL CHART

LOS ANGELES COUNTY FEDERATION OF LABOR, AFL-CIO



OBJECTS AND PRINCIPLES

The Objects and Principles of the County Federation are:

1. To aid workers in securing improved wages, hours and working conditions with due regard for the autonomy, integrity and jurisdiction of affiliated unions.
2. To aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining to workers and to promote the organization of the unorganized into unions of their own choosing for their mutual aid, protection, and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.
3. To accept into affiliation all local unions which are chartered directly by the American Federation of Labor and Congress of Industrial Organizations or affiliated with the American Federation of Labor and Congress of Industrial Organizations; in order that each may cooperate with the other in obtaining and maintaining these Objects and Principles.
4. To encourage all workers without regard to race, creed, color, national origin or ancestry to share equally in the full benefits of union organization.
5. To secure legislation which will safeguard and pro-

mote the principle of free collective bargaining, the rights of workers, farmers and consumers, and the security and welfare of all the people and to oppose legislation detrimental to these objectives.

6. To protect and strengthen American democratic institutions, perpetuate cherished traditions, and to secure full recognition and enjoyment of the rights and liberties to which all wage earners are fully entitled.
7. To subscribe to the principles of the national AFL-CIO constitution in preserving and maintaining the integrity of each affiliated union in the organization.
8. To protect the employment of AFL-CIO members by aiding and encouraging the sale and use of union made goods and union made services.
9. To further the education of officers and members by means of educational courses, special conferences and institutes, and maintaining standing committees to investigate and report on specific subjects; to promote the labor press and other means of communication with the membership.
10. While preserving the independence of the labor movement from political control, to encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the local, state and national communities.
11. To assist in effecting an amicable and just settlement of the disputes arising between an employer and any affiliated union in order to promote and maintain harmonious relations and avoid strikes if possible.
12. To notify members of strike situations by publishing an Unfair List and to coordinate the efforts of all affiliated unions in assisting any affiliated union which may be compelled to strike.
13. To serve as a means of exchanging information among affiliated unions on matters of common interest and to provide aid, cooperation, and assistance to affiliated local unions in their common and individual endeavors.

**FUNCTIONS OF THE LOS ANGELES COUNTY FEDERATION OF LABOR:
REVENUE**

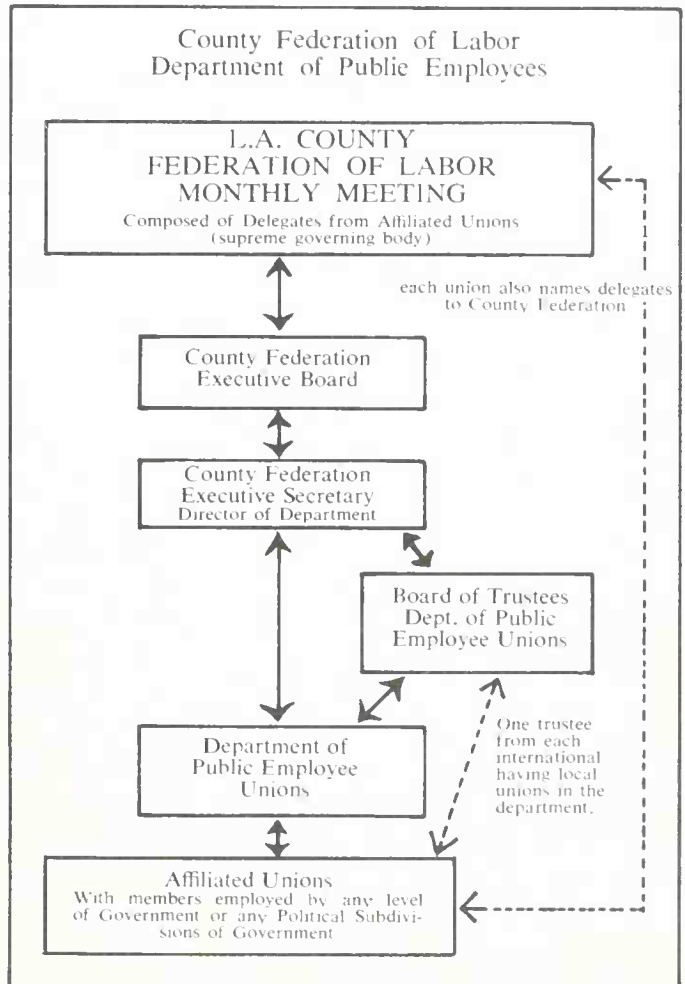
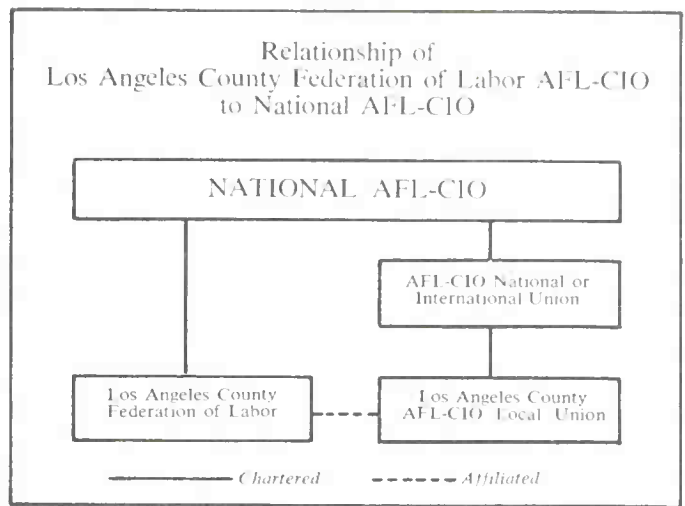
The revenue of the Federation is obtained through a per capita tax of 10¢ per month per member from each affiliated union. The per capita tax is used to cover the administration expenses of all departments and activities of the Federation.

MONTHLY MEETING

The "Supreme Governing Body" of the Federation is the Monthly Meeting composed of delegates from all affiliated unions. The number of delegates from each affiliated union is based on its per capita to the Federation.

OFFICERS

Officers of the Federation are elected for a 2-year term. Between Federation meetings the Executive Secretary-Treasurer carries out the policies, programs and instruc-



Note: Department coordinates activities and represents members in public employment on matters of wages, hours, working conditions, etc.

tions of the delegates at the previous meeting with the cooperation of the Executive Board composed of the President and 35 Vice Presidents. Insofar as possible a Vice President is elected from each group of crafts or industrial group affiliated with the Federation or from the various geographical areas of the county. All of the actions of the Executive Board are subject to the direction



Women's Union Label League organized in 1903 by the AFL Central Labor Council to assist in programs to fight sweat shop conditions, promote public education, and an 8-hour day for women.



Governor Edmund G. (Pat) Brown getting a union haircut at Union Label Council's Union Products and Services Show, 1959.



Governor "Goody" Goodwin Knight cutting ribbon at opening of Union Label Council's Union Products and Services Show, 1957, at Shrine Convention and Exhibition Hall.



Ladies Auxiliary members preparing materials for distribution at L.A. County Federation of Labor booth, Los Angeles County Fair at Pomona.



L.A. County Federation Harbor Area children's Christmas party.



Union Label Council children's Christmas party.



Los Angeles County Federation of Labor booth at County Fair, Pomona.



View of Union Label Council's Union Products and Services Show, Shrine Exhibition Hall.

and approval of the Federation Meeting. The work of the Executive Board and its report to the delegates at the monthly Federation Meeting are the results of hundreds of hours of voluntary work by delegates acting on committees or through departments.

LABOR DISPUTES

Whenever an affiliated union reaches an impasse in negotiations with an employer and a strike may be necessary, the union may address a communication to the Secretary-Treasurer requesting assistance from the Federation.

A representative of the Federation is assigned and all unions directly or indirectly connected with the specific plant or industry are called upon to assist in bringing about an amicable and just settlement. In the vast majority of cases this procedure has been successful in avoiding the necessity of strike action. However, if a strike is necessary the Executive Board is called upon to issue strike sanction and the Federation publishes the name of the firm or industry in the "WE DO NOT PATRONIZE" list and all unions are enlisted to give every possible assistance. The only exception in this procedure is negotiations held on a national basis by international unions or in cases involving jurisdictional disputes.

AREA OFFICES

In order to implement the activities of the Federation and to work closely with all local unions throughout the county, the Federation maintains area offices staffed with full time representatives who work closely with the affiliated unions in all programs to promote mutual assistance.

DEPARTMENTS AND COMMITTEES

The Departments, Standing Committees and Special Committees of the Federation are each composed of delegates representing a cross section of the unions from all industries and crafts affiliated with the Federation. Every attempt is made to select delegates who have a special interest and/or ability in the subject matter in which the department or committee is concerned.

Every department or committee meets at least once each month and the committee members devote hours in studying and developing programs. These committees and departments are an adjunct to the Executive Board, performing detailed work which is too time consuming for direct attention by the Executive Board. At times departments or committees find it necessary to assign sub-committees for more detailed study. Recommendations and reports of departments and committees are presented to the Board for further consideration. The Board in turn presents all recommendations to the delegates at the monthly Federation meeting for final action or approval.

DEPARTMENTS

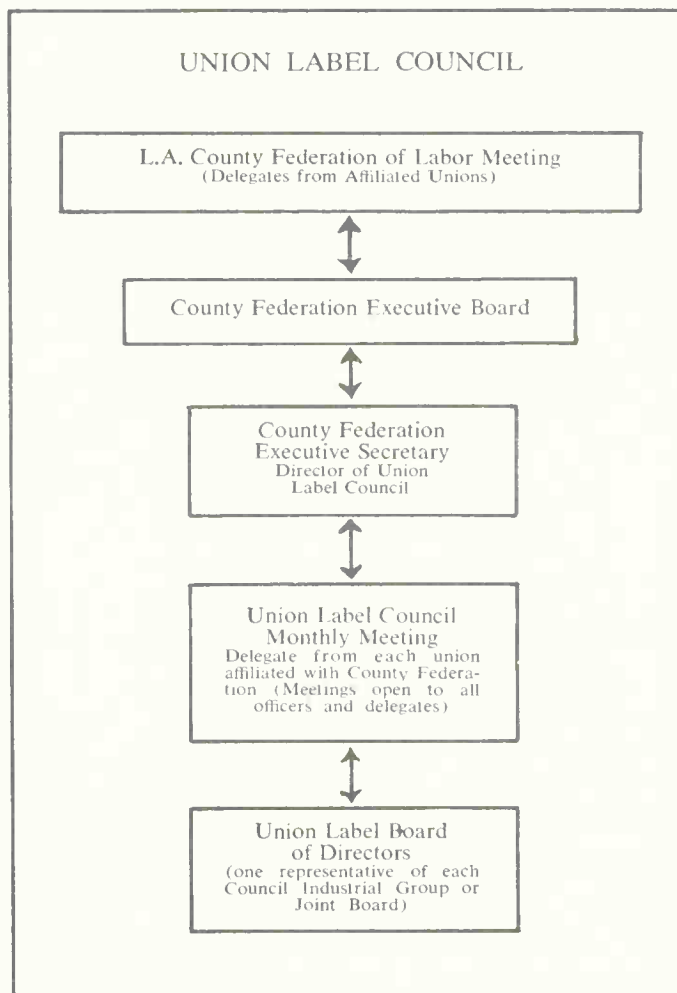
Some specific activities of the County Federation are accomplished through the following departments:

- Union Label Council
- Board of Publishers
- Community Service Department
- Council on Political Education
- Department of Public Employees Unions

UNION LABEL COUNCIL

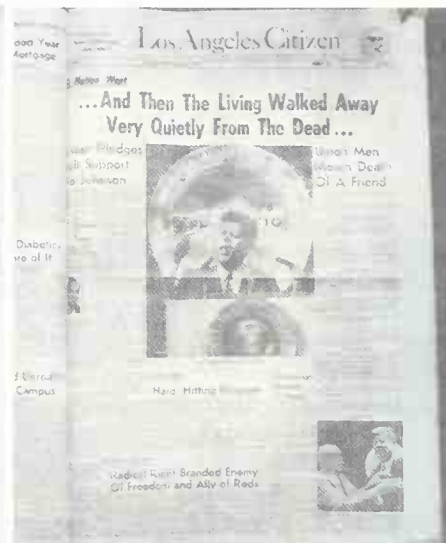
The Union Label Council conducts a campaign of advising membership of products and services offered under union conditions. The primary purpose of the Union Label Council is to develop cooperation between union members whereby each member will support other members by purchasing products or patronizing services offered under union conditions. Union label buying is one of the most powerful and effective economic tools of the trade union movement. It is a vehicle through which members may raise and maintain the standard of living for each other.

The Union Label Department elects its own officers, holds monthly meetings composed of representatives from each union affiliated with the County Federation. It develops plans to inform members of union operated stores and shops as well as merchandise produced under union conditions. It supervises union label displays and keeps membership informed of inferior products produced under non-union conditions as well as products which are produced by strike-breakers.



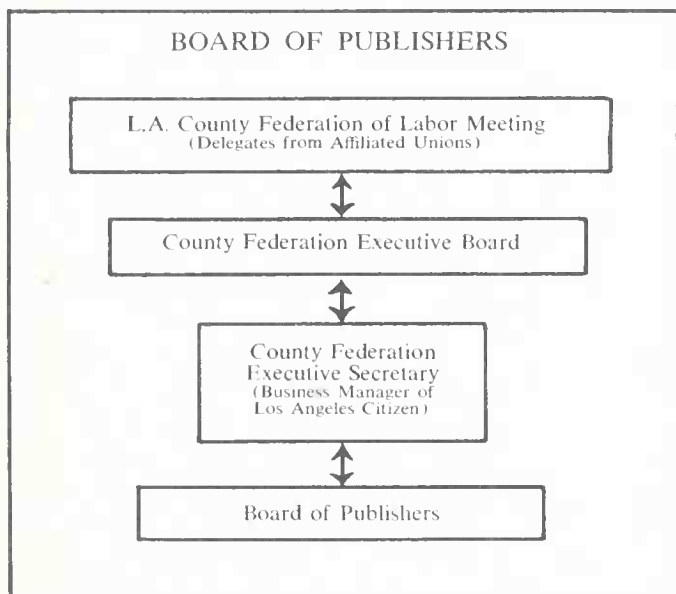
Note: The Union Label Council encourages purchase of Union made products and services — use of union label — boycotts products produced under strike conditions.

Actions and recommendations are subject to approval of County Federation meeting.



Left: *Citizen*, March 1913, announcing union victory in United Garment Workers strike. Right: *Citizen*, November 1963, award-winning front page with story of reactions to assassination of President John F. Kennedy.

National Labor Newspaper Awards, won by *Citizen* Editor, Don Harris (left).



Note: The Board of Publishers is composed of delegates appointed by the Executive Board subject to the approval of the delegates. It supervises and establishes policies governing *Citizen* or any other publications designated by Federation. (Actions and recommendations subject to approval of County Federation Meeting).

BOARD OF PUBLISHERS

The Board of Publishers of the County Federation establishes policies and governs the publication of the Los Angeles Citizen, the official newspaper of the Federation.

The object of the *Citizen* is to keep all members fully informed on trade union matters and programs — legislative activities both favorable and unfavorable, attitudes and actions of public officials and any other information on matters of interest or affecting the welfare of working men and women or of immediate concern to the community.

Many unions subscribe to this publication for their members. Each union and each delegate to the Federation receives the *Citizen*. It is recognized as one of the Nation's outstanding labor newspapers. In the past six years the *Citizen* has won eight national awards in competition with labor newspapers and magazines throughout the United States. The awards include: Feature Articles, Best Community Projects, Outstanding Editorials, Best News Coverage, Outstanding Photographs, Best Front Page.

COMMUNITY SERVICES DEPARTMENT

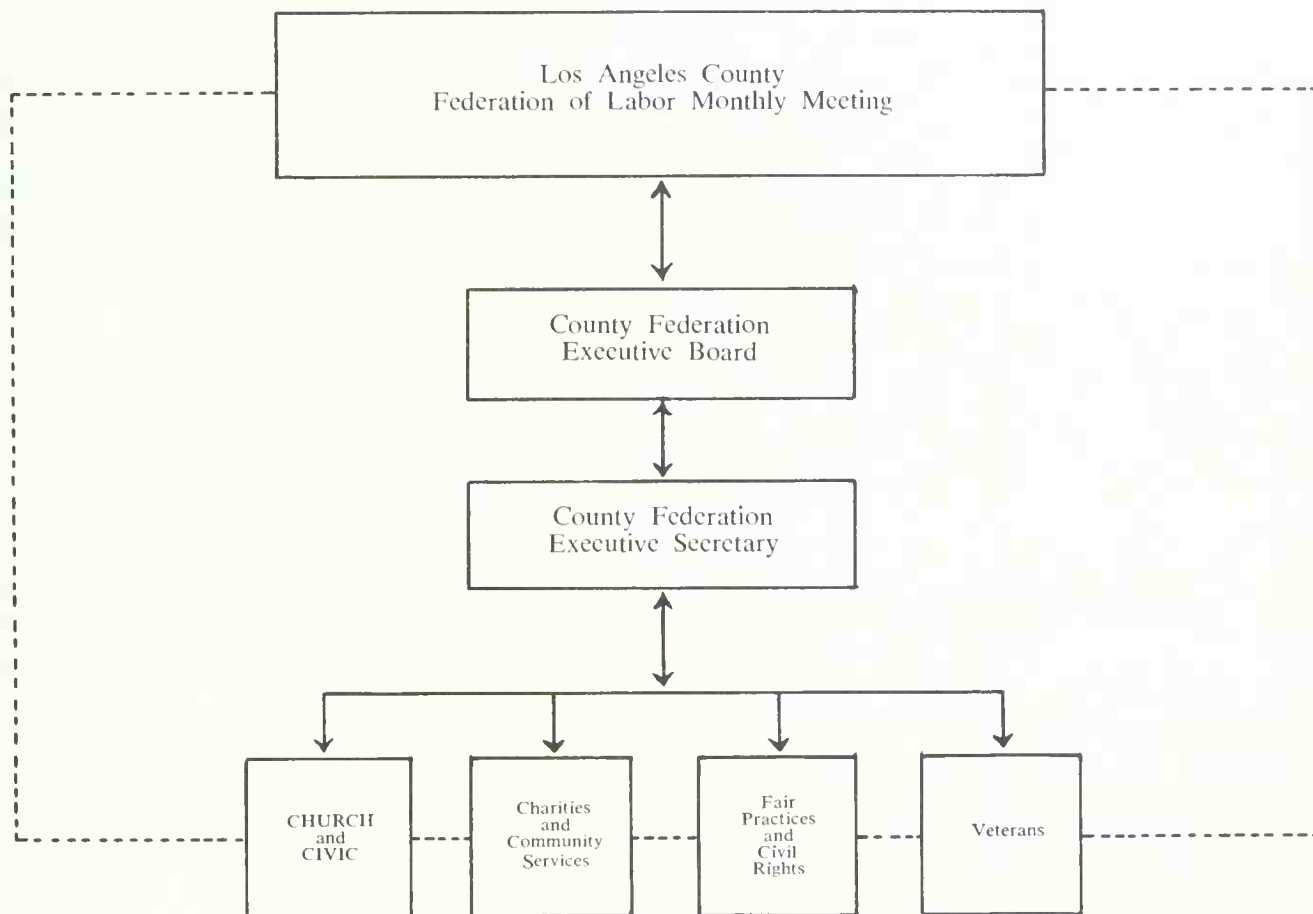
The Community Services Department is divided into four principle committees:

- Church and Civic
- Charities and Community Services
- Fair Practices and Civil Rights
- Veterans

CHURCH AND CIVIC COMMITTEE

The Church and Civic Committee retains a liaison with church and civic organization concerned with the problems of working men and women. It participates in social or legislative activities of such organizations and develops educational programs to assist local unions in informing members of community issues and activities and their importance to Organized Labor.

DEPARTMENT OF COMMUNITY SERVICES



Note: Committees composed of Federation Delegates recommended by Executive Secretary and approved by the Executive Board and Delegates to the Federation.

CHARITIES AND COMMUNITY SERVICES COMMITTEE

The Charities and Community Services Committee investigates charitable and community services organizations to determine if such organizations fulfill their obligation to the community in their respective field of activity.

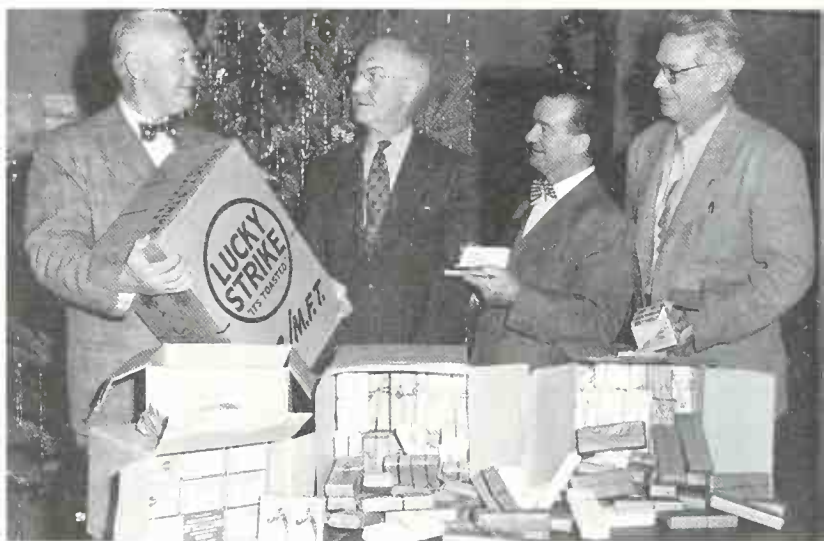
FAIR PRACTICES AND CIVIL RIGHTS COMMITTEE

The Fair Practices and Civil Rights Committee works with responsible groups throughout the community in attempting to eliminate discrimination against persons on

the basis of race, creed, color, sex, national origin or ancestry, and to bring about full participation of all persons in social and economic life of the community. It also advocates and supports legislation for the welfare and protection of minorities.

VETERANS COMMITTEE

The Veterans Committee devotes its efforts toward improving and maintaining the rights and benefits of veterans under Federal and State laws and lends all possible assistance in the accomplishment or employment of the welfare of veterans.



Veterans Committee members making annual delivery of Christmas gifts to hospitalized veterans. In some cases veterans received no other gifts.



Community Services Committee members delivering station wagon donated by County Federation to Southern Area Boys Club. The Federation also underwrites the expense of camping trips for several hundred boys each year.



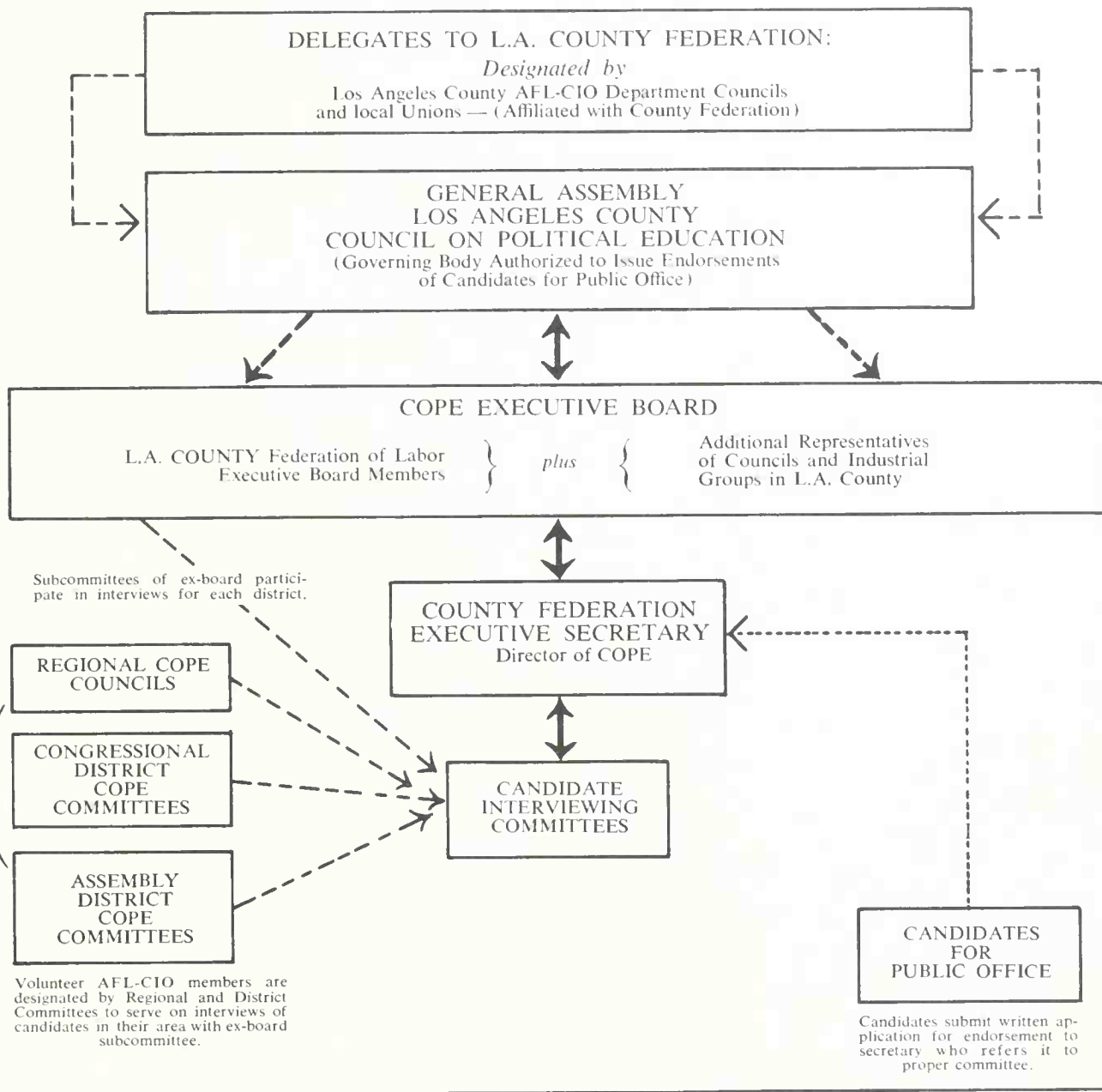
Veterans Committee employment office processing the 1,000,000th veteran to receive assistance following World War II.



AFL-CIO

POLITICAL ENDORSEMENTS

LOS ANGELES COUNTY COUNCIL ON
POLITICAL EDUCATION, AFL-CIO
(COPE)



Note, INTERVIEWING COMMITTEES. Interview candidates in their district who have applied for endorsement. The purpose of the interviews is to determine the candidate's attitude toward legislation and issues affecting the welfare of workers and their families. The committees also examine and investigate the past records and activities of candidates with respect to such matters as well as evidence of integrity and ability to fulfill the duties of the office the candidate seeks.

Endorsements are recommended on the basis of the above factors irrespective of political affiliation of the candidate.

Committee recommendations are then referred to the COPE Executive Board for further study and consideration. The Board then presents recommendations to the General Assembly for final action. A two thirds majority vote of the delegates at the General Assembly meeting is required before an endorsement can be issued.

Incumbents with good records receive automatic endorsement.

All Regional COPE Council embraces several congressional District Committees and assembly district committees.



Two cave-ins in the Third Street Tunnel in 1900 buried 14 men alive and injured scores. As a result Los Angeles trade unionists pushed for workmen's compensation legislation to provide protection these men failed to receive.

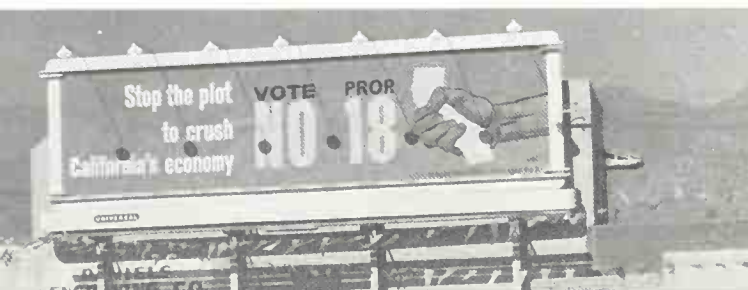


L.A. County COPE Executive Board carefully evaluates the report on every interview of candidates for public office who request an AFL-CIO endorsement.



COPE findings and recommendations are presented to a General Assembly of representatives from all affiliated AFL-CIO unions. Each endorsement of a candidate requires a two-thirds majority vote of these delegates.

Typical COPE billboard. This board was used in campaign against union-busting "Right-to-Work" measure in 1958.



The Central Labor Council and its Women's Auxiliary played an important role in campaigning for women's right to vote.



Volunteers in a COPE campaign office preparing lists for workers who contact voters door-to-door.

COPE volunteers in one of the campaign offices preparing a mailing of literature to the voters.





Street rally in campaign to elect John F. Kennedy as President of the United States—1960. Inset: John F. Kennedy and Samuel Otto, chairman of the rally.



Adlai Stevenson when he appeared in Los Angeles to campaign—1956.

LOS ANGELES COUNTY COUNCIL ON POLITICAL EDUCATION

The Los Angeles County Council on Political Education coordinates the activities of affiliated unions in screening candidates, issuing endorsements and in conducting election campaigns. The Executive Board of COPE is composed of Executive Board members of the County Federation plus other leaders active in the field.

COPE endeavors to select candidates who will defend the best interests of working men and women, by supporting beneficial laws and opposing all actions or matters which are or may be detrimental and who will support programs of social progress.

The endorsements are issued at the COPE General Assembly meeting which is composed of the official delegates named by each union to the County Federation. Every endorsement requires at least a two-thirds majority vote of the delegates present at the meeting.

All activities of Los Angeles County COPE are controlled and directed by a majority vote of the delegates.

DEPARTMENT OF PUBLIC EMPLOYEES UNIONS

The Department of Public Employees Unions coordinates the activities of affiliated unions having members in public employment. The Department works toward the development of uniform policies and procedures for public



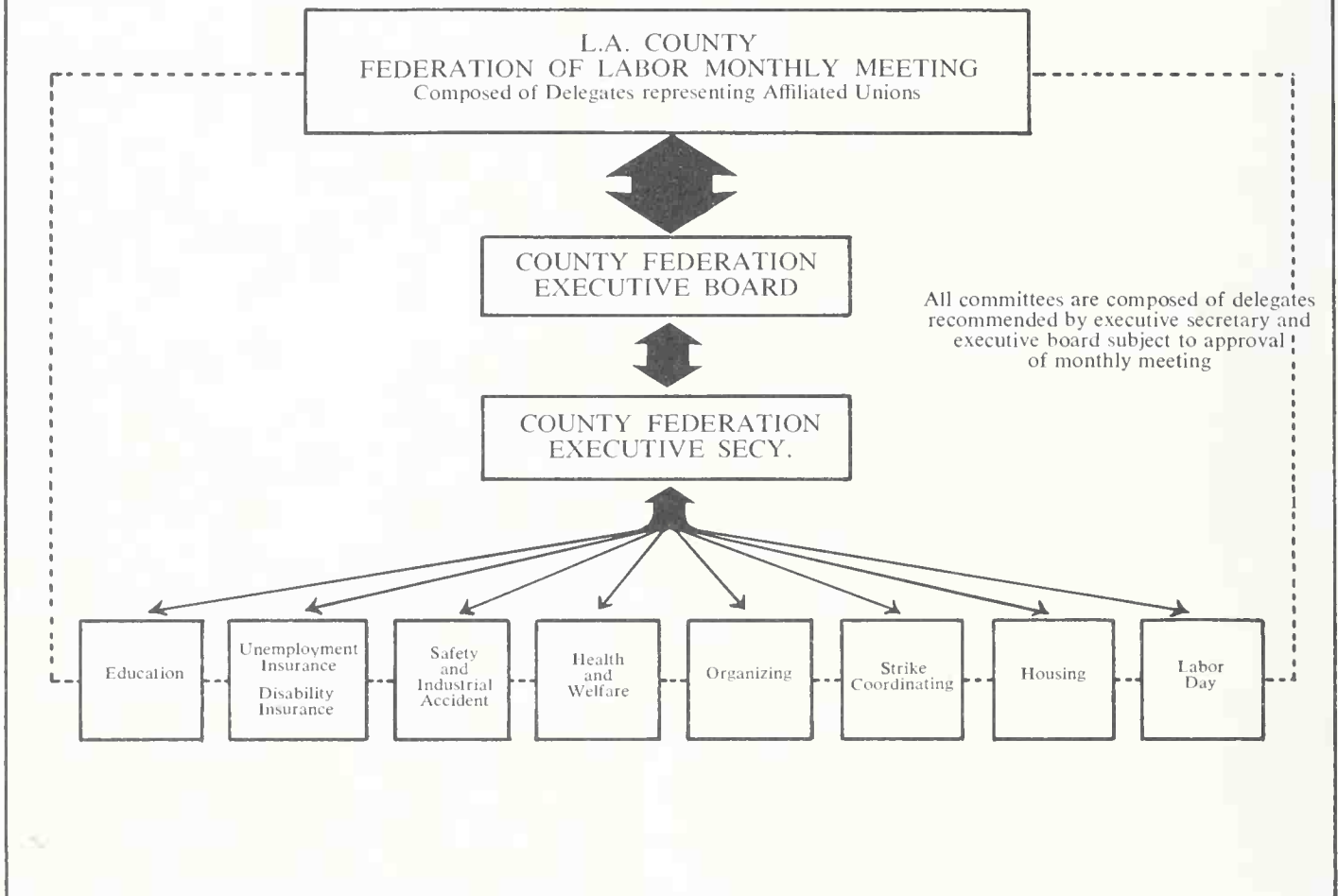
Street rally for President Johnson and Vice-President Humphrey—1964.

employees and assists affiliated unions in appearing before commissions and legislative bodies on matters concerning wages, working conditions or any needed protection for members employed by the county, municipalities or other political subdivision or public agencies.

Each affiliated union with members in public employment designates its own representatives who attend the meetings of the Department and participate in all its business.

STANDING COMMITTEES

(Provided by Constitution)



All committees are composed of delegates recommended by executive secretary and executive board subject to approval of monthly meeting

Note: STANDING COMMITTEES Augment the activities of the Executive Board by investigating, studying in detail and making recommendations on matters: (1) Referred to committee by Executive Secretary, (2) referred to committee by the Executive Board, or (3) matters proposed by delegates and referred for further study and recommendation.

Committee recommendations are submitted to the Executive Secretary for presentation to the Board then to the Monthly Meeting for final action by the delegates.

SPECIAL COMMITTEES and ad hoc committees follow same procedure as standing committees on subject matters for which they are appointed.

STANDING COMMITTEES

Education Committee

The Education Committee, through literature, conferences and institutes, assists local unions in developing their own educational programs. The Committee also works with Boards of Education and legislative bodies on local and state levels in implementing programs or legislation to provide the highest standard of education at all levels. In carrying out its function it maintains liaison and works with other community groups interested in the same accomplishments. The functions of the Committee include workshops for teachers and students, as well as advocating and supporting educational legislation. In cooperation with

the University of California it sponsors classes to teach and train union members in labor, economics and other subjects of interest to workers.

Labor Day Committee

The Labor Day Committee is established for the purpose of making the Labor Day holiday a success and in calling the attention of the public to the importance of organized labor.

Organizing Committee

The Organizing Committee assists local unions in organizing unorganized workers when requested to do so. It sponsors conferences and workshops designed to educate



Workshop at one of the special conferences sponsored by the County Federation and its standing committees.



Speakers at Accident Prevention Institute.



Liberal Arts for Labor class. One of the series of certified labor courses conducted jointly by the University of California, Los Angeles and the County Federation.



Former President Harry Truman when he appeared at County Federation activity.

and inform local union members on laws, techniques, literature, and activities in the field of organizing. The committee serves to establish a liaison and working relationship between affiliated unions in order to bring about mutual understanding of problems and programs between various crafts and industries.

Unemployment Insurance and Disability Insurance Committee

The Unemployment Insurance and Disability Insurance Committee advises officers and members of the legislation governing unemployed persons, disability benefits, hospitalization and other benefits available to members under California law. The Committee conducts a close liaison with the California Department of Employment for the purpose of reviewing administrative practices and procedures. It recommends improvements or corrections needed in legislation in their field.

The Committee holds conferences composed of delegates and representatives of local unions as well as staff members of the State Department of Employment in order to bring about a closer working relationship and better understanding, in administering unemployment, disability and hospital benefits.

Safety and Industrial Accident Committee

The Safety and Industrial Accident Committee advises officers and members of laws and regulations protecting the safety of members at their place of employment. The Committee assists in the enforcement of safety regulations whenever called upon. It submits recommendations for legislation needed to improve or correct industrial safety laws, regulations and compensation. The Committee advises officers and members of rights and benefits available to injured workers and conducts a liaison with the State Industrial Accident Insurance Fund as well as private in-



Workshop at conference sponsored by County Federation and one of the standing committees.



One of the many student workshops held with committee members and high school students each year to discuss the functions and responsibilities of organized labor.



High school Youth Opportunity program jointly sponsored by County Federation and Variety Artists Union.



Committee leaders completing plans for a County Federation conference.

insurance companies to develop mutual understanding in reporting and settling of claims with a minimum of litigation.

Each year special classes are conducted by experts in this field for the purpose of briefing officers and members on all aspects of the law and proper procedures to obtain benefits for injured members.

Health and Welfare Committee

The Health and Welfare Committee coordinates the activities of affiliated unions in obtaining the best possible coverage in the sick benefits, hospital benefits, and any other insurances in connection with health and welfare through union contracts. The Committee also investigates all organizations and firms offering medical, dental, eye care, or hospital services to union members upon request. The Committee cannot recommend approval of such services unless the applicant meets proper standards and is

capable of rendering services which guarantee full protection to the health and safety of members and/or their families.

Housing Committee

The Housing Committee keeps abreast of legislation in connection with public housing and advocates and supports legislation to improve housing conditions for all people and toward the elimination of slums and blighted areas. It also provides information in connection with cooperative housing projects.

SPECIAL COMMITTEES

Anti-Poverty Coordinating Committee

The Committee makes recommendations on programs brought to their attention under the Economic Opportunity Act. It maintains a liaison with community and government organizations and agencies involved in programs for



President Eisenhower when he spoke at AFL Convention at the Ambassador Hotel—1954.



President Meany receiving gavel at opening of AFL Convention in Los Angeles—1954.



Governor Brown speaking at Community Services Department meeting.



Stanley Mosk (then California Attorney-General) with County Federation Committee members at Youth Training school.



Don Vral, University of California, speaking at one of the County Federation conferences.



Panel leading workshop at one of County Federation conferences.

the elimination of poverty. It advocates and supports legislation to eliminate poverty and at the same time makes an effort to protect the wages, hours and working conditions that have been achieved through long years of struggle, as well as oppose programs which could be used to exploit under-privileged minority groups.

Consumer Committee

The Consumer Committee develops educational programs and literature for the purpose of assisting local unions in advising their membership of ways and means to save wages won through collective bargaining by wise consumer buying and use of credit. It advocates and supports protective consumer legislation and cooperates with community organizations and government agencies in working toward this goal.

Committee on Extremist Groups

The Committee on Extremist Groups studies and evaluates the general character of authoritarian extremist movements—their philosophy, program, tactics and leadership; issues reports on the results of these studies; provides information to the AFL-CIO membership and the general public—through reports, literature, meetings, conferences and the mass media; and cooperates with other concerned community groups in projects to counter the threat of totalitarianism and authoritarianism in an effort to preserve the material well-being, the human spirit and the freedom of man.

Mexican-American Labor Action Committee

The Mexican-American Labor Action Committee develops programs to assist working people in the Mexican-American Community to raise their standard of living. It develops literature, educational programs, conferences, special projects, works with community organizations, advocates and supports legislation toward this goal.

COMMITTEE ON MINIMUM WAGE LAW ENFORCEMENT

With new increases in minimum wages and expansion of occupations covered, the problem of effective policing of the new standards has become more serious. Working together with the governmental agencies responsible for effecting payment of minimum wages, the committee obtains information and complaints of violations and brings its data to the attention of the proper authority. By subsequent followup the committee ascertains whether the violation has been corrected and the workers have received the minimum wage payment due them. While Union members protected by collective bargaining agreements commonly are paid for more than the legal minimums, this activity benefits not only the under paid non-union worker, but the union member who may lose his job through the unfair competition of firms attempting to pay employees wages below the minimum wage scale.



THE BRIDGE BUILDER

An old man, going a lone highway, came
 at the evening, cold and grey,
To a chasm, vast and deep and wide,
 through which was flowing
A sullen tide,

 The old man crossed in the twilight dim
 — that sullen stream
Had no fear for him; but he turned, when
 he reached the other side, and built
a bridge to span the tide.

“Old man,” said a fellow pilgrim near,
 “You are wasting strength in building
 here. Your journey will end with
 the ending day;
You have crossed the chasm, deep and
 wide, you never again must pass
 this way.
Why build you the bridge at the eventide?”

The builder lifted his old grey head, “Good
 friend, in the path I have come,”
he said,

“There followeth after me today a youth
 whose feet must pass this way.
 This chasm that has been naught to me
 to the fair-haired youth
May a pitfall be.
 He, too, must cross in the twilight dim;
 Good friend, I am
Building the bridge for him.”

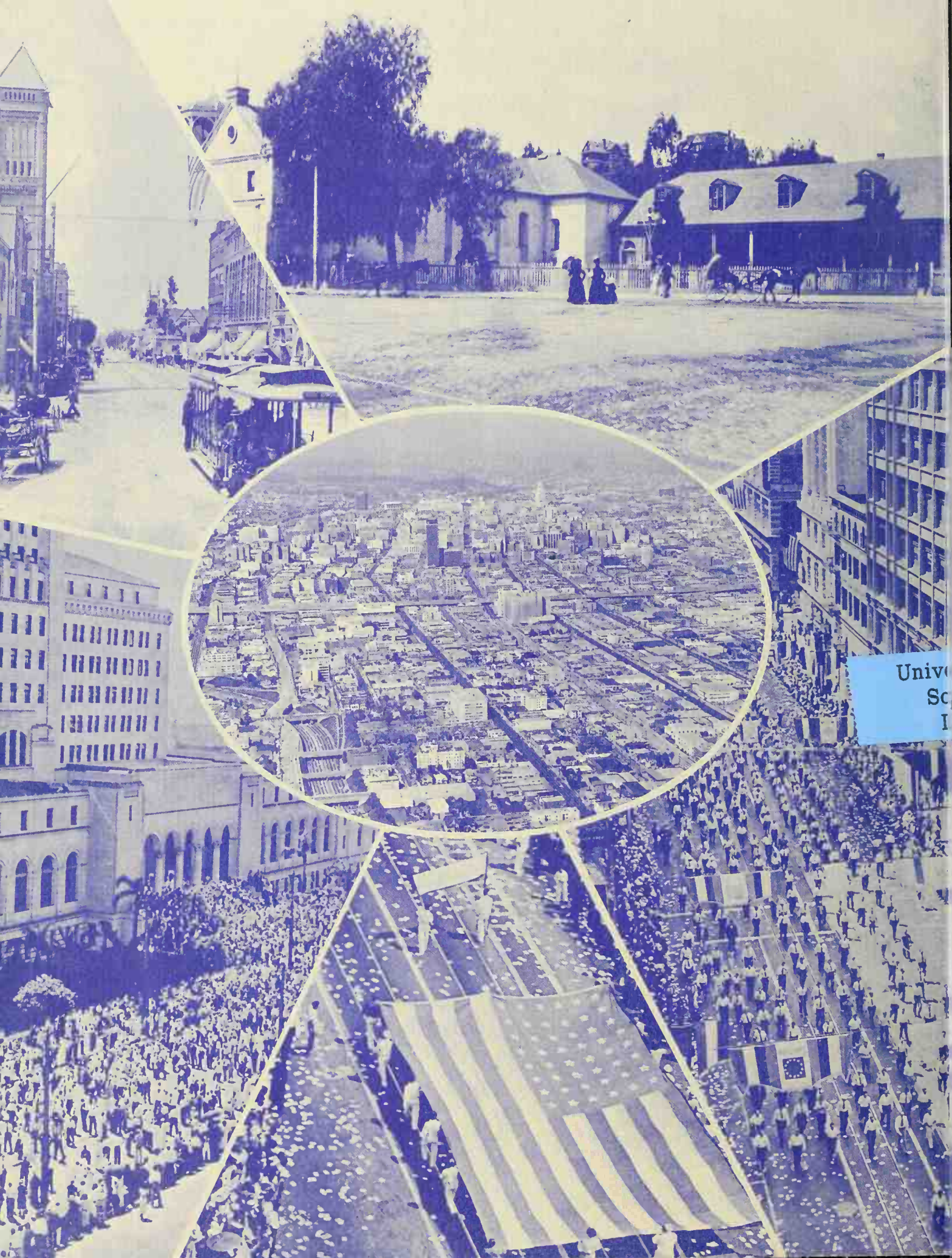
— Will Allen Dromgoole



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