

TEAMSTERS, CHAUFFERS, WAREHOUSEMEN,  
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# HISTORY of



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**T**HIS history of the Western Conference of Teamsters is dedicated to those who pioneered in this departure from what had been conventional in the trade union movement. When the idea was conceived in 1937, it was confronted with formidable opposition.

**B**UT, fortunately, there were enough true believers in this new concept to nurture it in its formative years and, through perseverance, personal sacrifice and endless months and years of hard work, make it an enduring force within the physical structure of the International Brotherhood of Teamsters.

**T**O such individuals, those still living and to the others who have passed on to their reward, we who presently occupy executive offices in Teamster unions affiliated with the Western Conference remain eternally grateful.

The history of labor in the decades before and after the armistice ending World War I is a chronicle of official repression, sometimes brutal, and events reported at the time with distortions that made working people and labor leaders look like threats to the government, to peace, to homes and to country.

The threats were seen in the speeches of radicals. They criticized the system. They blame capitalism for wars and unemployment—wars associated with boom, and peace with bust. They talked of overthrowing capitalism.

Labor leaders had been jailed because they expressed opinions against involvement in World War I. Authorities and vigilantes turned parades and strikes into massacres.

The first general strike in the U.S. began at 10 a.m. Feb. 6, 1919. It was called with the approval of almost every one of the 300 delegates to the Seattle Central Labor Council. Nothing moved in the city for the next five days without the approval of the General Strike Committee.

Excitable authorities saw the general strike as evidence that the radicals, the International Woodworkers of the World, and the Socialists were advancing their goals toward revolution. The fall of the Czar in Russia produced fear in the United States. The climate was typified by a speech after the armistice delivered by Captain Bunn of Fort Lawton at the Harvard Club in Seattle.

"Gentlemen," he said, "it is not Germany that our government fears, neither is it Mexico or Japan. What it fears is internal industrial revolution which may be upon us within 48 hours, and you are the men to suppress such a revolution."

While the authorities were creating a climate of repression, workers were facing some unsettling realities. War had inflated prices 50 percent in three years, while wages in basic industries had been held down by controls. Food supplies were short and prices were rising.

It has been noted that Seattle in 1918 was an exceptional city because of its high proportion of union members — 60,000 in a population of



While attending a labor union meeting in Portland in October 1931 Teamster President Daniel J. Tobin (R-front) joined other Teamster officials and some of their wives for this photo. (L. to R.) Second row:—William A. Lee, Sam DeMoss, Lester Gowdy, John Gillespie, Jack Connors, John T. O'Brien, "Hap" McCullam; Third row:—"Whitey" Dahlager, Peter Klaus, Frank W. Brewster, Tom L. Hughes, Tom Farrel, Phil Brady; Fourth row: — B. I. Bowen, Michael Casey, Dave Beck, Harry Dail, Sam Giboney; the ladies (L. to R.) Mrs. Henry Burger, Mrs. Gowdy, Mrs. Tobin, Mrs. Farrel, Mrs. Gillespie, Mrs. Lee, and Mrs. O'Brien.

250,000. And the nature of industry in the Northwest had attracted a number of Socialists and Wobblies.

It also had been noted that the less brave among the upper classes departed Seattle as the announced time of the general strike approached. Others laid in provisions and prepared guns to fight off the hordes of Wobblies that were expected to sack the city.

But the Central Labor Council had guarded against violence; the strike ended after leaders were satisfied they had achieved their aims—a show of solidarity. Conservative publications that had seen the aim as rebellion rejoiced. The Saturday Evening Post reported that “bolshevism has put forth its supremest efforts in America and has failed.”

Ironically, the nation's first general strike was carried off in Seattle without violence, while more modest plans for protest elsewhere culminated in massacres. One, in 1916 in Everett, came because of a combination of a repressive sheriff and low tolerance for I.W.W. political speeches. The other, in Centralia in 1919, came because American Legionnaires had been whipped up to associate the I.W.W. with an abstract enemy of the country.

Conditions for the Everett massacre had been set over a period of months. A strike against a wage cut by shingle weavers in 1915 brought threats of injunctions. Mill owners imported gunmen and strikebreakers. Workers went back to their jobs with nothing more than promise that wages would be restored to old levels. But the promise was not kept. Wobblies recognized the conditions as fertile for recruiting. Leaders of the I.W.W. came one by one to Everett, spoke, and were ordered out of town, each in turn. Public meetings were banned. Members were arrested. In October more than 300 men were deported from Everett. Action escalated. Some 200 deputies mobilized by Sheriff McRae ran a group of 41 migrant workers through a gauntlet lit by auto headlights. The workers were slugged as they went

between two lines of deputies.

A month later the I.W.W. chartered the “Verona,” a Puget Sound mosquito fleet vessel, and on a Sunday afternoon it sailed with 250 men to Everett. Sheriff McRae and 200 deputies opened fire when the boat reached the Everett dock. Volleys from the dock wounded 31 men and killed 11. The massacre won sympathy for the I.W.W. in some circles, but it didn't increase the union's strength.

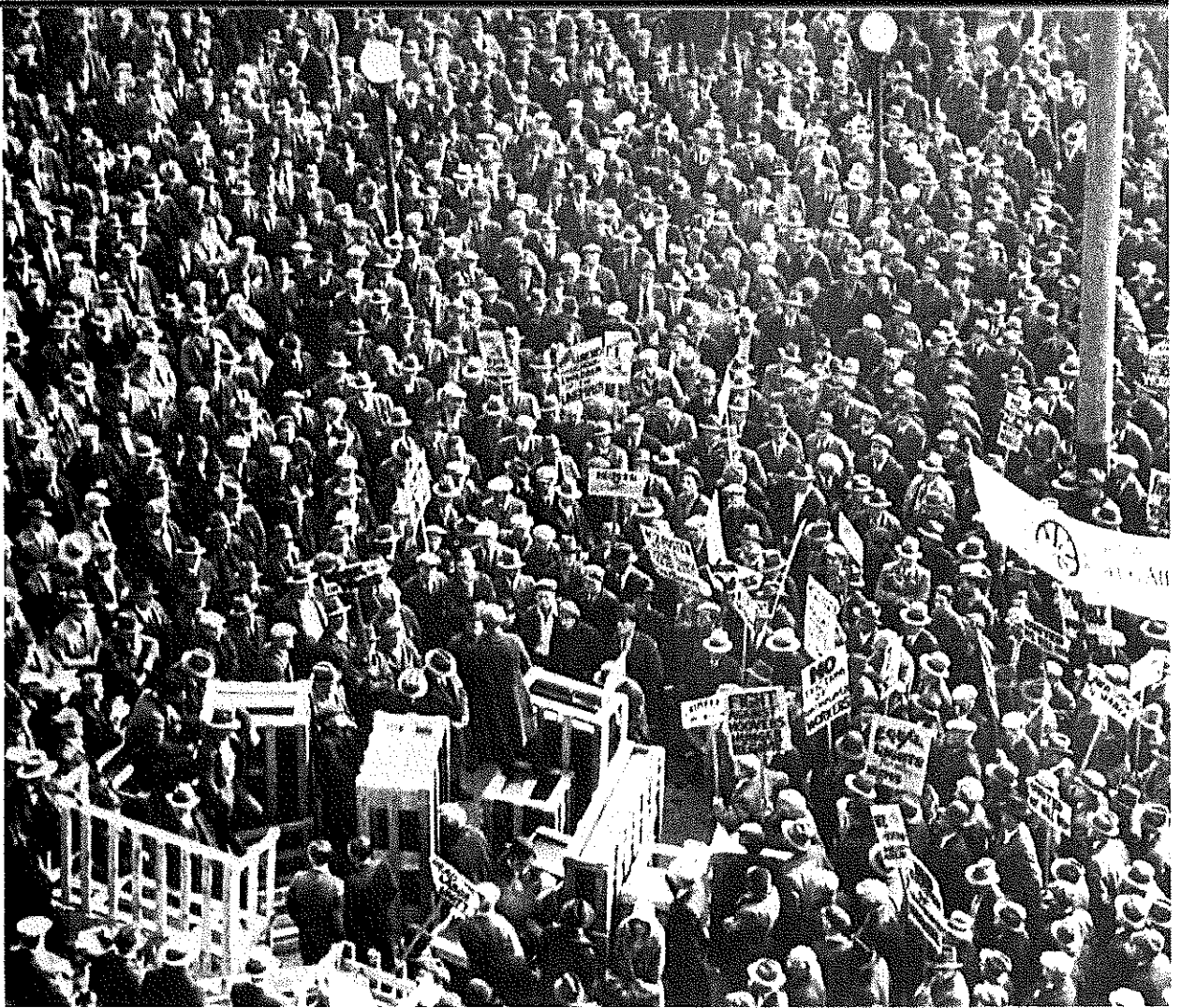
Despite the unsettled conditions that provided the I.W.W. with its strongest arguments against the system, the union had only two halls operating in Washington by late 1919—one in Seattle, the other in Centralia. An attack on the Centralia hall by Legionnaires on Armistice Day that year brought gunfire once again into I.W.W. history. Four members were shot when they stormed the union hall. The revengeful spirit in the Community led to the lynching of one I.W.W. member and imprisonment of seven others.

#### MUCH TALK ABOUT REVOLUTION

Talk of revolution in the following years came largely from those in office who found in protest justification for repression. But talk of overthrowing the government would once again come as an excuse for perpetuating suppression. By 1932, predictions of revolution were coming not only from street corner philosophers but from persons who had a vested interest in maintaining stability.

In Harper's magazine in the third year of the depression George R. Leighton argued that revolution is a birthright of an American. He cited as support for his view the “splendid rebellious words” of Lincoln's inaugural address:

*The country, with its institutions, belongs to the people who inhabit it. Whenever they shall grow weary of existing government, they can exercise their constitutional right of amending it, or their revolutionary right to dismember and overthrow it.*



**Depression years produced mass meetings of the jobless**

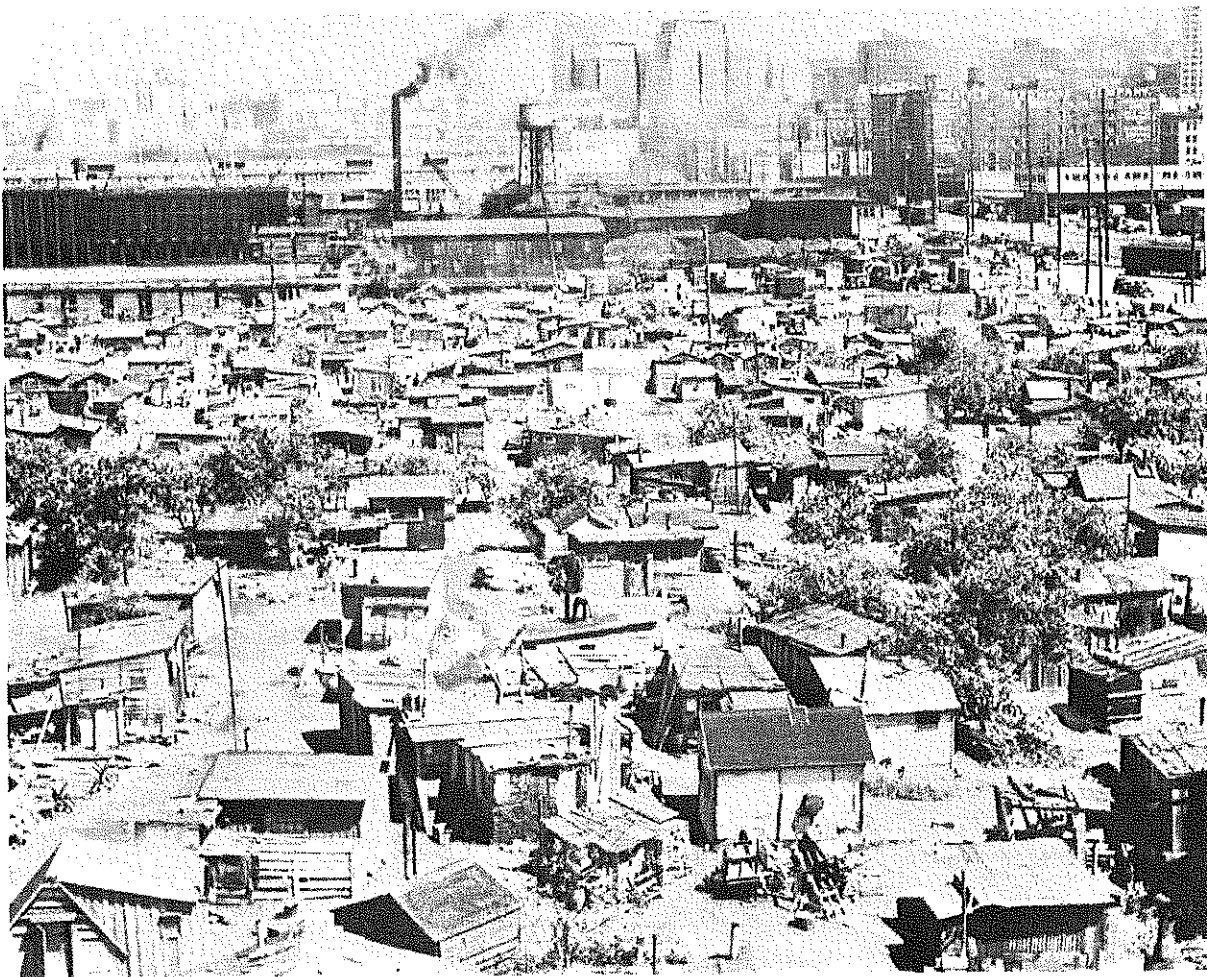
Leighton said that "the word revolution is heard at every hand." With the production and distribution systems jammed, bankruptcies in a torrent, unemployment an embarrassment to capitalism, the citizen was looking for answers. The citizen asked the liberal camp, and heard reform was hopeless. The citizen asked the Socialists only to find little left in the movement after Eugene Debs but a few mild and inoffensive men. When the citizen went to the radicals he was told "Mass! Demonstrate!" So the citizen sat down on the curbstone and wondered what to do.

"The most disheartening aspect of the early depression was that there was no sign of recovery," a Wisconsin historian, David Shannon, said in a book describing the 1930s. "Earlier depressions had spent their force in a few months, the direction

of the economy had reversed itself, and there had been a slow climb back to normal conditions. But in the Great Depression things became steadily worse for three and one-half years."

The Seattle port was idle. Mills were closed, the doors and gates padlocked. Murray Morgan has described a setting in Seattle that had its counterpart in cities up and down the Coast:

"A man could get a full meal for twenty cents in any of a dozen joints south of Yesler Way, but many went hungry. Hundreds of men sat glumly on the curbs along the Skid Road, or elbowed one another around the blackboards in front of the employment agencies, or prowled the alleys looking for food and salvage. Those who found something good might eat it on the spot, or they might scurry back to the shacktown that had risen on the



**"Shack Towns" such as this were common-place in the thirties**

site of an abandoned shipyard at the southern edge of the Skid Road, a new community known as Hooverville."

A Chicago physician, interviewed by Studs Terkel for the book "Hard Times," told of an "ominous march of the unemployed down Michigan Avenue" in 1934. His description of the marchers as "very silent" and "scraggly" creates a picture far different from the enthusiasm of the I.W.W. rallies 15 years earlier. "Nobody said anything," Dr. Andreas said. "Just a mass of people flowing down that street. In their minds, I think a point was reached: We're not gonna take it any more. I remember it particularly because of the silence. No waving of banners, no enthusiasm. An

undercurrent of desperation."

Dr. Andreas, described by Terkel as sympathetic to labor, credits President Roosevelt for reversing the course toward collapse. He said:

"It was the hopeful voice of F.D.R. that got this thing out of the swamps. He didn't have much to offer, but it was enough. He was a guy flexible enough to understand the need for experiments, for not being rigid and for making people feel there was somebody who gave a damn about them."

What was it that the scraggly marchers refused to take any more? Months of fruitless searches for jobs. Wretched pay when an occasional job was found.



But the ordinary man was not of revolutionary mind. Christopher Lasch, an historian interviewed also by Terkel, said he didn't think there was a revolutionary situation in America in the early thirties. "There was a demand for a vigorous, authoritative leadership," Lasch said. "The NRA was a clear example of how the New Deal worked. All kinds of advisors were summoned. People got together and at one point were simply put into a room. Roosevelt said: You have to come up with something, whatever it is. The result was a compromise between things labor wanted and things business wanted . . ."

On the Pacific Coast, at that time, was a labor leader whose dynamic personality and authoritative approach to organization was attuned to the demands of the times. Dave Beck saw that conditions were favorable for organizing the unorganized workers and for structuring a union that could make the most of the compromise Roosevelt was shaping.

\* \* \* \* \*

Had the price of a bottle of Coca-Cola been different in Atlanta, Georgia, than in New York, or in most cities on the West Coast, maybe there would be no Western Conference of Teamsters as we know it today—or at least no compelling need for such a union structure.

Dave Beck liked to use the "Coke" price illustration as his motivation in founding the Western Conference in 1937. His associates of that era often heard him say:

"There is no reason in the world why the consuming public should pay 5 cents for Coca-Cola in New York and give the driver, say \$50.00 for delivering it, and pay 5 cents for it at Atlanta, Georgia, and give \$16.00 for delivering it." There was no explanation other than the fact that the North and West were organized, and the South wasn't, Beck would explain.

Certainly the International Union, and particularly the long-time Teamster President, Daniel J. Tobin, was by no means enthusiastic about an inner organization of a size far greater than the

three-union Joint Council structures in larger cities. Such a Conference was viewed as a threat nationally, and to local autonomy, also.

In order to dispel such fears, Beck wrote the first Western Conference preamble. Making clear that it was a "voluntary association of local unions," Beck then asserted:

*It is significant to note that the Western Conference does not infringe on the autonomous rights of Joint Councils or the Local Unions and in no way does it supercede the International Union. It is also significant to note that the Western Conference meetings are not conventions. They are business meetings of the representatives employed by the Local Unions who participate in each meeting.*

The over-riding aim was for strong unions to help the weak.

"We found that many major companies may have been based in one city on the coast, while having outlets in other cities," Beck recalled. "If we had a contract in one city we could apply pressure from that point to get a contract in, say Los Angeles. The Conference brought our people together to exchange information, to see if a warehouse union with a contract in Seattle could help



Dave Beck

a warehouse union in San Francisco get a contract with the same firm."

Chain operations in food distribution, wholesale and retail, were sprouting in the thirties and Teamster unions were at the front door as well as the back. And they even organized the office workers.

The two keys to early success lay in securing the jurisdiction to organize, then forming a trade division or council to perfect that organization.

"The American Federation of Labor then was more of a legislative body and, in a sense, so was our International Union," Beck explained "We had convinced Tobin, and those on the Executive Board, that our objective was simply organizing the unorganized. We left the matter of passing resolutions up to them."

It is generally agreed that the spin-off of the industrial unions into the Congress of Industrial Organizations changed some of the thinking of the older AFL Executive Council. If the Teamsters didn't move, in the West at least, the CIO

and Harry Bridges' Longshoremen would—and did!

"But the one thing the Teamsters had, which our opponents either didn't have or underestimated, was our militancy," Beck added. "We were out to perfect the best damned organization in the West, and we didn't care who got in the way. We were afraid of no one."

The record speaks for itself. Joint Council of Teamsters No. 28, Beck's home base, was the first Joint Council in the International Union to go state-wide. By 1941, almost a third of the membership in the International Union was located in the 11 Western States—291,000 out of 550,000 nationally.

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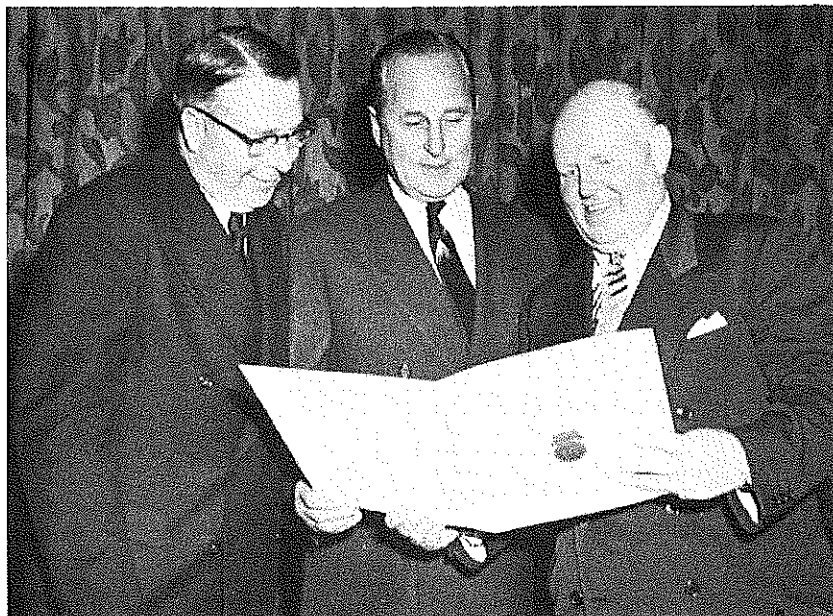
It would be inaccurate and misleading to leave the impression that one individual was responsible for the tremendous accomplishments of Teamsters in the West. While Beck was innovative in his thinking, courageous in his efforts, and determined in pursuing his goals, he was aided along the way by countless others.



Conference meeting in Vancouver, B.C. drew huge crowd



**First three Conference Heads  
(R. to L.) Dave Beck, Frank W.  
Brewster and Einar O. Mohn**



The history of Teamsters in the West is punctuated with names like Frank W. Brewster, Harry Dail, Michael Casey, John P. McLaughlin, Phil Brady, Einar O. Mohn, Joseph J. Diviny, H. L. Woxberg, and others too numerous to mention. Certainly not all of these men saw eye-to-eye with Beck.

But whatever shortcomings Beck had, few would question that he was far-sighted and visionary in his concept of what could be achieved. His faculty for leadership and willingness to assist were manifest in various ways.

As early as 1933 he and other Teamsters in the Seattle area had come to the aid of workers on strike against the Whatcom County Dairymen's Association in Bellingham, Wash. A small committee of the strikers, headed by a youthful bacteriologist named Einar Mohn, had gone to Beck with their problem, seeking guidance and assistance against the non-union Co-operative.

Once apprised of the facts, Beck encouraged the strikers to stand firm, promising whatever aid the Teamsters could offer. A bitter, 14-month strike ensued in the depths of the depression. In the end the dairy industry in and around Bellingham was organized.

While not realized at the time, this event may have been the crucible that gave birth to the council or conference concept which was to propel both Beck and Mohn into higher echelons of organized labor in later years.

Having been triumphant in Bellingham, Mohn was encouraged by Beck to try organizing other dairy companies throughout Washington and later Oregon. The success that followed led to formation, in 1936, of the Western States Dairy Employees Council, with Mohn as a full-time paid director.

This organization, something entirely new to the Teamsters, depended for support entirely upon Local unions with interests in the dairy industry contributing what they could in money and manpower. This Council and the pooling of resources became—unwittingly perhaps—the genesis for the Teamsters Western Conference founded one year later.

The wisdom of creating the Dairy Council became pronounced in subsequent years when all the major dairy companies were organized, with Teamster unions representing drivers as well as plant employees in 95 percent of the industry throughout the West.

## HOW LOS ANGELES WAS ORGANIZED

Teamster Local 174 in Seattle, under the direction of Frank Brewster, had organized substantial numbers of line drivers. To a lesser degree, so had Teamsters in Oregon, but this was not the case elsewhere. Inasmuch as more and more business was being diverted from railroads to motor carriers, Beck saw a tremendous membership potential in line drivers. Also, he looked upon them as a possible opening wedge to organize the open shop city of Los Angeles.

Here was a burgeoning metropolis completely dominated by anti-union forces who would, and often did, go to extremes to forestall organization and keep wages extremely low. A combination of the Merchants and Manufacturers Association, organized in the 1880's by newspaper publisher Harrison Grey Otis, the Chamber of Commerce, and various other anti-union groups had kept labor suppressed. By means of power, money and an assortment of lawless activities they turned back just about every attempt on the part of unions to organize.

In contrast, Teamster Locals 85 and 70 had drivers in the San Francisco-Oakland area fairly well organized. So Beck turned to Mike Casey and John McLaughlin of Local 85 and Frank Real of Local 70 with the problem. As a consequence, the Highway Drivers Council of California was established in May 1935, and it spearheaded an organizing drive.

Within the space of a few months thousands of drivers were enrolled in the Teamsters, augmenting the membership not only of Locals 85 and 70, but adding to the rolls of Locals in such places as San Jose, Sacramento, Fresno, Bakersfield and Vallejo and injecting new life into these unions.

It was an encouraging beginning. While it resolved a number of problems that revolved around owner-operators and other non-union drivers, it still didn't provide a key to organization of Los



Truck checks were frequent

Angeles. That city was growing in population and wages for local drivers varied from 35 to 50 cents an hour—far below the union scale elsewhere. Line drivers were paid even less.

Despite energetic efforts, Teamsters—like other unions—found organizing in Los Angeles extremely difficult. Against great odds, Freight Drivers Local 208 in Los Angeles, General Teamsters Local 692 in Long Beach, and Sales Drivers & Helpers Local 572 in the harbor area managed to remain going organizations. So also did Studio Drivers Local 399. These unions, except for Local 399, had developed a close working alliance with the International Longshoremen Association in the Wilmington-San Pedro harbor area and this was of invaluable help to the ILA in winning their late 1936-early 1937 maritime strike.

While Mike Casey, in the early days of the Highway Drivers Council, looked with disfavor on the idea of launching a major organizing drive in Los Angeles, Beck was persistent. Finally, when Beck got IBT President Tobin to agree rather reluctantly to such an undertaking, Casey went along with the idea. In short order Beck arranged for a long-time associate of his in the Northwest, Harry Dail, who was an experienced organizer, to direct the Los Angeles campaign.

Members of the Merchants and Manufacturers Association and employers generally understood the true import of the ILA-Teamster coalition. They feared that success would result not only in the unionization of drivers, but also the dockmen and warehousemen. So they created special committees to work "closely" with law enforcement agencies—most of them sympathetic to management—and to generate public opinion against workers and in support of employers.

Shippers and truck operators were forced into pledging support for the open shop principle or face economic retaliation. The Motor Truck Association, dominated by PFL, employed the services of the Glen Bodell Industrial Detective Agency—the Pinkertons of Southern California.

#### **EARLY SUCCESSES ON THE WATERFRONT**

The Teamster organizing drive began with pickets at the waterfront, thus utilizing fully the agreement with maritime workers which entailed mutual respect for each others picket lines and boycott actions, the latter then being a legal and

highly effective weapon. The result was a virtual blockade of the waterfront but it produced results.

This, coupled with home visits and pressure on employers delivering freight to the area to have their employees sign up were most effective in building union strength. By the spring of 1937 the membership of Local 692 had increased to an impressive 1,200. Also organizers were having success in signing up line drivers whose routes ran to the East and North from Los Angeles.

The M & M had raised a war chest and opened scab hiring halls to furnish swampers and drivers. They also were given police radio and patrol cars to protect drivers going to and from the harbor. At one time an estimated 600 motorcycle policemen were employed to ride shotgun for trucks in an attempt to break through Teamster picket lines. Physical violence was inevitable.

Union protests to President Roosevelt, the Secretary of Labor and Governor of California against this use of police to interfere with the right of workers to organize were useless.

Although the Teamsters were winning the bat-



**This 1937 chain-drive Kenworth had one of the earliest cab designs**

tle from the standpoint of recruiting new members, it became apparent that they could lose the war because the M & M and its allies were exercising their considerable economic and governmental retaliatory powers. The time had come, in the opinion of Teamsters who were directing the campaign, for more direct action—a move that would bring employers to their knees.

Suddenly all the discussions and planning that had been going on among Beck and his associates came into focus on what probably was the most difficult of all employers. The decision was made to strike Pacific Freight Lines and its subsidiary Pacific Tank Lines. PFL was the largest for-hire motor carrier in Southern California. It employed some 700 workers and pursued a drastic anti-union policy—one that meant the summary firing of any employee who showed interest in union organization.

But, through its interlining activities, PFL was vulnerable to secondary boycott pressures which could be—and were—applied by the Highway Drivers Council and various Teamsters Locals as freight moved northward into the Bay area and onward to the Northwest.

### THE BATTLE IS JOINED

Early on the morning of March 31, 1937, Teamsters struck PFL, protesting the firing of eight employees because of their union membership and the company's generally poor working conditions. Only about 120 of PFL's employees walked out but, under the conditions, this was to be expected. Nonetheless the battle was on.

Management's reaction was swift. Another war chest was raised and some 175 armed strike guards were recruited from the Bodell Detective Agency. A temporary restraining order, later made permanent, was obtained against the union. In a further effort to smother any remaining interest among employees in unionism, PFL granted an immediate 10 percent wage increase to its workers.

Beck's pleas to get the International Union to help finance the strike was no more successful

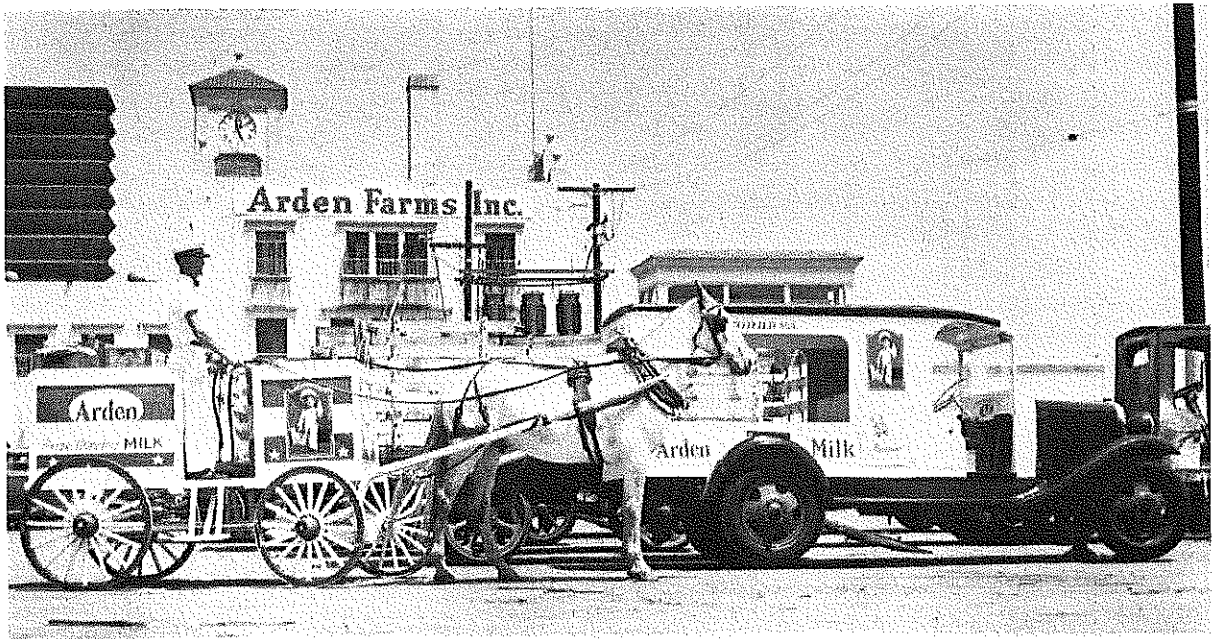
than was his earlier attempt to get the economic action sanctioned. A request that the International match the \$10,000 Beck felt he could raise in the West received a turndown from President Tobin who advised that the Executive Board would reject the proposal.

However, others did come forth with financial assistance. The Highway Drivers Council, still in its infancy, imposed a per capita assessment in addition to lending manpower. Brewster's Local 174 in Seattle came through with a sizable weekly contribution, as did Teamsters in Portland who had been helped in earlier struggles by unions in Joint Council 28.

The battle became a more even fight when the Teamsters instituted a secondary boycott throughout the area. All organized operators, and especially those interlining with PFL, were ordered to stop accepting freight from the struck firm. Longshoremens refused to handle PFL freight. The M & M attempted to counter the boycott by pressuring shippers to use PFL, threatening to blacklist those who refused. But this backfired when other haulers bitterly attacked the M & M for soliciting freight for its competitor.



IBT President Tobin and Beck



The fight became fierce. Men were threatened and beaten physically; some were stabbed and even shot as strikers and armed guards met in face-to-face confrontations. Historian Don Garnel, in his book "The Rise of Teamsters in the West," called it one of the bloodiest strikes in Teamster history.

The key issue was union recognition and the union shop. But George Duntley, owner of the controlling stock in PFL, was determined to resist unionization at any cost. However, PFL lost so much business in a nine-week struggle that Duntley capitulated on June 2, 1937.

Defeat of such a formidable foe was the crucial turning point in Teamster history in Southern California. It demonstrated in a convincing manner, particularly to the Motor Truck Association, that further resistance to organization was futile. As a result of Teamster-PFL bargaining the first master agreement for Southern California was negotiated. It included an association-wide union shop provision with a supplement for line drivers.

The settlement was a boom to organization of for-hire truckers throughout Southern California. Membership in Local 208 expanded so rapidly that it became necessary to charter Local 224 in order

to properly service the needs of freight line drivers.

While the wall of resistance to Teamster organizing had been breached, the capitulation of PFL didn't, by any means, terminate warfare. There remained vast areas of business and industry to be organized and it became evident very quickly that the M & M remained totally unreconciled to trade unionism.

As time went on their badly battered walls of opposition to unions came tumbling down. Teamster drivers multiplied and gave unrestrained support to mushrooming Sister Locals, by means of boycotts and other assistance, which resulted in their organization of giant firms in the dairy and bakery industries.

Membership in Dairy Employees Local 93 zoomed from a mere 150 in the late '30's to 4,000 in 1941. It became necessary to charter speciality Locals in Los Angeles and its environs that embraced a variety of industries and work categories.

By 1940 Teamsters Joint Council 42 had grown to include 19 Local unions with 28,000 members. But this was only the beginning. Thirty years later it was the third largest Joint Council within the Teamsters with a membership of around 150,000.



## FIRST CONFERENCE MEETING ARRANGED

The manner in which the Highway Drivers Council along with various Local unions throughout the three coastal states pitched in to bring about the triumph over PFL served to underscore what could be accomplished by the strong helping the weak.

Success of the Drivers Council and the Western Dairy Council in recruiting new members encouraged Beck to make a bold move to expand the concept. Fully aware that President Tobin strongly opposed any new intermediate level of union government, Beck used the opening of a new auditorium at Joint Council 28's building in Seattle as

an excuse to bring Teamster officials from various parts of the West together.

His invitation for them to attend the dedication ceremonies read in part:

*At the last few meetings of the Highway Drivers Council there has been discussed the advisability and great benefit to accrue from a meeting where all of the Local unions of the Teaming trades on the Pacific coast would be in attendance, and at which meeting the various subdivisions such as the dairy industry, laundry industry, general Teamsters, and so*



*forth might have an opportunity to discuss their common problems of organization and conditions and wage structure up and down the coast; further, to afford an opportunity for a cementing of the interests of the Teamsters among themselves, and to discuss their common problems, protect their jurisdictional rights, and generally be a clearing house for promotion of the interests of the entire Teaming trades.*

Tobin was among those invited but was unable to attend. He did, however, send a communication to this first Conference meeting, which convened in Seattle on June 11, 1937, wishing luck to the delegates. The communication also warned that

Tobin "did not want any organization affiliated with the Brotherhood of Teamsters, because of their strength, to get drunk with power and do things that would be derogatory to the best interests of the Teaming movement."

The Seattle meeting convened in an atmosphere of general triumph. Only nine days earlier PFL had capitulated and reports of successes in organizing were emanating from many areas. The meeting proved so compensating that Beck summoned delegates to a second Conference that took place in Los Angeles on Oct. 18 and 19 of the same year.

Despite Beck's protestations that a dual movement was not being contemplated, Tobin remained suspicious. He was prevented by other business in the East from attending this session, but he did



come to San Francisco for the third Conference assemblage on March 14-16 in 1938.

Near the conclusion of the three-day sessions Tobin, in an address to delegates, said he was favorably impressed with what he had been observing. He conceded he saw nothing of a dual purpose or nature in the activities, and said he so would report to the General Executive Board.

When Tobin's approval came the Conference was functioning strictly on a voluntary basis, with Beck serving as President and Brewster as Secretary-treasurer. Local unions were free to affiliate or not, and while most did some refrained.

Financing of the WCT remained voluntary until 1947 when delegates to the IBT convention officially chartered the Conference. At the same time, both membership in and a per capita tax payment to the Conference were made compulsory and remain so 'til this day.

The idea that was given birth in the West became the pattern for three additional geographical Conferences authorized by the International Union—Central States, Eastern and Southern. Like their western counterpart, they remain thriving

organizations extending throughout their respective portions of the United States and Canada.

Once the Western Conference became a reality Beck lost little time in adding to such Councils as the Highway Drivers and Dairy Employees. Local unions having common interests or representing workers in like industries were encouraged to help one another and affiliate with appropriate groups.

This pooling of economic strength in order that even the weakest of Local unions would have power in bargaining and organizing produced a rash of Trade Divisions. Each Division had a Director or co-ordinating head, and it became established practice for them to hold periodic meetings for discussion of common problems.

At least a dozen Trade Divisions were created and they ran the gamut of Teamster jurisdictions—Automotive, Bakery, Beverage, Building and Construction, Chauffeurs, Laundry, Produce and Cold Storage, General Hauling, Warehouse, and Miscellaneous in addition to those previously mentioned.



**A Warehouse Division meeting in the forties**

## CANNERY WORKERS ENTER TEAMSTER FOLD

Throughout World War II the feeding of people in our own nation and in many allied countries, along with our far-flung military forces was a matter of urgency. Of all our crop-producing states those fringing the Pacific ocean were most productive. And the reservoir of labor to harvest crops was extremely limited.

Compounding the problems was the attitude of growers and processors who resisted unions and went to extremes to prevent the organization of their workers. In scattered areas of Washington, Oregon and California the AFL had issued charters to cannery unions which, at the outset, functioned pretty much independent of one another.

Recognizing the weaknesses inherent in this arrangement, a dozen or more cannery unions in northern and central California joined forces in 1938 to form what became known as the California State Council of Cannery Unions. They chose a dedicated trade unionist, Hal Angus, as their sole paid employee, giving him the title of Executive Secretary-treasurer, and proceeded to focus on getting a statewide contract.

Meanwhile, Teamster organizers had been busy recruiting members engaged in food processing in Oregon and in Washington State. Hopeful of developing greater solidarity, Angus and his associates invited representatives of cannery unions in Washington and Oregon to a meeting in Eugene, Ore., to explore the formation of a Pacific Coast Cannery Council. But nothing specific resulted from the discussions.

Some Cannery union officials, particularly those in California, were becoming unhappy with the AFL. Their discontent revolved mainly around inability of the national organization to offer meaningful assistance in negotiations and organizing. In contrast, the Teamsters' militancy in organizing and bargaining was appealing.

This unrest sparked agitation for a change that would bring the cannery workers into closer alignment with a larger organization. Their leaders

generally felt this could best be accomplished through affiliation with the Teamsters.

Finally, in May 1945 the AFL Executive Council awarded the jurisdiction of canning and food processing to the Teamsters. In Washington and Oregon this switching from Federation to Teamster charters, involving a total of 55,000 peak-season workers, was little more than a formality. But a different situation developed in California.

At least a half dozen other unions, all eager for members, started angling for what constituted a prize bloc of members—70,000 to 80,000—in peak season. Among the competing unions were some that had leanings toward philosophies not compatible with trade union policies and actions. While such organizations had some supporters among the cannery workers, a majority of the leaders in the Local unions and the California Council strongly opposed such philosophies.

Angus had recommended affiliation with the Teamsters and was supported in this by the majority of representatives on the California Council. The issue became rather heated, with minority elements advocating and campaigning for signing up with one or more of the other unions, particularly those that were a part of the CIO.

The battle lines were drawn when the Food, Tobacco and Agriculture Workers, a CIO affiliate with officials and members among "left-wing" sympathizers, petitioned the National Labor Relations Board for an election, which was granted in October 1945. This balloting went against the Teamsters who proceeded to file objections which were upheld.

A second election took place following a fierce campaign in which the "left-wing" issue was overriding. It should be kept in mind that while management was fearful of a "left-wing" takeover, they were equally resistant to unionization of the workers. So visitation to homes and meetings of workers during their off-hours were both essential and numerous.



## WESTERN CANNERY COUNCIL FORMED

In the interval the Teamsters, at a meeting in Sacramento in December 1945, formed the Western Council of Cannery and Food Processing Unions. George E. Mock—later to become an IBT Vice President—was put in charge while continuing to direct activities of the Western Warehouse and Produce Council. In April 1947 Mock relinquished directorship of the Cannery Council to Lewis Harkins who subsequently was succeeded by Peter A. Andrade.

Mock, in association with IBT General Organizer Einar Mohn, directed the campaign that was waged in the California valleys to turn back the FTAW-CIO. World War II had ended and even though the Soviets had been our allies against Hitler, there existed strong opposition to Communism in this country.

So the valleys became a battleground for supremacy, with Teamster unions in the West contributing money and manpower to prevent a "left-wing" takeover. Workers were virtually inundated with propaganda, and some of the confrontations wound up in physical combat.

The Teamsters displayed a unity of purpose, the likes of which had never before been demonstrated throughout the valleys. Their efforts were crowned with success in the second election and certification followed.

Once the formality of issuing new charters was completed, the California unions joined the Western Council, making a total of 31 Locals then affiliated with a membership in excess of 130,000. Teamster cannery unions became a force that growers and processors had to reckon with in a manner different than had been the case.

In subsequent years the number of Cannery and Food Processing unions have multiplied. They have been a stabilizing force in the industry while lifting what once were extremely low wages to levels of respect. Fringe benefits now enjoyed by cannery workers are among the best.

In 1964, for instance, the California Council negotiated funds to finance two landmark programs. Under one, some 20,000 workers have been given, at no cost to them, a thorough physical checkup annually. Mobile units, equipped with



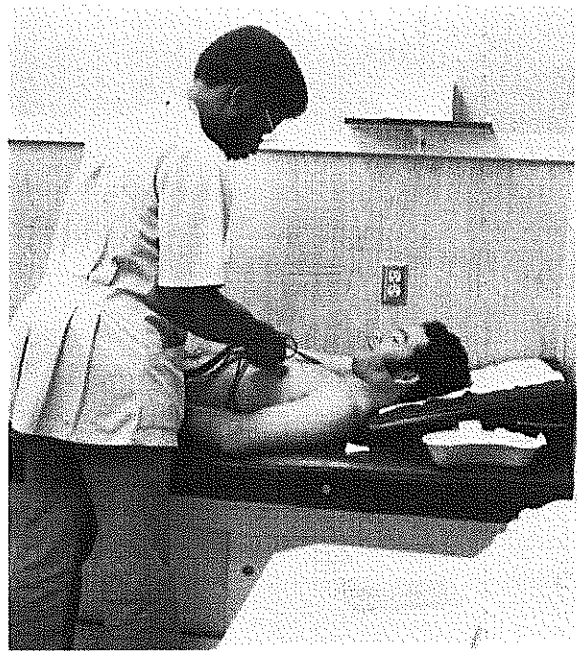
Representatives of Cannery Council discuss problems



the latest medical testing devices, go directly to the plant-site and workers are given time-off from their jobs to undergo the examinations. All findings are confidential between the worker and his physician.

These examinations have uncovered a variety of physical ailments and diseases which had been unsuspected by the workers. Some required major surgery with the result that life and the working years of the individuals involved were extended.

Under the second program regular workers, once they complete 15 years of service, are entitled to a "sabbatical leave" of nine weeks with pay and full protection of all fringe benefits. These "sabbaticals" were negotiated to counter-act the loss of jobs that otherwise would have stemmed from greater utilization of automated equipment and mechanization in canneries. Around 600 workers qualify each year for the "sabbatical" which, if combined with normal vacation, gives the worker a full three months to spend traveling with his family or in any manner they see fit.



Worker gets EKG test

## HEALTH & WELFARE — PENSIONS

Up until the end of World War II collective bargaining on the part of the Teamsters as well as other unions dealt primarily with bread and butter issues. Fringe benefits, such as indemnification for hospital and medical costs incurred by workers and, to a lesser degree, pensions were virtually non-existent.

But the war had brought business and industry, in the main, huge profits. To union leaders it brought a realization that something must be done to ease the financial burden that illness imposes on workers and their families.

A start towards meeting this need was made by Teamsters in Joint Council 28 in Seattle. There is some confusion as to whether the first Teamster health and welfare program was started in 1947 or 1950.

In any event, the program met ready acceptance and became a "must" in every Teamster negotia-

tion in the Pacific Northwest. Tremendous impetus towards spread of the program came when delegates to the 15th Western Conference meeting voted to make welfare plans an integral part of every contract throughout the 11 western states.

What was developed in the way of such plans differed and the amount of money negotiated to sustain them varied, but the Teamsters had pioneered in what has become an indispensable benefit for members and their families. Once this became an accomplished fact, far-sighted officials of Joint Council 28—such as Dave Beck and Frank Brewster—began focusing on pensions.

This was an unfurrowed field but one that Beck and Brewster felt was a proper subject for collective bargaining. All too often they had been witnesses to sad situations in which workers, because of age or illness, were forced into retirement without sufficient financial means—other than

social security—to take care of their needs.

So some extended study was made, but before it had been put into specific form delegates to the 1952 Teamsters convention in Los Angeles elected Beck President of the International Union, succeeding Tobin who, in retirement, was accorded the honorary title of President Emeritus.

Brewster then became head of the Western Conference, continuing the aggressive, forthright leadership of his predecessor. It was under his direction that the first pension plan, covering some 3,000 Teamsters in Washington, Oregon, Idaho, Montana, and the then territory of Alaska, was negotiated with employers represented by the Northwest Brewers Association.

Ten cents for each hour a Teamster worked was channeled, beginning on May 15, 1955, into what is known as the Western Conference of Teamsters Negotiated Pension Trust, with the proviso that payment of benefits would not commence until June 1, 1957.

Within days after the plan's inception Teamster drivers in the West staged the first strike in their history against a selected group of motor carriers. The remainder of the operators retaliated by locking out their own drivers.

The upshot of the 23-day strike-lockout was a settlement that provided a pension program for not only line drivers but also those engaged in local pickup and deliveries throughout the 11-state area.

Since that historic turn of events the pension trust, administered by a joint union-management 28-member Board of Trustees, with Prudential Life Insurance being the depository and investor of all funds, has experienced tremendous growth.

By 1973 nearly 19,000 employers were making payments into the trust on behalf of upwards of 425,000 Teamsters. As of that date, the number of individuals who have received retirement, disability or survivor benefits from the fund approximated 68,000.



**Brewster and Beck on dais during Conference meeting. At extreme right is John F. English, then General Secretary-treasurer of the IBT.**

## NEW CONFERENCE HEAD — RELOCATION OF HEADQUARTERS

When James R. Hoffa succeeded Beck as President of the International Union in February 1958, he appointed Einar O. Mohn, then a vice president of the IBT, Chairman of the Western Conference. For the preceding five years Mohn had been Beck's administrative assistant at the Washington headquarters.

Upon returning West, Mohn transferred the Conference headquarters from Seattle to San Francisco which, almost overnight, became the focal point of bargaining over a contract that was to bring vast changes between the Teamsters and the "for-hire" motor freight industry throughout the 11 western states.

For the first time Teamster unions, representing about 30,000 drivers throughout the West, were bargaining as one unit—except for Local unions affiliated with the Bay area's Joint Council 7.

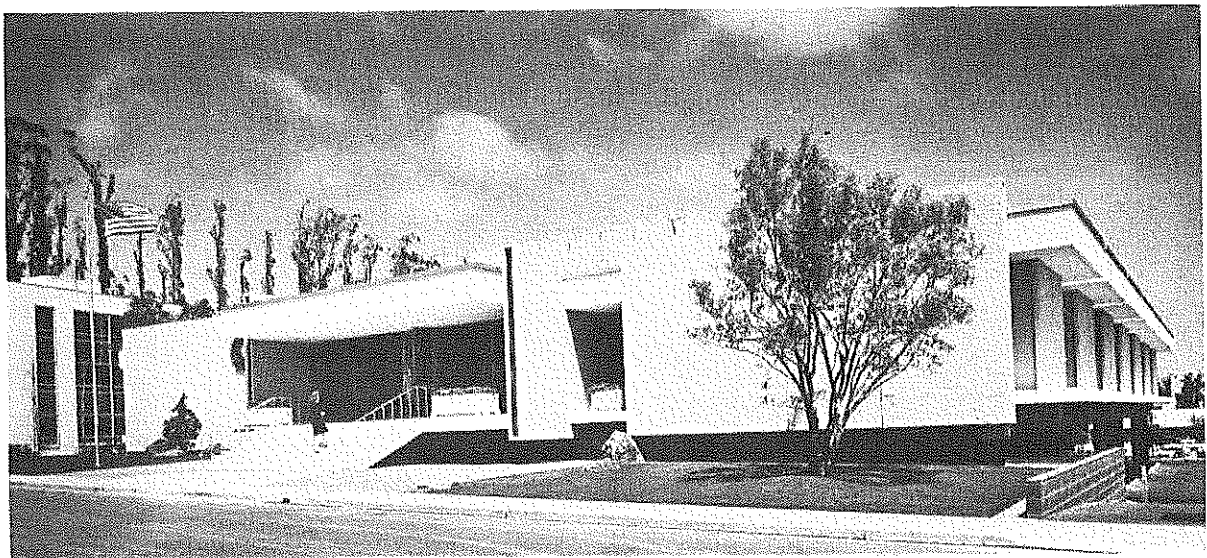
When negotiations, which began in February, dragged into August without a settlement, despite efforts of Federal mediators, the Teamsters decided on limited economic action. Around 2,400 Teamster drivers in the Sacramento-San Joaquin valleys struck and this triggered a lockout by employers through all 11 states.



**Brewster's successor Einar Mohn accepts gavel**

Management had studied the political climate and felt confident, before ordering the lockout, that the advantage was on their side. Among key issues in the bargaining had been the union's determination to wipe out, as much as possible, wage differentials between regions and achieve the greatest degree of uniformity possible in both pay and working conditions.

There existed, at the time, what employers thought was strong public sentiment for voter approval of more state "right-to-work" laws. Initiatives having such goals would be before the voters



**Present-day Conference headquarters in Burlingame, Calif.**

in California, Washington, Idaho and Colorado in the fall elections and their chances of passage were considered good.

Quit obviously, the basic strategy of employers was to crack the unified front in union areawide bargaining or, at least, to generate public support for "right-to-work" initiatives which, if approved, would have given anti-union forces a stranglehold on pivotal states west of the Rockies.

But they miscalculated on both points. The financial pinch became so severe, while Teamster ranks were holding firm, that trucking operators capitulated after 37 days and signed what became the first Teamster western area trucking agreement.

In the subsequent November balloting voters rejected the "right-to-work" initiative in each of the four states, even turning back the gubernatorial bid of Bill Knowland, the erstwhile Republican leader in the U.S. Senate, who relied primarily on his advocacy of union-busting to carry him to victory.

It was an event of great magnitude and significance. It dealt "right-to-work" forces a blow from which they never have recovered. Secondly, it established a degree of uniformity in Teamster freight-hauling contracts that never had been achieved previously in the West.

Great strides were made in reducing wage differentials, even realizing parity over life of the contract in most areas. Above all, it laid a firm foundation for the 1961 negotiations in which more progress was made along the lines mentioned.

In 1964 all unions—except for four in the Pacific Northwest—representing members employed in the motor carrier industry became a part of the first National Master Freight Agreement.

**IBT Vice President Joseph J. Diviny (R) George E. Mock (L) and IBT General Organizer John Annand led fight against "right-to-work" in California**



\* \* \* \* \*

Transfer of the Conference headquarters from Seattle to larger facilities in San Francisco was accomplished with little disruption. The new offices were more centrally located, and afforded considerably more office space, thus making it possible to bring the heads of key Trade Divisions under a common roof.

Even more expansive accommodations, including several meeting rooms and easy access to airline travel, were realized when the Conference moved again, in late 1964, to its newly-constructed—and present—headquarters in Burlingame,

not far from the San Francisco International Airport.

This centralization of operations served many worthwhile purposes. The headquarters became the focal point of meetings, dealing with collective bargaining, resolution of grievances, etc. The Conference Director (current title of the chief administrative officer) was readily available to all who sought counsel or guidance, especially to Chairman of the Trade Divisions to whom Local union and Joint Council officers frequently turned for assistance.



Soon after transfer of the headquarters to San Francisco the Conference was expanded in several respects. A Research Department was established along with a library and there immediately began a collection of statistical data and financial information about the varied businesses and industries that employed Teamsters. Copies of all Teamster contracts were assembled and catalogued, and the department was staffed in order to provide such information to Local unions and Joint Councils.

Also established was an Information Department that disseminated, on a weekly basis, a news report that apprised affiliates of developments in labor-management affairs, particularly as to their impact on Teamsters, court and NLRB decisions relating thereto, legislative happenings, and matters that had a bearing on economic conditions and the work force generally. There also was prepared various leaflets and booklets designed to enlighten and help those having the responsibility for administering Local unions and organizing.

A nationally-known firm of actuaries was retained and an insurance committee was established

to review existing programs and make recommendations for changes. This evaluation led to revisions which have proven most beneficial to the Local unions and their membership.

In the late 1950's the Conference's administrative staff functioned under two-formally-constituted bodies—an Executive Board of 17 members and an even larger Policy Committee. Each of these groups was made up of representatives of Local unions scattered throughout western U.S. and Canada.

Experience showed this to be an impractical, cumbersome arrangement. There was duplication of effort that tended to diffuse, even lessen effectiveness. So delegates to the 24th Conference meeting in Portland voted to eliminate one segment of the dual setup.

They established an 18-member Policy Committee, including the Conference Director. These individuals make policy and generally supervise financial and administrative affairs during the two-year interval between biennial meetings of the Conference. Each of the larger Joint Councils elects two representatives and the remainder of



**First meeting of Conference Policy Committee in new headquarters in 1965**



the Joint Councils have one representative on this Policy Committee. The Western States Representatives Pension Plan also has a member on the Policy Committee.

At meetings, held every three months, members of the Policy Committee deal with house-keeping matters, and make reports on activities and problems within their respective jurisdictions. Invariably, trade division chairmen and heads of various departments within the Conference report at these sessions, thus enabling the Director or others involved to take whatever actions seem warranted to deal with specific situations.

The progress that the Teamsters had been making in organizing was threatened with curtailment in the late forties when Congress over-rode President Truman's veto and enacted the Taft-Hartley

Act. The restrictions this law placed on trade unions make it apparent that organized labor had to exercise a greater voice in the election of political candidates.

Up until that period Teamster unions had concentrated primarily on organizing and negotiable items, only occasionally and in certain regions getting involved in political-legislative matters. But far-seeing officials, especially in the coastal states which were experiencing big population and industrial growth, correctly divined the impact of Taft-Hartley.

In 1951 a California Teamster Legislative Council was established and staffed under direction of Vern Cannon with headquarters in Sacramento. Teamster officials in other states assigned one or more individuals to the political-legislative scene





**Vern Cannon (L) reviewing legislative proposals with members of Council**

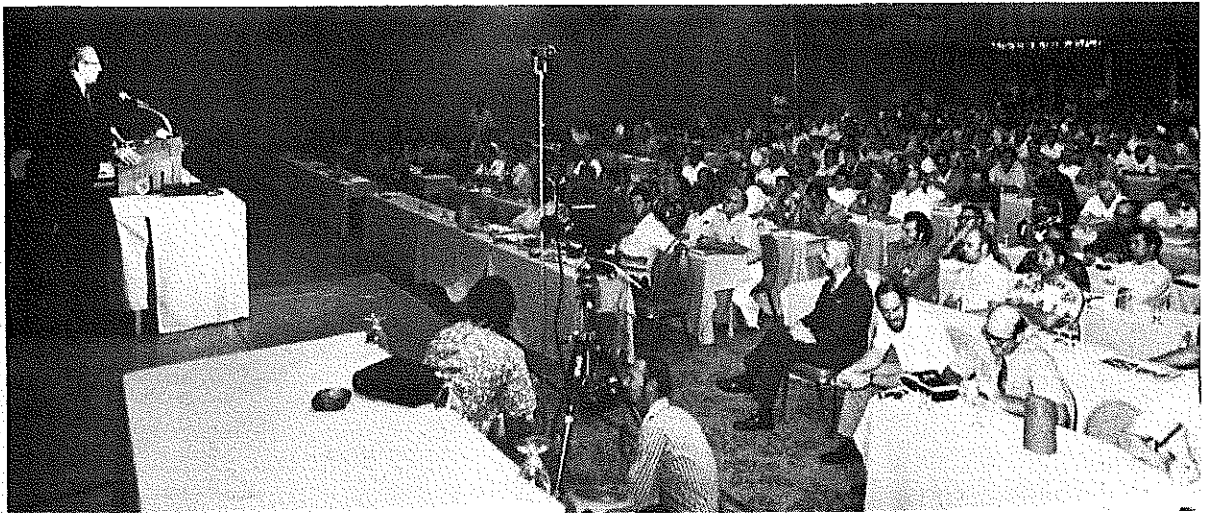
and the counselling and guidance they have been able to give lawmakers has been most helpful.

The upshot of this activity has been that Teamsters have been remarkably successful in preventing lawmakers from nullifying by statute what Local unions have been able to negotiate through collective bargaining. Also, they have guided the membership, through endorsement of candidates, and blocked innumerable anti-laborites or conservatives from achieving public office.

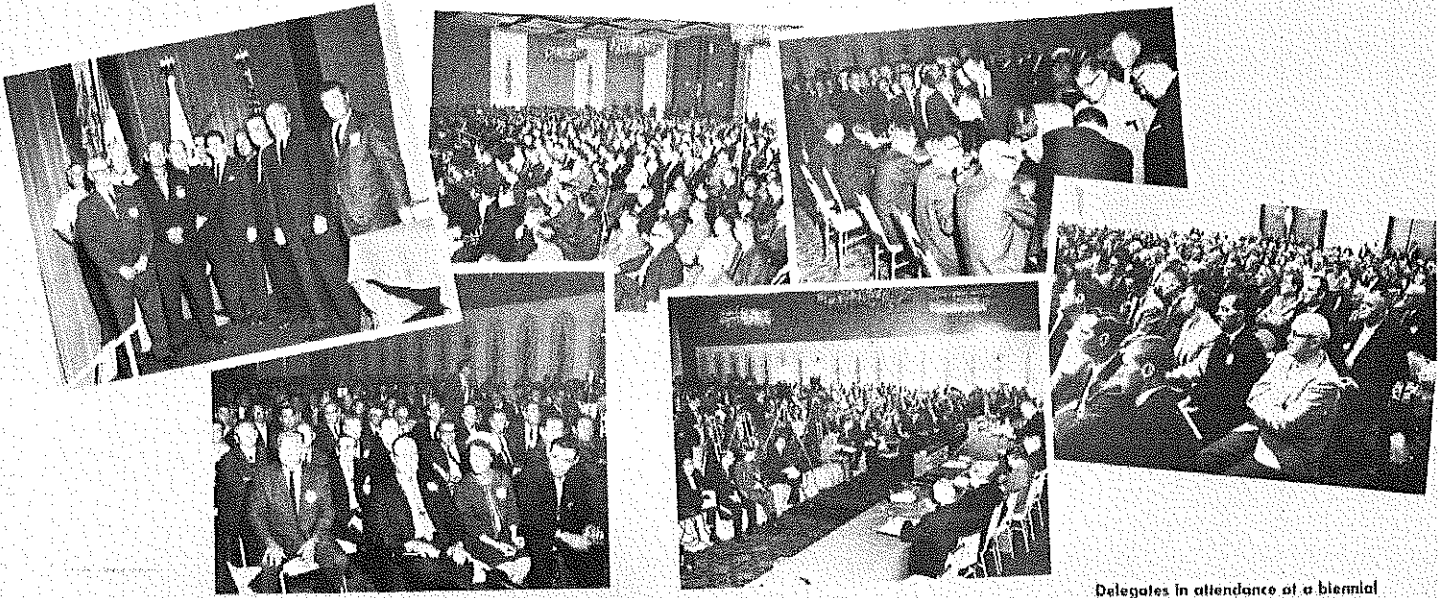
Delegates to the 24th meeting also revised Conference By-laws in several respects. One change

related to payment of strike benefits and for what periods, and another put the Conference meetings on a biennial rather than annual basis. In the in-between year it was decided that a Conference Workshop would supplant the conventional business meeting.

This procedure has been followed since 1961 with beneficial results. Elected officers as well as business representatives of Local unions are thus afforded an opportunity to participate in forum discussions of matters they deal with in their work-a-day lives. In most instances governmental



**Delegates to Workshop in Honolulu listen to address of Secretary of the Treasury George P. Shultz**



Delegates in attendance at a biennial meeting of the Western Conference

officials or specialists in specific fields, such as pensions, health care, legal issues, court and NLRB decisions of significance, etc., are among those who offer guidance and assistance.

The Workshops also provide an opportunity for Teamsters themselves to become better acquainted and exchange views in respect to problems they encounter. Had it not been for many of the things gleaned from discussions at these Workshops, Teamster officials would have been hard-pressed to negotiate the increases in money that have been required in recent years to keep abreast of the escalation in hospital and medical costs.

The impression shouldn't be left that health and welfare and pensions are the only fringes that Teamsters enjoy. Quite the contrary is true. Paid vacations now run to as many as five weeks annually, and up to a dozen holidays have been negotiated by some unions.

As early as 1962 Teamster Dairy unions in Northern California and in the Puget Sound area pioneered in getting dental care for members and

their families. Such a benefit now has become widespread. So also have things like vision-care, paid prescription drugs, compensation for funeral leave and during periods that workers render jury duty service.

Embodied in most contracts today are provisions that compensate workers during times of illness, with allowable sick leave running to as much as a year in some dairy unions.

\* \* \* \* \*

The Teamsters' Western Conference has grown into an organization of influence and prestige. Its membership in 1972 averaged better than 440,000, with a growth potential of considerable proportions.

Its militancy is as vibrant as ever. The philosophy of its leaders and its goals have changed little over the past three and a half decades. They have demonstrated in unmistakable fashion that in unity there is strength, and that the strong can help the weak.

## AN ERA OF TREMENDOUS CHANGES

Trade unions, in some ways, are not unlike the business and industrial corporations with which they engage in collective bargaining. They and their corps of officers—not to mention the continual turnover in a union's membership—undergo change. And Teamsters are no exception.

During the early and mid-1960's Teamsters began seeing a greater than normal turnover in the union's elected officers as well as in the business agents who play a principal role in the conduct of day-to-day affairs.

By the 1960's men who unfurled the Teamster banner and rendered yeoman service in recruiting new members following enactment of the National Labor Relations Act in the mid-'30's reached the retirement stage. In ever-increasing numbers, they relinquished an active role for the life of leisure they so richly deserved.

These individuals, generally speaking, were veterans of many of organized labor's struggles to gain recognition from employers, most of whom were anti-union. As was documented earlier in this booklet, it was the rare employer who acceded to demands for union recognition without first offering formidable resistance.

This was manifest in various way—in physical combat initiated by management "goon squads," use of strike-breakers, threats of reprisals against or dismissal of workers supporting organizing, and legal maneuvers of every description by high-priced attorneys to avoid or circumvent good-faith bargaining.

As these veterans, ever so many with service records running to thirty or more years—some with physical scars as lasting reminders of the struggles—retired, younger persons moved to the forefront. Happily, most were qualified for their new assignments. What they may have lacked in experience was compensated for by their fervor.

No better evidence of their dedication to trade union principles and their energetic performance exists than the record of growth the Teamsters

have experienced in recent years. It has been both gradual and substantial.

By 1974 the average membership of Local unions affiliated with the Western Conference had expanded to 484,000, based on per capita payments. (During periods of peak production in seasonal industries membership went much higher—to nearly 606,000 in 1973, for instance.)

The 484,000 average for 1974 reflected a growth of around 40,000 over the average for two years earlier. There is substantial reason to anticipate a continuance of this growth in the years ahead.

While the population acceleration experienced by a number of western states had eased off somewhat by the early seventies, it remains true that most of them retain an allure. Not only do individuals find an inviting climate but there is an almost irresistible appeal to business and industry to expand in the Mountain and Pacific states.

It is economically beneficial for them, in many instances, to relocate their distribution facilities—if not manufacturing plants—into this vast area. In doing so they can take advantage of an abundant labor supply and avoid the costs of transporting finished commodities from the East or Midwest to an expanding populace in the West.

So while growth of the West, both population and industrial-wise, has slowed, it remains on the upbeat and is likely to continue so for the foreseeable future. The potential for organization by the Teamsters and other unions is most promising.

Einar O. Mohn had served as chief administrative officer of the Western Conference for 16 years, longer than any of his predecessors. It was Mohn, along with Frank Brewster and a handful of others, who assisted Dave Beck in formation of the Conference back in 1937.

Mohn also was initiator and director of much of the organizing work that followed, making the Teamsters a vital cog in the economic development of the West, the Pacific coastal states in particular.



## NEW MAN TAKES OVER CONFERENCE DIRECTORSHIP

In relinquishing the Conference Directorship, and subsequently his Vice Presidency and membership on the International Union's General Executive Board, Mohn turned the gavel of authority over to M. E. "Andy" Anderson.

This was an uneventful and smooth transition because Anderson's association with the Teamsters for a quarter of a century familiarized him with the organization's operations at all levels of authority and responsibility.

The chartering off of some 5,000 members to provide the nucleus for Teamster Airline Local 2707 only served to stimulate him to greater efforts to enroll new members.

Within five years he and his associates, by diligent effort and application of innovative ideas, again had built Local 986 into the largest single union within the Western Conference with a membership of around 14,000.

It wasn't only trade unions that experienced change during the sixties and early seventies.

In late March 1974 the gavel of authority is passed into new hands as Brother Mohn (L) concludes an eventful reign.



While younger in years than his predecessor, Anderson brought to his new assignment an outstanding record of accomplishments as a Local union executive officer and valuable experience in organizing and collective bargaining. He had, as the saying goes, earned his spurs and knew his way around in the labyrinth of labor-management affairs.

In a relatively short period Anderson had taken a small Local union—No. 986 in Los Angeles—from the verge of bankruptcy and a mere 238 members and built it into a 10,000-plus organiza-

Business and industry likewise underwent revolutions of sorts. Corporate giants, more familiarly known as conglomerates, began mushrooming, diversifying their interests as well as what they produced or manufactured. Interlocking relationships, through exchange of stock, outright purchases, mergers, acquisition by various means of subsidiaries, etc., evolved in a manner that made it most difficult—if not impossible—to trace actual ownership.

Many corporations invested heavily in production facilities in foreign countries. They did so



for a variety of reasons, but primarily to take advantage of the cheap and ample labor force that was available in a number of countries.

Once their products came off what passed for assembly processing lines in these foreign countries they were—and still are being—shipped back to retail markets in the U.S. to compete with and undersell goods and commodities turned out in this country at the wage-scale which has made possible our enviable high standard of living.

Such transitions posed a challenge to trade unions. They were compelled to alter their traditional ways of doing business. So new concepts in collective bargaining were devised.

#### **NEW COLLECTIVE BARGAINING CONCEPTS**

Teamster unions, after success in the early sixties in negotiating a nationwide contract with employers engaged in the motorized hauling of freight, moved further in the direction of obtaining agreements with employers on a company-wide and area-wide basis in jurisdictions other than freight.

As was to be expected, they encountered strong resistance. But determination and persistence has produced results and this concept is being vigorously pursued and extended under the Anderson administration. So also are organizing campaigns.

Only about one out of every four persons in the work force is a union member, and there are numerous occupations in which organization is non-existent or never has been attempted. Even national concerns that may be unionized in one or more areas manage to avoid organization of their employes in other locations.

These heretofore sacrosanct domains now are being penetrated or, at least, are under siege. In time, through company-wide or other types of bargaining, they will be forced to allow all of their employes to enjoy the benefits of union security.

During the past half dozen years Teamster unions have moved aggressively in the agricultural field. As a consequence, they have organized thousands of men and women who for years had been

exploited in a disgraceful manner. In order to barely survive, farm workers were required to accept miserably low wages for the harvesting and processing of crops while being housed, oftentimes with their families, in facilities that defy description.

But through concerted organizing and persistence at the collective bargaining table the Teamsters have achieved for farm workers a standard of living and a dignity few of the recipients ever dreamed would be their lot in life. Hourly wages ranging to as much as four times the scale paid by growers in the late sixties are not uncommon.

Moreover, the farm laborer fortunate enough to be covered by a Teamster contract now is guaranteed employer-paid benefits for periods during which he or she is unemployed. Also, employers contribute towards a pension plan in their workers' behalf. Teamster contracts also provide health and welfare benefits, paid vacations, and machinery for the speedy processing and redress of grievances, among other fringe benefits.

#### **PUBLIC EMPLOYEES GET ATTENTION**

A segment of society in which workers long have suffered from lack of organization lies in the broad reservoir of government employes. There are limits to the size of budgets at all levels of government and without a strong union to negotiate in their behalf employes have been able to achieve little, on their own.

But this, too, is changing. Not long after he assumed Directorship of the Conference, Anderson established a division to coordinate activities in the public sector and give impetus to the organization of employes at various levels of state, county and community governments as well as among professional and medical employes.

Early successes have been registered but there remains a tremendous opportunity to assist these people in sharing in a more abundant life. That is the goal we seek and it can be achieved by the strong helping the weak.