

Proceedings

Twelfth Convention

**San Francisco
July 10-12, 1978**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



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CALIFORNIA LABOR FEDERATION, AFL-CIO**

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CASS ALVIN

The Executive Council of the California Labor Federation, AFL-CIO,
is composed of the President, the Vice Presidents, and the Secretary-Treasurer

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PROCEEDINGS
of the Twelfth Convention

FIRST DAY

Monday, July 10, 1978

MORNING SESSION

**CALL TO ORDER AND
OPENING CEREMONIES**

The delegates were entertained while awaiting the call to order with a pleasing music program of popular airs by Sal Carson and Group, courtesy of Local 6, American Federation of Musicians, after which the Convention was called to order at 10:20 a.m. by John F. Crowley, Vice President, California Labor Federation, AFL-CIO and Secretary-Treasurer of the San Francisco Central Labor Council.

Temporary Chairman Crowley then called for the presentation of the Colors which was performed by the Color Guard, Boy Scouts of America, Troop 97.

Here followed the playing of the National Anthem by Sal Carson, trumpet soloist, American Federation of Musicians, Local 6.

The Pledge of Allegiance was given by Pat Dempsey, Boy Scout Troop 97, leading the delegation.

Chairman Crowley then introduced, for the purpose of the Invocation, The Most Reverend Pierre DuMaine, Auxiliary Bishop in the Roman Catholic Archdiocese of San Francisco.

INVOCATION

The Most Reverend Pierre DeMaine
Auxiliary Bishop, Roman Catholic
Archdiocese, San Francisco

"Lord of all creation, maker of all it is, You have made each of us in Your Own Image, You have given us in our work a share in your creative power. Do not let us be forgetful of Your constant presence in all we do. Let even those who are not mindful of Your presence be aware of Your image in all men and women.

"Let us recognize that all of our possessions in our stewardship and all Your powers come from thee. Cleanse our motives from greed, self-interest, lust for power. Let us recognize that our collaboration in our work with our hands, with our minds and also with our hearts must build Your city on earth. Though we forget You, You will not forget us.

"Let us not consume the world recklessly and selfishly, but carefully to enhance its beauty, to strengthen its power as You design it to be. In doing so, we recognize that all work is service and in that service to each other we render service to You.

"May this be our goal, may this be our accomplishment, may this be our achievement in this assembly and in all that we do. We do this in Your name and in Your praise.

"Amen."

**OFFICIAL WELCOME AND
INTRODUCTION OF HONORED GUESTS**

Chairman Crowley welcomed the delegates to San Francisco and introduced the Honorable George R. Moscone, Mayor of the City and County of San Francisco, who also welcomed the delegates and wished them a fruitful Convention.

Fire Chief of the City of San Francisco Andrew C. Casper and members of Fire Fighters Local 798 greeted the delegates and wished them well in their work ahead.

The next speaker, Eugene Barry, Regional Director of the Federal Mediation and Conciliation Service, was also introduced by Chairman Crowley for his welcome and words of encouragement to the Convention delegates.

The next guest of the Convention introduced by Chairman Crowley was Stanley M. Smith, Secretary-Treasurer of the San Francisco Building and Construction Trades Council who greeted the delegates and wished them success in the days ahead.

Chairman Crowley then called on Joseph Belardi, President of the San Francisco Labor Council and International Vice President of the Hotel and Restaurant Employees and Bartenders Union, who introduced Albin Gruhn, President of the California Labor Federation, AFL-CIO, while presenting him with the gavel.

**GAVEL PRESENTED TO
CHAIRMAN GRUHN**

President Belardi awarded the gavel to Chairman Gruhn with these words:

"I have been selected to present the gavel to the permanent Chairman of this Convention, which I deem a privilege and an honor.

"I first met Brother Al Gruhn in 1940 at the Santa Monica Convention of the State Federation of Labor. At that time, he was the youngest Secretary of any Labor Council in the State of California.

"At that same Convention, he was nominated and elected as the youngest Vice President of that Federation.

"Then, in 1960, he became the President of this august body—and he has served in that capacity ever since.

"Now, there is no need me telling you (those of you who have attended the Convention), you know that he can handle the gavel and parliamentary procedure very well.

"So, without any further delay, I would like at this time to present the gavel to Brother Al Gruhn so that he may proceed with the business of this Convention—and here is the gavel, Brother Gruhn."

FORMAL OPENING OF THE CONVENTION

ALBIN J. GRUHN

**President of the California Labor
Federation, AFL-CIO, Presiding**

President Gruhn, now presiding Chairman, opened the Convention with these words:

"Thank you, Joe, and I am going to use it!"

"Delegates, at this time I do declare the Twelfth Convention of the California Labor Federation, AFL-CIO, in order to transact such business as may legally come before it.

"On behalf of the Federation, I wish to thank all of the officers of the San Francisco Labor Council, the officers of this Federation, and their staffs who assisted in carrying out the numerous details in preparing for this Twelfth Convention.

"In this historic trade-union City of San Francisco, we salute the trade union movement of San Francisco for the help and energy it fused in giving hope and encouragement to a struggling and growing labor movement in this state.

"I also wish to thank the American Federation of Musicians, Local 6, who provided us with the excellent music of Sal Carson's group and Sal's trumpet solo of the National Anthem; to the Color Guard composed of Boy Scouts of America, Troop

No. 97, who led us in the Pledge of Allegiance; to the Most Reverend Pierre De-Maine, Auxiliary Bishop of the Roman Catholic Diocese of San Francisco, for the Invocation. I would also like to thank Mayor George Moscone, Fire Chief Andrew Casper, and Regional Director Eugene Barry of the Federal Mediation and Conciliation Service for being with us this morning. Also Brother Stan Smith of the San Francisco Building Trades Council.

"I wish to extend to you the greetings of the officers and delegates of this Convention.

"As we open this Twelfth Convention of our Federation—the largest State Federation in the nation—it is evident that labor movement leadership was never so vital in helping to shape the destiny of our state and nation than it is today. We have a tremendous responsibility to defend and enhance the human rights and human dignity of our members, their families, and of all people who make up the human family.

"We will have the opportunity during the time spent at this Convention to consider many statements of policy and resolutions. The statements of policy submitted by the Federation's Executive Council cover virtually every subject matter that is vital to the economic and social well-being of our state and nation.

"Let me briefly review the titles of the subject matters that you will be asked to make decisions on: full employment and the economy; taxation; foreign policy; workers' compensation; unemployment insurance; disability insurance; women; social security; health; welfare; consumer protection; labor legislation; agricultural labor; public employees; civil rights; housing; education; environment; energy; reclamation law; community concern and service; and Proposition No. 13.

"What other organization in this state or nation involves itself on behalf of the social and economic welfare of all the people? Not the NAM or the Chamber of Commerce or other anti-labor groups.

"Let us all pause for a moment and visualize what the wages, hours and working conditions would be like in your trade or profession without a union or in terms of the NAM, a union-free environment. Think about it.

Labor Under Attack

"A union-free environment would mean the end of the democratic process of collective bargaining. It would mean no more interference by so-called outsiders, as anti-

labor employers call unions, in the employee/employer relationship on such matters as wages, hours, working conditions, and fringe benefits, it would mean no more union committees on political education that scrutinize voting records and positions on issues of the political candidates as they relate to the interest and welfare of working men and women and their families, the aged, the handicapped, and the disadvantaged.

"It would mean no more union committees on political education to register, educate and get out the vote of the membership for labor-endorsed candidates. It would mean no more union lobbyists to advocate the positions of labor for or against legislative proposals.

"This is what the NAM and the anti-labor forces of this country want. Eliminate union organizations that are in the forefront in the fight for human dignity, decency, and the democratic way of life.

"The labor movement is indeed, as President Meany has said, the 'people's lobby.'

"After we have completed our work here, it is essential that the Federation have the united support and assistance of our trade union movement if we are to attain the maximum accomplishment of the legislative and other objectives of this Convention. Our Executive Secretary-Treasurer, Jack Henning, has and is continuing to give unstintingly of himself in carrying out the Federation's vast legislative program in Sacramento and in giving assistance to the national AFL-CIO's program in the Congress. He deserves our utmost thanks for a job well done in the trying and difficult legislative sessions during the past two years.

"The labor movement must continue to expand and strengthen its economic and political strength—and this can be done by organizing the unorganized; purchasing only union-made goods and services; full participation and affiliation with the California Labor Federation, AFL-CIO, and the local labor bodies; registration; education; getting our members and their families to vote on election day for labor-endorsed candidates.

"In reporting to you on the administration of my office, I refer you to the reports you received in your packets when you registered as delegates. They cover many of my activities on behalf of this Federation since our last Convention. I also note a few of my community activities. This gives you an idea of what other labor officials, our Executive Secretary-Treasurer, many of our Vice Presidents,

many of the officers and delegates to this Convention do in serving on numerous community committees on behalf of the interests and welfare of the membership.

"During the past two years, I have served as a member of the California Employment and Training Advisory Council; as a Vice President of the Consumer Federation of California (and I would hope that many of our organizations who are not affiliated would take steps to affiliate with the Consumer Federation so we can better protect our interests in the marketplace); as a member of the California OSHA Advisory Committee; as a member of the Citizen's Advisory Council to the Air Resources Board; as a member of the Labor Consumer Task Force on Energy Conservation of the Department of Consumer Affairs; as a member of the Board of Directors of the California Industry Education Council; as a member of the Board of Directors of the United Way of California; as a member of the Planning Committee of the Regional Forum on Social Security; a Trustee of the Northern California World Affairs Council and Chairman of the Recommendations Committee of the California Conference on Apprenticeship. This shows the interest and the concern of the trade union movement in all these important areas of service to the people.

"Let us never forget that a strong and free trade union movement is the bulwark against tyranny and oppression; that in unity, there is strength; and that united we stand, divided we fall irrespective of our trade, profession or craft in which we work.

"Let's unite in this Convention and continue that unity in the days ahead—and we will overcome all of the efforts of our enemies to destroy us, and we will continue to bring about legislation that will correct many of the inadequacies that exist in the social structure of this country.

"Thank you very much."

Remarks

WILLIE L. BROWN, JR.
Assemblyman, 17th District

Chairman Gruhn, having concluded his Address to the Convention, then introduced the Honorable Willie L. Brown, Jr., Assemblyman from the 17th District, who presented his remarks to the Convention delegates.

Escort Committee for Governor Brown

The Escort Committee for Governor

Brown was announced by Chairman Gruhn as follows: Jerry Cremins, chairman; M. R. Callahan, Dina Beaumont, Harry Finks, Steve Edney, James McLoughlin and Paul Miller, all Vice Presidents.

Chairman Gruhn next called on John F. Henning, Secretary-Treasurer of the California Labor Federation, AFL-CIO, who introduced Governor Brown to the Convention.

Following this introduction, Governor Brown commenced his address:

ADDRESS

HONORABLE EDMUND G. BROWN, JR.

Governor of California

"Thanks, Jack Henning and members of the AFL-CIO of the State of California.

"As I look out at our State today and look back over the three and a half years, I see an economy that is the envy of the rest of the country; I see the creation of a million new jobs; I see jobs created at the rate of 70 percent faster than the national level; I see laws to protect workers; I see a vigorous enforcement by our Labor Commissioner, and I see not only strong wages prevailing throughout the State, but I see a very vigorous educational system, a very profound commitment to our quality of life and a demonstration that the diversity of California is not an occasion for discrimination or ignorance or polarization, but a great opportunity for strength.

"In this State no one philosophical perspective, no one interest group, can carry the day; but in combination and in coalition, the Democratic Party and the organized labor movement, together with other progressive forces, have built a foundation on which we can build for years to come.

Gains for Workers

"People come to this State and they wonder: How is it that in California we have a labor law for farm workers that does not exist anywhere else and that allows for a secret-ballot election not in forty-five days, as the national Labor Reform Law would provide, but in seven days and in forty-eight hours if 50 percent of the workers go out on the picket line.

"We have set the stage in this State to give the tools of collective bargaining to those who need it most, notably those who toil in the fields; and as we set that example, I hope that we can send a mes-

sage to Washington where they are stalled in a filibuster on that national Labor Law Reform.

"It is vital for this State because we should compete under the same conditions with those other states in the South and other 'right-to-work' states—and I hope the message goes forth to the filibustering Senators.

"We have extended the right of unemployment insurance to farm workers. We have banned the professional strikebreakers, restricted the anti-labor injunction. We have extended collective bargaining to workers in the public sector, to civil service workers, in the schools; and hopefully very soon we will extend that same collective bargaining protection to the uncovered workers in our State colleges and universities, and we will work toward that with the members of the Legislature.

"We are also going to support the agency shop which exists in the schools, but as yet has not been extended to local government workers — and we are going to need a very strong help in achieving that objective.

"We have eliminated the employer deduction of tips. Very few places in the country can say that. In too many States it is the worker who pays a large percentage of minimum wage instead of the employer.

"Our child labor laws have been strengthened. The Labor Commissioner has been given the right to give final orders for wage claims without having to go to court. And there will be no more aggressive Labor Commissioner than we have right here in California.

"Our prevailing rates have been centralized in the Dept. of Industrial Relations and they have been maintained in the face of a very strong assault by those who would try to roll back the gains that you have made over the last three and a half years—in fact over the last two decades. And I see rising in this State and across the country a very subtle, a very aggressive, movement to create what is very deceptively named a Committee for a Union-free Environment — a committee that not only seeks 'right-to-work' laws, but seeks to weaken the Davis-Bacon Act and seeks every excuse with parallel apprenticeship programs and other forms of weakening the conditions that you have worked so hard to maintain and that we have tried to enhance during these last four years.

"We are making new initiatives in the

apprenticeship program in the field of health, in the field of agriculture and in the electronics field. We want to take the experience that the building trades have had over the last hundred years and apply it to new fields so that labor and management can work together and train those who are coming out of our high schools to have the skills to go into our highly sophisticated economy and yet do so in a context of labor-management co-operation.

Cal/OSHA

"Our California OSHA program is the envy of the nation. We read in the newspapers the stories of how the national OSHA program runs into difficulties, how they count the number of rubberbands on somebody's desk, and a hundred other things that people have been able to mock and ridicule. But in the last two years of criticism of OSHA, you have heard almost no criticism of the California OSHA program because it has striven to be practical, but at the same time to keep the idea of its existence, namely, the protection of workers, foremost—and we have a former leader of the AFL-CIO in one of our larger counties as its head, and we have worked with business and we have worked with you to protect workers from some of the very serious dangers that are encountered in the workplace.

"When I ran four years ago for Governor, I said that I would put in the Dept. of Industrial Relations, the Labor Commissioner's Office and in the Division of Safety Standards someone who knew it not from an academic perspective, but somebody who knew it as a labor representative, as somebody who had to listen to the heartaches and the complaints and the grievances that are piled on a daily, almost an hourly, basis here in California. And we have not only protected the worker, but we have made management recognize its responsibilities and we have avoided the criticisms that we have heard in other parts of the country.

"We have another program that will be coming forward to protect workers against the toxic chemicals that are often found in the worksite. We want to set up an industrial environment and work with all of you to make sure that we protect jobs, but we also want to protect the health of those who must work in it.

State Protections

"We have concentrated our labor enforcement. We have a task force of the

Dept. of Industrial Relations, a Contractors' Licensing Board, a Franchise Tax Board, to go after the unscrupulous employers who take and pay their wages in cash, who chisel on the trust funds, who cheat the State out of millions and millions of dollars of funds in workers' compensation, unemployment insurance, and not only weaken the worker protection, but weaken everything for which we stand; and we now have auditors, we have investigators and we are working very closely with several people in this hall today to make sure that those unions which are trying to protect their standards and their trust funds get the full assistance from the State of California.

"When I look at the programs, whether it be our LNG siting law, our acceleration of treatment plants that created 47,000 man years of work, our urban strategy that attempts to rebuild the existing facilities in our urban and suburban areas, the removal of legal obstacles.

"I can cite a couple of examples. In Orange County I signed a law to insulate from legal attack a major development program that is estimated to bring ten to fifteen thousand jobs over the next several years. We have brought breweries in the south and in the north by cutting through the red tape, by making the legal structure hospitable to plants that wished to come to this State and wish to expand.

"We haven't always been successful. We have made mistakes. But by and large, by bringing into this administration representatives of organized labor in unprecedented numbers, I think that you can go back 50 years and you will never find as many people from your ranks as members of commissions and in the central policy, decision making bodies of our State. That's what you have—and that's beginning to make a major dent in the policy and in the direction of what we are doing in this State.

"I think that you would have to go back many years to find the openness of communication of those of you who come to us to register your concerns and the response that we give you. The door is always open. The decision is not always favorable, but over the last four years I think representation has been strong, the access has been unprecedented and the direction is increasingly clear.

"We're working on additional water projects. Recent decisions of the Supreme Court make it very clear to me that we are going to have a renewed hand in determining our own water destiny. I pro-

posed major projects that would total about \$7 billion in canals and water storage and transfer facilities—and I think that that will happen either this year or very soon in the next year.

“We have laid the base, we have built the coalition, and I think now it is just a matter of bringing it home to fruition.

Challenges are There

“These are difficult days. They are difficult for those in the public sector and in the private sector. We face challenges in this State because trends that begin here spread across the continent; and whether it was the student movement or the anti-war movement, the environmental movement or the anti-tax movement, whatever trend or theme comes into our national public life, it often begins right here in our State. The challenge that we have is not to throw up our hands, not to retreat, not to despair, but to find in the new teams that which is positive, to try to bring together coalitions of a very diverse kind. Our coalition is not a monolithic group. Your own organization is not a monolithic group either. The divisions are strong and they are deep because our economy and our society is itself a very diverse place.

“But as I look at the record in California, a commitment to free education, the openness of opportunity for people of all backgrounds, of all ages, of all races; as I see the growing strength of the labor movement in this State and I compare it to the obstacles emerging in other parts of the country, I see that we have a very strong foundation on which to build. It is nothing to be complacent about. What is won in one year can be lost in another; and unless all of us are able to yield some of our own pet ideas and some of our predilections, we can't form that common theme and that common objective that binds together a true coalition.

Future is Promising

“I think the strains of the '60s have been very serious. The division between the intellectuals and labor, between the environmentalists and labor, between minorities and majorities, between one group and another, were serious. But I really sense over the last few years a growing-together, a better understanding of people as they come together to see that the common theme is extending a job for everyone in this society, breaking down the barriers, providing the new technology, the

energy, the transportation and the educational opportunities.

“Those are the common themes that have kept us together since the days of Roosevelt, Truman, Kennedy and Johnson. And I think that we have to look into our own hearts, look into our own constituencies and find new ways to bind up the wounds, to heal the divisions and to go on to even greater achievements in the future.

“We are blessed in this State with a very special environment, a very special economy, a very special education system, and a very powerful labor movement. Those are opportunities for strengths if we see in them what lies ahead and what can be and what must be. We have worked, we have achieved, and over the next four months and over the next four years I ask not only for your support but your enthusiastic contribution and work in the precincts, in the byways and the towns and the cities of this State. The challenges are too great. The forces of opposition are mounting almost daily. If you pick up the papers; if you read the advertisements, those who would weaken the collective bargaining relationship are getting stronger. It is not a time for division. It is a time for unity. And unity means a common purpose, a common theme, a transcending of narrow interests and of special interests.

“I think the objective is clear. Our tradition is sound, our future is assured, if we build on what has gone before and those successes can become a triumph of the future if we work together.

“So that is my theme today. It is my theme to you and it is my theme to all Californians. This State has been blessed. It is the great exception. It will continue to be the great exception in its prosperity, in its environment, in its education, in its labor movement, if we work together and if we look not just to yesterday or tomorrow, but in the long future ahead of us. I ask for your help.

“Thank you very much.”

Chairman Gruhn thanked Governor Brown for his address.

At this point, the Convention picture was taken.

Chairman Gruhn then proceeded to introduce W. Howard McClennan, member of the Executive Council, National AFL-CIO and President of the International Association of Fire Fighters, AFL-CIO. Chairman Gruhn noted that President McClennan also serves as President of the

Public Employees Department of the National AFL-CIO.

ADDRESS

W. HOWARD McCLENNAN

Member, National AFL-CIO

Executive Council

and

President, International Association of Fire Fighters

President McCleNNan addressed the Convention as follows:

"Thank you, Mr. Chairman.

"My good friend Jack Henning and all the officers and members of the California Labor Federation.

"As I walked in the hall this morning I saw an old pal of mine (Bill Baldwin) sitting out there who went to Japan with me and was our interpreter while we were over in Japan and learning how the Japanese do things. We didn't do too well with him interpreting.

"You know, San Francisco, Jack, reminds me an awful lot of Boston, Massachusetts. As you can probably tell, I come from Boston, Massachusetts.

"Yes. I put 29 years in with the Boston Fire Department. And a lot of people feel at home in San Francisco when they come from Boston.

"An unusual event is taking place in Boston, Massachusetts which I know that you will be interested in. There is a fight going on for the seat in the United States Senate. Involved is a senator by the name of Senator Brooke—a good senator, a good labor record; and he is being challenged by many people, one of whom is Kathleen Sullivan, which is her former name. She was president of the Boston City Council and only about three months ago she married the former mayor of San Francisco: Joe Alioto.

"You know, there is a rumor going around Boston, Jack, right now, that he may be a candidate for the Mayor of Boston. Who knows? You never can tell.

"It is a real pleasure for me to address this state convention of the California Labor Federation. It is a special honor to be here as the principal representative of our great President George Meany and bring to all of you the greetings of the AFL-CIO. I am sure I don't bring you any surprising news when I tell you that President Meany is right in there on the firing line in Washington, D.C. during the long, hot summer. He is working, planning and

leading the fight to overcome the efforts of the big-business lobby and their reactionary allies in the United States Senate.

Labor Law Reform

"Before this month is over, perhaps in the next week or 10 days, we will know whether the working people of America are going to win a measure of justice on the job. We will know whether the United States Senate will pass the Labor Reform Bill or whether the forces that want to turn back the clock of democracy in America will prevail. If they succeed, you will have seen just the first big step in a vicious campaign to put American workers and their unions into handcuffs—an effort to prevent workers from having an effective union of their free choice, an effort to prevent workers from having unions that can be effective in collective bargaining, an effort to prevent unions to have effective instruments for the public good in the state legislature, in the national Congress, in the national elections at every section of government.

"A couple of minutes ago I said, 'If they succeed.' But the sad fact is that the reactionary, right-wing in America has already been far too successful. They have successfully killed the situs-picketing bill to give equal treatment under the law to unions of the building trades. They successfully killed the cargo-preference bill. That was a bill to protect the American Merchant Marine, with American workers receiving American rates of pay, from the low wage competition of foreign-flag ships and from the aggressive wage cutting of the Soviet Union's government-owned shipping fleet.

"If the right wing succeeds on labor law reform, then they will go after the Full Employment Bill. That bill bears the name of one of your own, fine congressmen (Gus Hawkins) and a wonderful friend of America's working people, and the late Senator Hubert Humphrey. If they defeat the Humphrey-Hawkins Bill, the right wing will then look around for new ways to turn back the clock to the 19th Century—an era when big business working with government knew how to keep the workers in their place. It is a grim picture, Brothers and Sisters, but they haven't won yet.

Keep Pressure On

"If we keep up the pressure on the senators; if we keep the letters, the calls, the telegrams and mailgrams coming into Washington, then I do believe that we

shall overcome. The friends of labor in the Senate deserve our compliments and our thanks. Senator Byrd, the majority leader, has placed the prestige of his position on the line in support of this bill. Your own great Senator Cranston has done a magnificent job of rallying support against the filibuster. Senator Williams of New Jersey; Senator Javits of New York, the sponsors of labor law reform, have stood united in the face of attack.

"Furthermore, President Carter has fully lived up to his commitments to this bill. He has never wavered in his support. Ray Marshall, our fine Secretary of Labor, has been working two years both in the public view and behind the scenes in support of labor law reform. If this bill passes, it will be a beautiful monument to a united effort by the workers of this country and their unions and progressive citizens' groups and leaders of government. If we stick together, we can beat down the forces of reaction. Let us hope and pray and work for victory.

"Well, folks, you must be congratulating yourself. I have spoken all these words and I have never mentioned the magic number 13. I refer, of course, to the results of that recent election in California. The good news from California is that COPE endorsed 121 candidates in the state primaries and 118 of them won their contest for nomination.

"There was bad news, too. And what is worse, some people who should know better have been trying to dress it up as good news. I see no silver lining whatever in the passage of Proposition 13. It was unmitigated bad news for thousands of public employees and their families. It was bad news for all the citizens of California who need and depend on state and local services — and that includes everybody, rich and poor alike.

Proposition 13

"But who can come to the golden state these days and not discuss your infamous California Proposition 13? Consider the ironies that emerge from two public opinion polls. One taken by CBS and The New York Times showed that many Californians believed that Proposition 13 would reduce the welfare burden on their home. But welfare isn't financed by the property tax — and Proposition 13 can really put more people on welfare. Many of those who have administered that program can be forced to join their clients on the receiving end. So greater welfare burdens

can be created as resources are reduced.

"I can sympathize with the circus giraffe who was born with two necks. He kept complaining: 'I just didn't know where to turn.' But Proposition 13 tells us all where we have to turn. We have to turn towards fair and equitable reform based on ability to pay and we have to do it reasonably fast.

"Were residential property taxes unreasonably high and out of proportion to other revenue sources? They were. Were state and local officials remiss in failing to keep the tax structure in balance? They were. Were past administrations and past congresses wrong to permit welfare costs to fall so heavily on state and local governments rather than to provide relief through a national, uniform federal welfare structure? They most certainly were.

"That said, will Proposition 13 do anything to solve these problems and right these wrongs? It will not. It will make them worse.

Local Government Weakened

"I know millionaires don't need very much government. Millionaires don't need welfare or child day centers or unemployment insurance or state or medical social services. The average millionaire's idea of good government is just a police force, a fire department and zoning board to keep the likes of you and I out of their neighborhood. But the rest of us need a lot of government service. But what Proposition 13 does is withdraw support from the government bodies in which Americans have most confidence and in which they believe use tax money most wisely and efficiently.

"More money will be sent from the federal government in Washington to Sacramento. More money will have to be used from state funds to support local schools. And when that happens, obviously the state will want a stronger voice in how the schools are run. So the net effect is to weaken local government and strengthen big government.

"It seems to me that there are just two ways to handle the situation. Either we should all become millionaires, but I think that that just isn't practical, or else we must maintain government services for all the people without waste or extravagance, but at the same time making certain that these services are properly funded so that they can be functioned effectively.

"Somebody had better tell Mr. Jarvis that if we stop these government services,

the real cost to California and America will be higher in the long run than it was before Proposition 13 was passed. In my opinion Proposition 13 became law because a lot of decent citizens felt it was the only way they could send messages to their government that they wanted relief from oppressive taxes. Sure Proposition 13 was simplistic, in the words of the editorial writers. Sure it was a meat-ax approach to a complicated problem. But Proposition 13 was the only game in town that promised to make the politicians listen—and they have. The question is: What will they do now?

"Proposition 13 has been billed as a grass-roots taxpayers' revolt, but it was drafted to benefit the rich and the corporations at the expense of the homeowners. Not only will industry and large landowners receive two-thirds of the tax cut benefits immediately, but they will be happily insulated against future increases in ways that small holders will not.

"The AFL-CIO has always stood for tax reform based on ability to pay. Proposition 13 sends us a message, too—a message that we had better get busy right now. We have got to convince the politicians to adopt the sort of programs that we have always favored for fair and progressive taxes.

Action Needed

"Words alone, ladies and gentlemen, are not enough. It is action that counts—action that will keep homeowners from having property taxes eat up their resources, action that will close the loopholes in the present laws through which the wealthy and big corporations escape a fair share of the tax burden. That's the only road to tax with justice. We Americans have no alternative but to march down that road. The sooner the better — and at double-quick time. But to get justice, to get all of the things that need to be done in this country, we must have elected officials who understand and respond to the problems and interests of plain people. To get such officials the American voter must be persuaded to elect and support them on the basis of their policies and proposals and to see through all of the campaign trappings and packaging that money can buy in this TV and PR age.

"Can we get there from here? Only if our unions and COPE redouble their efforts to educate, agitate and organize our members and their families. Nothing works—not collective bargaining, not public service or private industry, not the

political system itself, not even the most enlightened leadership—unless the people at large are willing to let it work and to help it work. That is the challenge we all face singly and collectively today.

"Thank you very much."

Chairman Gruhn thanked President McClennan for his address and called on Loretta Mahoney, Chairwoman of the Credentials Committee for a report.

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

Chairwoman Mahoney recommended that the delegates listed in the Preliminary Roll of Delegates, as printed and presented to the Convention, be seated according to the Constitution of the California Labor Federation, AFL-CIO.

She then read the additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Report Adopted

On Chairwoman Mahoney's motion, duly seconded, the partial report of the Committee on Credentials was adopted.

Announcement

Chairwoman Mahoney made the following announcement:

"Delegates, the Credentials Committee will be at the Sheraton Palace Hotel until 2:30 this afternoon, then go back into session at approximately 5:30 tonight and we will be back tomorrow at 8:30."

Chairman Gruhn then presented the next speaker.

Remarks

DR. GISELA KIESAU

**Vice President, Commerce, Banking and Insurance Workers Union
Federal Republic of Germany**

Dr. Kiesau, having been introduced by Chairman Gruhn, made her remarks to the delegates.

Chairman Gruhn thanked Dr. Kiesau and called upon Secretary-Treasurer Henning for the appointment of the Convention Committees.

APPOINTMENT OF CONVENTION COMMITTEES

Secretary-Treasurer Henning then read the Committees as appointed by the President:

Committee on Credentials

Loretta Mahoney, Chairwoman, Hotel, Motel and Restaurant Employees and Bartenders No. 18, Santa Rosa.

James W. Cross, United Telegraph Workers No. 34, San Francisco.

Flo Douglass, Hotel and Restaurant Employees and Bartenders No. 2, San Francisco.

Edward Flores, Hod Carriers and Common Laborers No. 585, Ventura.

Joe Garcia, Hotel and Restaurant Employees and Bartenders No. 2, San Francisco.

Ernest King, Boilermakers No. 513, Richmond.

Irene Lewis, Glass Bottle Blowers No. 82, San Ramon.

Jean Mason, Communications Workers, Southern California Council, Carson.

Robert H. Medina, Construction and General Laborers No. 270, San Jose.

John Moylan, Plasterers No. 66, San Francisco.

Orv Owen, Electrical Workers No. 1245, Walnut Creek.

Edward Ponn, Motion Picture Machine Operators No. 162, San Francisco.

Robert Skidgel, Operating Engineers No. 3, San Francisco.

Willard L. Sward, Painters No. 5, Los Angeles.

Paula Terry, Butte and Glenn Counties Central Labor Council, Chico.

Alfred Thoman, Carpenters and Joiners No. 36, Oakland.

Max B. Wolf, Ladies Garment Workers No. 293, Los Angeles.

Committee on Constitution

William G. Dowd, Chairman, State Conference of Operating Engineers, San Mateo.

James Ballard, San Francisco Federation of Teachers No. 61, San Francisco.

Mildred Boeh, Glass Bottle Blowers No. 155, Oakland.

William F. Braughton, Oil, Chemical and Atomic Workers No. 128, Long Beach.

M. R. Callahan, Hotel, Motel and Restaurant Employees No. 681, Long Beach.

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco.

E. Earl Higgins, Electrical Workers No. 11, Los Angeles.

Mattie Jackson, San Francisco Joint

Board, Ladies Garment Workers, San Francisco.

Thomas P. Kenny, Sacramento Central Labor Council, Sacramento.

James P. McLoughlin, Retail Store Employees No. 428, San Jose.

Chester Mucker, Hod Carriers & Laborers No. 294, Fresno.

Ray Nelson, Plywood & Veneer Workers No. 2931, Eureka.

Ed Turner, Marine Cooks and Stewards, San Francisco.

William Waggoner, Operating Engineers No. 12, Los Angeles.

William Ward, Alameda Building and Construction Trades Council, Oakland.

Walter Zagajeski, Painters No. 9254, El Monte.

Committee on Legislation

Max Osslo, Chairman, Butchers No. 229, San Diego.

Mary Bergan, East County Federation of Teachers No. 2001, Antioch.

James L. Evans, United Transportation Union, Sacramento.

Harry Finks, Theatrical Employees No. B-66, Sacramento.

Frank G. Kuberski, Southwestern State Council of Retail Clerks, Sacramento.

James Lee, State Building and Construction Trades Council of California, Sacramento.

Mack Lyons, United Farm Workers, Keene.

Dale Marr, Operating Engineers No. 3, San Francisco.

Chester Migden, Screen Actors Guild, Hollywood.

Gwen Newton, Office Employees No. 30, Los Angeles.

Joseph Pinto, Cabinet Makers and Millmen No. 721, Los Angeles.

Loretta Proctor, Hotel and Restaurant Employees and Bartenders No. 30, San Diego.

Anthony Ramos, California State Council of Carpenters, San Francisco.

William Robertson, Los Angeles County Federation of Labor, Los Angeles.

Frank Souza, Machinists Automotive Trades, District Lodge No. 190, Hayward.

James Van Houten, Communications Workers, District No. 9, Sacramento.

Al Whitehead, Los Angeles County Firefighters No. 1014, South Gate.

Committee on Resolutions

John Crowley, Chairman, San Francisco Labor Council, San Francisco.

Andrew Allan, Hotel and Restaurant Employees & Bartenders No. 11, Los Angeles.

Dina Beaumont, Communications Workers of America, District Council No. 11, Los Angeles.

Dean Cofer, IBEW No. 1245, Walnut Creek.

Val Connolly, Bartenders and Culinary Workers, No. 340, San Mateo.

Jerry P. Cremins, State Building and Construction Trades Council of California, Sacramento.

George J. Flaherty, Hollywood Film Council, Los Angeles.

George Goodfellow, Hod Carriers and General Laborers No. 291, San Rafael.

C. Al Green, Plasterers and Cement Masons No. 429, Modesto.

Richard K. Groulx, Alameda County Central Labor Council, Oakland.

Lloyd J. Lea, Lumber and Sawmill Workers, No. 2907, Weed.

Paul Miller, Los Angeles County District Council of Carpenters, Los Angeles.

R. R. Richardson, San Diego-Imperial Counties Labor Council, San Diego.

Raoul Teilhet, California Federation of Teachers, Burbank.

Cornelius Wall, Ladies Garment Workers, No. 55, Los Angeles.

Morris Weisberger, Sailors Union of the Pacific, San Francisco.

Rhoda Williams, American Federation of Television and Radio Artists, Hollywood.

Committee on Rules and Order of Business

Steve Edney, Chairman, United Cannery and Industrial Workers of the Pacific, Wilmington.

Donald Abrams, Bay Area Typographical Union No. 21, San Francisco.

Tony Cannata, Contra Costa County Central Labor Council, Martinez.

William J. Catalano, Musicians No. 6, San Francisco.

Russell Crowell, Laundry and Dry Cleaning and Industrial Workers No. 3, Oakland.

Mary Curtin, San Bernardino and Riverside Counties Central Labor Council, Riverside.

David Fishman, Painters No. 1348, Los Angeles.

Edward Hall, Utility Workers No. 132, Los Angeles.

George Hess, Plumbers and Gas Fitters No. 444, San Leandro.

Alvin Holt, Barbers No. 256, San Diego.

John Meritt, Culinary Workers, Bartenders, Hotel Service Employees State Council, Santa Monica.

Edward C. Powell, Theatrical Stage Employees No. 16, San Francisco.

Robert Renner, San Joaquin County Central Labor Council, Stockton.

J. J. Rodriguez, Los Angeles County Federation of Labor, Los Angeles.

David L. Shultz, Hotel and Restaurant Employees and Bartenders No. 681, Long Beach.

W. F. Simons, Kern, Inyo and Mono Counties Central Labor Council, Bakersfield.

Thomas Sweeney, Electrical Workers No. 595, Oakland.

Committees Approved

Secretary-Treasurer Henning's motion to approve the Convention Committees as appointed by the President was seconded and carried.

Recess

Secretary-Treasurer Henning then moved to recess the Convention until 2:00 p.m.

His motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:16 p.m.

Address

HONORABLE LEO T. McCARTHY
Speaker, California State Assembly

Speaker McCarthy, after having been introduced by Chairman Gruhn, presented his address to the Convention delegates.

Chairman Gruhn thanked Speaker Mc-

Carthy for his words and next called on Chairman of the Committee on Rules and Order of Business, Steve Edney, for a report.

REPORT OF RULES AND ORDER OF BUSINESS COMMITTEE
Steve Edney, Chairman

The Committee's report:

"Mr. Chairman, fellow delegates. I have

a report of the Rules and Order of Business Committee, the members of which were read into the record this morning, so that I shall not read them now.

"This is the report of the Rules and Order of Business Committee presented to the twelfth convention of the California Labor Federation, AFL-CIO, 1978."

1. **Roberts Rules of Order.** The Convention shall be governed by Roberts Rules of Order on all matters not provided by the Constitution or specified in these rules.
2. **Adoption of Standing Rules.** The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the convention, present and voting. When once adopted such standing rules shall remain in effect unless suspended or amended as provided in these rules.
3. **Amendment of Standing Rules.** No standing rules of the convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the convention present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.
4. **Convening the Convention.** The convention shall convene at 9:30 a.m. each day after the opening session which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and shall recess at 5:00 p.m. each afternoon unless delegates agree to extend the sessions or to call a special night session by a two-thirds vote of those present and voting. At 7:30 p.m. Wednesday evening a separate session of the convention will be held, the business of which will be devoted to a pre-general election convention, the business of which shall be confined to the consideration of endorsement of candidates and statewide propositions, and consideration of such resolutions as may be properly referred to the pre-general election convention under Article XV-A, Section 2 (b), of this Federation's Constitution. This particular business of the convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.
5. **Resolutions Defined.** Whenever the word "resolution" is used in these rules it shall include constitutional amendments.
6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee both majority and minority shall be entitled to report to the convention. The discussion and vote of concurrence or nonconcurrence shall be first on the minority report.
7. **Committee Quorum.** A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.
8. **Passage of Resolutions and Committee Reports by Convention.** A majority of the delegates present and voting shall be required to act on a committee report or a resolution except a constitutional amendment which shall require a two-thirds vote of the delegates present and voting. No motion shall be acted upon until an opportunity to speak has been given the delegate making the same if he or she desires.
9. **Roll Call Vote.** At the request of one hundred fifty delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered no adjournment shall take place until the result has been announced.
10. **Precedence of Motions During Debate.** When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named: First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to, or re-refer to committee; eighth, to divide or amend; ninth, to lay on the table.
11. **Motions in Writing.** Upon a request of the Chair, a motion shall be reduced to writing and shall be read to the convention by the Chair before the same is acted upon.
12. **Contents of Motions.** No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chair.

13. **Motion to Reconsider.** A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.
14. **Motion to Table.** A motion to lay on the table shall be put without debate.
15. **Recognition and Decorum of Delegates.** (a) Delegates when arising to speak shall respectfully address the Chair and announce their full name and the identity of the organization which they represent.
 (b) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.
 (c) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.
 (d) Any delegate may appeal from a decision of the Chair without waiting for recognition by the Chair, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.
 (e) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.
 (f) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.
 (g) Any delegate may rise to explain a matter personal to himself or herself, and shall forthwith be recognized by the Chair, but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.
16. **Voting Not to Be Interrupted.** When once begun, voting shall not be interrupted. No delegate shall be allowed to change his or her vote, or

have his or her vote recorded after the vote is announced.

Report Adopted

"Mr. Chairman, this is the report of the Rules and Order of Business Committee; and I move adoption and ask that the committee be discharged with thanks."

The motion, duly seconded, was carried and the report was adopted.

Chairman Gruhn next called on John F. Crowley, Chairman of the Committee on Resolutions, for a report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

STATEMENT OF POLICY I

Full Employment and the Economy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 6

Full Employment

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY II

Taxation

The Committee's report:

"Your committee was advised that there were two typographical errors in the text of the Statement of Policy: namely, on Page 10, the righthand column, Line 2, the first paragraph, and Line 3 of the last full paragraph. The figures 3.5 billion in each case should be changed to read four billion dollars.

"As amended, Brother Chairman, your committee recommends concurrence."

The motion was seconded and carried, and the committee's recommendation was adopted.

Resolution No. 7

Gasoline Tax Deductions

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY III

Foreign Policy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 98
Transfer Amendments
and
Resolution No. 99

Transferring Funds from the
Military to People's Programs and
Economic Conversion
and
Resolution No. 100

National Priorities/Arms Expenditures

Chairman Crowley noted that these resolutions were presented in combination.

The committee's report:

"Delegates, the subject matter of each of these resolutions is concerned with the same thing, namely, the so-called transfer of funds from military to various other purposes.

"Your committee was advised that this subject matter was considered by the National AFL-CIO at its convention in Resolution No. 150 and that the policy of transfer was rejected as being inconsistent with the Statement of Policy of the AFL-CIO involving financial support of military spending.

"Furthermore, your committee notes that this likewise would be in conflict with the Statement of Policy of this Federation. It is to be noted that in Paragraph 2 of the Statement of Policy it called for full support of the National AFL-CIO position on foreign policy.

"Your committee accordingly recommends that these resolutions be filed and I so move, Brother Chairman."

The motion was seconded and carried.

STATEMENT OF POLICY IV

Workers' Compensation

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY V

Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VI

Disability Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VII

Women

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15

Representation Rights Through Union
Organization for Women Workers

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17

Women Participation in Unions
and

Resolution No. 77

Support Coalition of Labor
Union Women (CLUW)

Chairman Crowley noted that these resolutions were in combination.

The committee's report:

"The subject matter of these resolutions is similar: namely, active participation of women in union affairs.

"Your committee recommends concurrence in Resolution No. 77 and recommends that Resolution No. 17 be filed.

"Brother Chairman, I so move."

The motion was seconded and carried.

Resolution No. 18

Affirmative Action Program

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19

Women Workers

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 75

Support the Federal Equal
Rights Amendment and the
Extension of the Ratification Date

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90
Child Care Services and
Summer School Programs

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VIII

Social Security

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 9
Early Retirement
and

Resolution No. 93

Social Security Revision
and

Resolution No. 102
Lower Retirement Age

Chairman Crowley noted that these resolutions were in combination.

The committee's report:

"The subject matter of these resolutions is similar: namely, the liberalization of the rules of the Social Security program.

"Your committee recommends concurrence in Resolution No. 102 and further recommends that Resolutions No. 9 and No. 93 be filed.

"I so move, Brother Chairman."

The committee's recommendation was adopted.

STATEMENT OF POLICY IX

Health

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 8
National Health Security
and

Resolution No. 61

Health Care
and

Resolution No. 84
Health Security

Chairman Crowley indicated that these resolutions were in combination.

The committee's report:

"The subject of these resolutions is simi-

lar; namely, the support of national health legislation.

"Your committee recommends concurrence in Resolution No. 61 and further recommends that Resolution No. 8 and Resolution 84 be filed.

"So moved by the Chairman."

The committee's recommendation was adopted.

Resolution No. 68

Protection of Workers from
Toxic Chemicals

The committee recommended concurrence and Chairman Crowley moved adoption of the committee's report.

The motion was seconded.

Delegate Dan Arteaga (Painters No. 560, Pinole) spoke in favor of the resolution.

The committee's recommendation was then adopted.

STATEMENT OF POLICY X

Welfare

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XI

Consumer Protection

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XII

Labor Legislation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 10
Shorter Work Week
and
Resolution No. 95
Shorter Work Week

Chairman Crowley noted these resolutions to be in combination.

The committee's report:

"Brother Chairman, the subject matter of these resolutions is the same; namely, the advocacy of the shorter work week.

"Your committee recommends concurrence in Resolution No. 10 and further recommends that Resolution No. 95 be filed."

The committee's recommendation was adopted.

This concluded the committee's partial report.

Chairman Gruhn then called on Secretary-Treasurer Henning for his report.

REPORT TO THE CONVENTION

JOHN F. HENNING

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

"Mr. Chairman and Delegates:

"It is my duty to submit a report of stewardship of the last two years. I believe the Officers' Reports and the Report of the Secretary-Treasurer that you have in printed form covers the essentials of the stewardship and the obligations of the Secretary-Treasurer.

"However, I would like to make some observations first on the legislative situation and, secondly, upon the crises that we face.

"With regard to the Legislature, when we convened in August of 1976 in Sacramento, most of the achievements of that year had been realized. So, the legislative observation should be confined to 1977 and 1978.

"In the first year, we saw a continuance of the unprecedented progress that began in January of 1975. But in the second year (in this present year), we have been involved in defensive negotiations from the very beginning.

"In 1977, for example, a year of progress, we saw written into law the largest single increase in the Unemployment Disability Insurance weekly benefit in the 46 year history of that program. We saw, as was indicated here earlier by the Speaker of the Assembly, the Free Choice of Doctors legislation brought down to the first day of injury under the Workers' Compensation Law. That complements what we had achieved in Free Choice of Doctors in 1975. Also in 1977, we saw the extension of collective bargaining rights to more than 150,000 workers who are employed by the State of California.

"1978, however, has been a different story. In the very beginning of the year, a conservative tide began to run across the nation as manifest in Washington, in the Congress of the United States, and here in California in the State Legislature. In Washington and in Sacramento, labor proposals have either been distorted and compromised beyond recognition or

else defeated in their entirety—and this is despite commanding liberal majorities in both the Congress and in the State Legislature.

"In Washington, a series of reversals has been suffered by the trade-union movement, the recent and the most destructive perhaps being the filibuster defeat of the labor law reform measure that last year passed the House by more than a 100 vote majority. And here in California, we have known only a negative session in 1978.

"The Assembly would not allow out of committee one single advance in Unemployment Insurance, despite the fact that there are 30 States in the Union with superior benefits to California. Nine of them have benefits for dependents as well as providing a higher weekly benefit than the State of California. We were not even able to get out of the Assembly and the Senate an increase in the Workers' Compensation program.

Linkage Policy

"One of the real tragedies was Governor Brown's veto of the meager 2½ percent State employee increase voted by the legislature and means that no local government worker can receive an increase higher than that voted State employees. This, because of the linkage policy of the legislature which stipulates that an employer of any local government agency receiving Proposition 13 bailout money cannot grant its employees a wage increase higher than that granted State employees. So, what began as a denial of an increase for State workers became a denial of an increase for one-and-a-half million public employees of California — not only those who work at the State level, but also those who work at the City, at the County, and at the District level of government—the subordinate governments of California below the level of the State structure.

"So this has been a time of difficulty. We have succeeded in defensive victories, but we have been involved in negative engagements from the very first days in January in Sacramento—and again, as in Washington, this despite the great liberal majorities that prevail in both Houses in Sacramento—in the Assembly where we have a 57-23 liberal majority and in the Senate a 26-14 liberal majority.

"But the corporate conservatism of the State is moving strongly just as it is in the national Capital.

"As all of us know, particularly because of the events of the recent week and in-

deed because of the events that have emerged since the June 6th primary, all else in California's economic, political, and social life has been dominated by the question of Proposition 13. The voters of the State voted by more than a two-to-one majority that they should be given property tax relief.

"We can understand that. It was a protest against a regressive and outrageous system of taxation.

Corporate Subsidy

"But as labor warned, there are two disasters associated with that passage—and the first disaster is the subsidy to the corporate and commercial entities of this State of \$4 billion in tax relief; and secondly, the disaster that may well concern us through not only this year but in ensuing years, is that the corporate conservative entities are using Proposition 13 as a forum, as a launching pad for the destruction of those social and protective policies of government enacted since the coming of Franklin Roosevelt.

"But first, to the corporate subsidy: Here in this City of San Francisco, just think of this—one City alone, one community alone: \$27,600,000 is given to the 10 largest corporations in the community.

"Listen to this: Pacific Telephone gets out of Proposition 13 \$8,300,000 in tax benefits; Pacific Gas and Electric, \$6,700,000; the Bank of America, \$3,200,000; the Embarcadero Center, \$3 million; Chevron USA, \$1,800,000; Wells Fargo, \$1,100,000; Southern Pacific, \$1 million; Hilton Hotel (one hotel alone), \$900,000; the St. Francis Hotel, \$850,000; the Transamerica Pyramid, \$750,000.

"Now, mind you, these subsidies totaling \$27,600,000 in one community alone have been achieved at the expense of the public employees of this State, achieved at the expense of those essential public services of this State—but perhaps more or most importantly, achieved at the expense of those values that distinguish the civilized nations from those barbarous societies of the past which confined and controlled workers, which ghettoized the poor, and which, as in the manner of Hitler's Germany, looked upon the nonproductive handicapped as waste and as debris.

"Last week in Sacramento, the handicapped poured into the city in wheelchairs manifesting every form of infirmity, and all they could say was, 'For God's sake! Help us.'"

"They asked that of the Governor. They

asked that of the State Legislature. They might have been heard—but their requests were not honored.

"So, we have the tragedy that came with Proposition 13 by reason of the \$4 billion subsidy of private business that was realized at the expense of the less powerful, the helpless, and the victims of our social system.

We now think of the second tragedy. And it is evident everywhere — the conservatives have tasted blood. They are proposing the nullification of the historic gains that have been written into law in this nation in the past 40 years for the protection of working people. Their proposals, mind you, in this year of 1978, imperil and menace those policies that are essential to social justice in this nation, in this nation so troubled historically, so plagued by the inequalities between the races; this nation so troubled by the inequities and the disparities between the poor and the wealthy; this nation so disturbed certainly (and it should be conscience-stricken) by the plight of those who live in the slums; those who suffer by the poorest kind of living of any advanced industrial nation in the world.

Economic Democracy Threatened

"Again, the reactionary forces are pushing policies and advocating concepts that can only mean disaster for the doctrines and the governmental policies of economic democracy that have been instituted since 1932; the policies of economic democracy that recognize the right of workers to organize and bargain and receive a proper share of this system; the policies of economic democracy that require democratic taxation, that give the bounty and the wealth of this country to the low-income millions of our society. Above all, the reactionaries are forgetting in their greed, in the grasping nature of their very existence that they are menacing by their programs governmental policies essential to law and order.

"But they should be told this: Neither law nor order will prevail if they succeed in turning back the clock of history and in destroying the protective legislation that gave workers the right to organize and bargain; that gave the working people a reasonably fair share in this system. But yet, they persist.

"We have an answer to that, an immediate answer to the problems that face us, with regard to the \$4 billion subsidy.

"You should have received by now the proposed amendment to Proposition 13 that

we issued in all of the kits. Copies of that petition are available.

"When the people of California voted for property tax reform they didn't know they were giving corporate California \$4 billion. They didn't appreciate or understand that they were serving the grasping interests of the masters of the economy.

"This petition requests the Assembly and the Senate to pass by a two-thirds vote and submit to the people a Constitutional amendment that would limit the benefits of Proposition 13 to homeowners, to residential property. We ask you to get your members to sign that petition. We are going to bring all of these petitions to Speaker McCarthy, to Senator Mills, President Pro Tem of the State Senate, and to the Governor of California when they convene the Legislature in August because that's when the action must be taken. We say they are conscience-bound to eliminate that provision of Proposition 13 that gave this unprecedented subsidy to those who are in no need of subsidy, to those who have benefitted always by the workings of our system.

"Now, we tend to be despairing. We say that 'This is a difficult task.' We say, 'What can we do?'

"We see the mass forces of wealth aligned against us with political captives serving their interests.

"I would like to think if we are looking for a renewal of spirit (and without that, the trade-union movement becomes a cash register—that's all—simply a cash register), if we are looking for a renewal of spirit as to what can be done by a risen people, we might recall that 44 years ago this summer in one of the historic confrontations between the trade union movement and its adversaries, the working people shut down every port on the Pacific Coast.

"As we look back today, it is hard to realize the invincible power of the ship-owning industry in 1934. But a relative handful, I might say, of seamen and dockers tied up every port on the Coast. They not only struck, but they won that confrontation—and they won it over one of the most callous, brutal industries that had ever been known in our history, an industry that treated seamen and longshoremen as animals to be fed and as animals to be controlled and as animals to be used for the profit of the industrial system.

"When that strike began, there were none who could see its triumph. But it was not only an heroic strike; it was the marking of the end of the old order. Whatever

the relationship has been since, this we know: Never again will the ship-owning industry have the power to humiliate, to degrade, to exploit the workers at sea and on the docks as they did before that time.

"Now, that victory was achieved by the solidarity and the common purpose of those in the Unions of the day: the Sailors' Union of the Pacific; the Marine Firemen; what was then the International Longshoremen's Association; and the Teamsters and the various Central Labor Councils along the Coast.

"We need that kind of a spirit if we are going to face the assault that is upon us now, an assault that centers on public employees, because they are the least potent at the moment within the trade-union structure of this State—although not so in other States. They represent the fastest-growing element of American unionism. The largest Union in the AFL-CIO today is a governmental, a public employee Union. We must resist attempts at division. We must resist the insidious attempt to pit one union against the other in the face of this conservative assault that has followed the passage of Proposition 13.

"What we are concerned with here is a turmoil over the ways in which the wealth of the system shall be distributed. We are involved in turmoil and chaos and debate over where the profits of labor shall go, and we are asked, What is our system? What is our program?

Priority of Workers' Claims

"Well, Brothers and Sisters, we have a system and we have a proposal—and in that system, we assert certain first claims. We must remember the teachings of the fathers of the trade-union movement in this regard: The first claim on the wealth of the nation is the claim of working people without whose hands, without whose minds there could be neither capital nor profit. All of the economy of the country rests—in an objective analysis—on the hands and the minds of the working people of this nation.

"But we have related claims to submit. We submit the first claims of the poor. The Tories who are moving on 13 would have the poor pay for their own poverty. They would have them rejected by this system, confined and controlled, thrust on the industrial refuse pile of a heartless system, a mindless system in terms of the appreciation of human values. Also, we submit the first claim of the disabled, of the helpless handicapped, of those who suffer from the blemishes of

mind or of body and who are nonproductive. We belong with them.

"We must in this time as we see turmoil before us, renew the moral sense, the moral commission, the moral objectives of the very existence of trade unionism—and we must submit the first claim of the slum children of America — the slums: the scandal of the history of the richest nation known to mankind.

"We submit the first claims of all those who have been victimized by an economy over which no individual alone can enforce change or alteration.

"After all these first claims are recognized, then and then alone should be heard the claim of others, the claim of profit whether it be State or private in nature. All of the first claims of Labor must be honored and fulfilled by our society if it first would pretend to be free and if it would pretend to be civilized. That is the kind of a system we want.

"Brothers and Sisters, don't be clothed in lethargy. That kind of a system—the kind of a system which honors our first claims—is the only system worth having. It is the only system worth defending. And in the end, it is the only system worth living.

"Thank you very much, Delegates."

Following Secretary-Treasurer Henning's report, Chairman Gruhn called on the Honorable March Fong Eu, Secretary of State of California.

Address

HONORABLE MARCH FONG EU

Secretary of State

State of California

Secretary of State March Fong Eu proceeded to address the Convention. At the conclusion of her speech, Chairman Gruhn thanked her for her remarks to the Convention.

Announcements

Here followed announcements concerning meetings to be held later on.

Chairman Gruhn also noted that the Screen Actors Guild program would begin at 8:30 p.m. Tuesday instead of 9:15 p.m. as planned.

Chairman Gruhn then called on John F. Crowley, chairman of the Committee on Resolutions, for a report.

PARTIAL REPORT OF RESOLUTIONS COMMITTEE

John F. Crowley, Chairman

Resolution No. 58

Minimum Wages

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62

Labor Law Reform

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 73

Support the National Commission for Stabilization of Workers' Compensation Laws

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 82

Unemployment Insurance Benefits to Disabled or Unemployed Pregnant Workers

The committee's report:

"Brother Chairman, the committee recommends concurrence in this resolution. I so move."

The motion was seconded and carried.

Resolution No. 85

Support Economic Action as a Means of Obtaining Union Contract and

Resolution No. 91 Picketing Rights

Chairman Crowley indicated these resolutions were in combination.

The committee's report:

"The subject matter of these resolutions is similar: namely, the protection of right of picketing and boycott.

"Your committee recommends concurrence in Resolution No. 91 and further recommends that Resolution No. 85 be filed.

"I so move, Brother Chairman."

The motion was seconded and carried.

Resolution No. 86**Support the Study and Evaluation
of the Unemployment Insurance Codes
in the United States**

The committee's report:

"Brother Chairman, the committee recommends concurrence in this resolution. I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XIII**Agricultural Labor**

The committee's report:

"Brother Chairman, the committee recommends concurrence in this Policy Statement. I so move."

The motion was seconded and carried.

Resolution No. 89**United Farm Workers of America**

The committee's report:

"Brother Chairman, your committee recommends concurrence in this resolution, but with the clear understanding that there will be a commitment to the preservation of the existing jurisdictional lines involving other crafts. And I so move, Brother Chairman."

The motion was seconded and carried.

STATEMENT OF POLICY XIV**Public Employees**

The committee's report:

"Brother Chairman, the committee recommends concurrence in this Policy Statement and I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XV**Civil Rights**

The committee's report:

"Brother Chairman, the committee recommends concurrence in this policy statement and I so move."

The motion was seconded and carried.

Resolution No. 83**Prohibit Use of Polygraph, Chemical
and Electronic Detectors**

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XVI**Housing**

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this policy statement and I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XVII**Education**

Chairman Crowley reported:

"Delegates, for your information, your committee notes that in line 14 of the bold print there is a typographical error with respect to the word 'renowned.'"

"Your committee accordingly recommends an amendment to make such a correction and with such amendment concurs in this Statement of Policy. I so move."

The motion was seconded and carried.

Resolution No. 55**Hubert H. Humphrey**

Chairman Crowley reported:

"Brother Chairman, your committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XVIII**Environment**

Chairman Crowley reported:

"Brother Chairman, your committee recommends concurrence in this Policy Statement and I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XIX**Energy**

Chairman Crowley reported:

"Brother Chairman, your committee recommends concurrence in this Policy Statement and I so move."

The motion was seconded and carried.

Resolution No. 5**Solarcal**

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 74**Extend Solar and Geothermal Power
Preference to Publicly Controlled Utilities**

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 76

Insure Maximum Efficiency of Power Utilities

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XX

Reclamation Law

The committee recommended concurrence and the committee's recommendation was adopted.

Chairman Crowley: "Delegates, this concludes a partial report of the Resolutions Committee."

Late Resolutions Accepted

Secretary-Treasurer Henning presented four late resolutions.

"Mr. Chairman and Delegates. I have four late resolutions from one union. The Constitution allows them to be accepted on the opening day if two-thirds of the delegates would approve a motion to so accept. This is the first time that this union has ever filed late resolutions. It is the Office and Professional Employees Union, Local 3.

"Mr. Chairman, I move acceptance of the four resolutions from Office & Professional Employees Local 3. So that you will know for what you are voting. the resolutions deal with: (1) Equal Rights Amendment; (2) Rents; (3) Medical Program; (4) Child Care."

The motion was seconded and carried.

Chairman Gruhn next called upon the chairman of the Legislation Committee, Max Osslo, for a report:

PARTIAL REPORT OF LEGISLATION COMMITTEE

Max Osslo, Chairman

Announcements

Chairman Osslo announced a meeting scheduled for the Legislation Committee at 9:30 a.m. on Tuesday in Room 102.

Chairman Osslo continued: "Mr. Chairman, if I may, I have a further announcement that I think is important in the interest of the delegates to this Convention as well as the Legislative Committee. And that is that the work of your Committee

on Legislation is somewhat confused by the fact that the session of the California Legislature has not adjourned and legislation may be adopted which is called for in some of the resolutions presented for consideration to this Convention. Your committee felt, however, that Convention action on all resolutions was desirable, and accordingly your committee is proceeding on the assumption that the Legislature has adjourned without making any of the changes that may be called for in resolutions presented to this Convention.

"Your committee feels, however, that the action will be reviewed by the incoming Executive Council and officers of the Federation in order to avoid the necessity of taking any action which would not be needed in view of the developments."

Resolution No. 67

Excessive Insurance Costs

Chairman Osslo:

"The committee recommends concurrence, Mr. Chairman. I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 4

Payroll Deductions

Chairman Osslo:

"Mr. Chairman, the committee recommends concurrence and I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 13

Licensing Law—Garment Industry

Chairman Osslo:

"The committee recommends concurrence and I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 59

Arbitration

Chairman Osslo:

"The committee recommends concurrence. I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 88

Strikebreakers

Chairman Osslo:

"Mr. Chairman, the committee recommends concurrence. I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 94**Overtime**

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 1**Unlawful Business Practices**

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 2**Labor Standards Enforcement**

Chairman Osslo:

"The committee recommends concurrence.

"Mr. Chairman, I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 3**Contractors State License Board**

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded and carried.

Chairman Osslo: "Mr. Chairman, that concludes a partial report of the Legislation Committee."

Announcement

Secretary-Treasurer Henning then announced that the Screen Actors Guild program, "Salute to Labor," would be scheduled for 8:30 p.m. Tuesday in the Rose Room of the Sheraton-Palace.

Recess

Secretary-Treasurer Henning next moved to suspend the rules:

"Mr. Chairman, I move that the rules and order of business be suspended to permit our recessing at the present time."

The motion, duly seconded, was carried.

Whereupon, at 4:40 p.m. the proceedings were adjourned until 9:30 a.m. on the morning of Tuesday, July 11, 1978.

SECOND DAY

Tuesday, July 11, 1978

MORNING SESSION**CALL TO ORDER**

The Convention was called to order by Chairman Gruhn at 9:55 a.m.

Rabbi Saul White, Congregation Beth Shalom, then gave the Invocation.

INVOCATION

Rabbi Saul White
Congregation Beth Shalom
San Francisco

"Our God and God of our Fathers, we turn to Thee in this time of confusion and irritation for we are thoroughly tried. Inflation has robbed us of a sense of security and even confidence in days to come. Unemployment has sapped the energy and strength of our nation. Men and women seek easy panaceas to solve our problems.

"We know that our legislators and lawmakers affect by what they do, the lives of our people.

"It becomes most important that the laboring men and women of our country elect to office and support programs for men and women of vision, of integrity, who are just and compassionate and will enact laws that will benefit all the peoples of our Commonwealth.

"We also ask your blessings, O Lord, on this Assembly. Bestow upon them wisdom and understanding that they may go forth from here united in the pursuit of justice and freedom and the abundant life for all of your people.

"Bless us, O Lord, this day and in the days to come.

"Amen."

Upon completion of the Invocation, Chairman Gruhn thanked Rabbi White and called on Max J. Osslo, Chairman of the Legislation Committee for his report.

**PARTIAL REPORT OF
COMMITTEE ON LEGISLATION**

Max J. Osslo, Chairman

"Mr. Chairman, I wish to state that we had our meeting this morning of the Legislation Committee. And in our meeting yesterday evening, we announced that anyone who wished to appear would have the opportunity.

"No one appeared, but we did complete the work that had been assigned to us."

Resolution No. 16
Increase UI Benefits

Chairman Osslo reported:

"The subject matter of this resolution is concerned with the improvement of the benefit structure of the Unemployment Insurance program for the State of California.

"Your committee believes that the Statement of Policy V, Page 14, is more liberal and favorable in this regard and accordingly recommends that this resolution be filed.

"I move the adoption of the committee's recommendation."

The motion was seconded and carried.

Resolution No. 20

Amend Sections 3503, 3504, 3552
and 3652 of the Unemployment
Insurance Code, Relating to
Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21

Raise Taxable Wage Structure

Chairman Osslo reported:

"The subject matter of this resolution is concerned with the increase of the tax base for California Unemployment Insurance.

"It is the opinion of your committee that this subject matter is more favorably treated in Statement of Policy V, Page 15, Item 2, and accordingly recommends that this resolution be filed.

"Mr. Chairman, I move concurrence in the committee's recommendation."

The motion was seconded and carried.

Resolution No. 22

Refusal to Cross Established Picket Lines

Chairman Osslo:

"Your committee recommends concurrence. I so move."

The motion, duly seconded, was carried.

Resolution No. 23

Meaning of Supplemental Benefits

Chairman Osslo:

"The committee recommends concurrence. I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 24

Good Cause to Refuse Job Offer

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 25

Change of Appellate Process and Appeals

Chairman Osslo:

"Your committee considered at great length the change suggested in this resolution which would eliminate the review of the entire matter at a Superior Court hearing and instead provide for a petition for possible hearing in the Court of Appeal. While there are advantages and disadvantages to both methods of review, your committee is convinced that the rights of the workers are better served by the existing procedures, and accordingly recommends this resolution be filed."

"Mr. Chairman, I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 26

Overpayments

Chairman Osslo:

"Your committee recommends concurrence and I move the adoption of this report."

The motion was seconded and carried.

Resolution No. 27

Transportation Time to Place of Employment

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of this report."

The motion was seconded and carried.

Resolution No. 28

Termination of Employment Through Resignation

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of the committee's report."

rence. I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 29

Add Dependency Benefits to Unemployment Insurance Code

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of its report."

The motion was seconded and carried.

Resolution No. 30

Respect Collective Bargaining Agreements

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 31

Amend Sections 1253 C-1257 B of Unemployment Insurance Code

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 32

Revise Partial System in California Administrative Code

Chairman Osslo:

"The committee recommends that the resolution be amended by striking the 'Resolved' and inserting the following:

" 'Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, instruct the incoming Executive Council and the officers of the Federation to seek administratively the corrections requested in this resolution and only if this fails, to consider the possibility of introducing necessary legislation.'"

"With this statement, your committee recommends that the resolution be filed. I so move."

The motion was seconded and carried.

Resolution No. 33

Quit Through Cause of Employer Operating in Violation of State or Federal Law

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 34

Showing of Present Injury to Employer's Interest as Cause for Discharge

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 35

Add Section 1253.3 of the Unemployment Insurance Code

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 37

Amend Section 1279 of the Unemployment Insurance Code

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 39

Stenographic Reporting of Proceedings

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

This concluded the partial report of the Legislation Committee.

Chairman Gruhn then introduced, for an address to the Convention, James Lee, President of the California State Building and Construction Trades Council.

ADDRESS

JAMES LEE, President

California State Building and Construction Trades Council

President Lee spoke as follows:

"President Gruhn, Secretary-Treasurer Henning, members of the Executive Board, Brothers and Sisters. I bring to you the fraternal greetings of the officers, the Executive Board members and the members of the State Building and Construction Trades Council of California.

"I would like to ask one question this morning and suggest that we search our souls to see just exactly what is transpiring not only in the State of California but nationwide: Is history on the verge of repeating itself?

"Along with the National Contractors Association, the United States Chamber of Commerce, the United States Industrial Council, construction contractor groups throughout the nation, the right-to-work-for-less gang are doing everything they possibly can to revert back to the 'good

old days' of the 'yellow-dog contract.'

"You know what a 'yellow-dog' contract is. I am quite sure that you have heard that term before. I, many, many years ago saw the company unions, the public officials (in this particular instance the horse patrol of the people of the State of Pennsylvania), take action against the individual that had the unmitigated nerve to stand up and demand his equal share of the economic pie.

"I was born and raised in a small coal mining town in Central Pennsylvania. My father was a coal miner. I used to take my dad's dinner bucket to him in the coal mine in which he was working; and I used to go in there and crawl on my stomach. I was twelve years old then. And when I went in there, I saw where my dad worked on his hands and knees in that hell hole they call a 'coal mine' to eke out a living. Then the great John L. Lewis came into town and put on an organizing campaign.

"I walked the picket line with my dad when I was twelve years old — and the day they put the picket line on, the Pennsylvania patrol came in there on their horses, with their great, big billyclubs and beat my father over the head and broke his shoulder, and every other miner who had the unmitigated gall to go out on strike and demand a fair, decent wage.

Ten Cents a Ton

"What did they go out on strike for? An increase in health and welfare? An increase in pensions? An increase in vacation? An increase in wages? No. Those things were unheard of in those days. They didn't even work for a wage. They got paid on the amount of coal that they produced. And they went out on strike for one purpose — and that was to get an increase of ten cents for every ton of coal that they produced. Ten cents a ton!

"Those days, they say, were 'the good old days.' That was when steak was ten cents a pound. Who the hell had a dime in those days to buy that steak?

"And when that coal vein ran out, they worked for months to get rid of that vein of rock — and while they were working for that whole month, they didn't get paid one plug nickel. The only recourse that they had was to go down to the company store; and by the time the strike was over with, when they did finally go back to work and got their paycheck, they didn't have a paycheck. For they found out that they owed the company money instead of being paid.

"There are many reactionary forces in this nation today who would like to see nothing better than the trade-union movement to go down the tube and revert back to the 'good old days.'

"Right now in California and nationwide the same group that I have mentioned has had success. They beat us back in Washington as far as situs picketing is concerned — a bill designed to protect the building tradesmen and give them a better opportunity in their organizing campaigns. They beat our brains out. They stopped us temporarily as far as Labor Law Reform is concerned.

"Here in California you have the open shop contractor who is making progress within the State. As a matter of fact, they have predicted that the entire State of California as far as the construction industry is concerned is going to be one hundred percent open shop.

New Organizing Department

"The Building Trades Department at its last convention, recognizing the problems that the Building Trades are confronted with not only here in California, but nationwide, adopted and created a new organizing department which they are funding by an increase in per-capita tax. The prime area where they are investing some of that money and talent is in Los Angeles. They put on a guy by the name of Tom O'Shea. Guys like Jerry Cremins and many who emanate from the Los Angeles area are involved in that program. Tom is doing a tremendous job down there. This job is not going to be done overnight. It is going to take a long, long time. We are going to have to get rid of that nonunion contractor, the merit shop contractor and every other nonunion contractor in the State of California. We are going to need the help of not only the Building Trades, but every other portion of the trade union movement.

"I don't know what is happening here. You will recall that four years ago when we had a convention here, this whole auditorium was packed and they were sitting up in the places for the audience. You go to a local union today. What happens? I heard of a local union that had an election with a membership of two thousand — and do you know how many showed up to vote at the election? One hundred and twenty-five.

"Sometimes I wonder (and I can only speak for the Building Trades) if we haven't been too successful in our negotiations because every six months you hand it to them on a silver platter. I

think right now they are more interested in their camper and the cabin that they have up in the mountains than they are in the welfare of their union and the trade union movement in general in the State of California and throughout the nation.

Thanks for Support

"I know that Don Vial is around here somewhere. I would like to take this opportunity publicly to express my sincere appreciation to Don, Ed Wallace, Jim Cullen and Art Carter for the tremendous support that they have given to the Building Trades in the last three and a half years. I know in many instances without their support the Building Trades would have been in trouble. One instance I recall is that the nonunion element, the open shop contractor, the nonunion contractor, in California has been attempting for years to establish a parallel apprenticeship program in California. With the cooperation of the department and Ed Wallace we have been able to stave them off thus far. How long we are going to be able to do it I don't know, but I do know one thing: as long as we have people like Don Vial, Jim Cullen, Art Carter and Ed Wallace around, I don't think that the labor unions are going to be worried. And on behalf of the Building Trades I want to thank those people for the help that they have given us — and I do hope that it will continue in the future.

"In conclusion, you are now going through the resolutions that eventually will be transformed into legislation that will be presented to the Legislature in California. I have worked with Jack Henning very closely and with Al Gruhn and a lot of others in regards to legislation pending before the California Legislature. I know the amount of time that Jack Henning spends attending hearings, meetings in the day and at night. I know what he does. We seem to forget every once in awhile. Sure Jack has got a good job. You pay him a good salary. But every once in awhile we have to let him know personally that he is doing an outstanding job. I for one think that the trade union movement in the State of California is very fortunate to have Jack Henning as its leader. He is a very effective leader. He is one of the most dedicated trade unionists that I have ever had the good fortune of meeting and working with.

"Jack, I look forward to the continued success and the cooperation in the future that has been extended to us in the past. Congratulations, Jack, for a job well done!

"Al, you too!"

**PRESENTATION OF PLAQUE TO
JOHN F. HENNING**

Executive Secretary-Treasurer

Chairman Gruhn introduced Manuel Esqueda to the Convention for the purpose of presenting a plaque to Secretary-Treasurer Henning.

"At this time I would like to present Manuel Esqueda, a retired banker and also a member of the Orange County Chapter of the Labor Council for Latin American Advancement, who would like to present to our Executive Secretary-Treasurer John Henning a plaque in appreciation of his contributions and leadership for the working people of this state and nation."

Mr. Esqueda spoke as follows: "Thank you, Mr. Chairman.

"Good morning, ladies and gentlemen. I have been privileged to have met quite a few of you through the mutual association of two wonderful people who I have met in the name of Bill Gallardo and Ray Mendoza. I have admired the leadership that I have seen; and though not coming from organized labor, I could probably proclaim that I am one of the few individuals who is not paid but who does profess the ideals of organized labor. I have seen and been privileged to have seen your leaders in action. You have given a message here this morning of the importance of your taking back a message to your respective unions to carry on the job that you are being challenged to deliver now.

"I think the Mayor of San Francisco said that he couldn't see anything funny about anything that he was seeing in the situation that we are faced with today—and this involves all of the working class.

"I come from there. I am very proud to have sent 307 youngsters on to college through scholarship awards. I am continuing to do that and working very close to the Labor Council for Latin American Advancement and to the two gentlemen that I just mentioned.

"On behalf of the appreciation that we have for your leadership and one person in particular (John Francis Henning, who I have had the privilege of meeting and working with), I would like to share some thoughts that we feel in the Latin American group for his leadership. I would like to read the thoughts that I was able to come together with for this person.

"This man was born in San Francisco. His people were from Ireland. His wife's name is Betty. They have seven children.

"This is the memento of the Latin American people for this person:"

JOHN FRANCIS HENNING

November 22, 1915

California Labor Federation, AFL-CIO
995 Market Street, San Francisco,
California 94103

The Irish Sea was known by his forefathers;

San Francisco remains his place of birth. Though his heart was left in San Francisco, Dublin still remains a very special place.

He's always been aware of his ancestry;
Irish history has been his second love.
His first love his children know as Betty;
Seven blessings were added to his first.

He's had titles too numerous to mention;
Our nation he has served in many roles
Adding dignity, prestige in all his dealings,
Giving credit to the land of his forebearers.

Men like him will always be remembered;
Their dedication gives them a special place.
As they travel thru the road of their destiny
They make this world a better place to live.

In all my travels I've heard the same expression
From his co-workers and people whom we know
That he's real, an outstanding human creature
Seeking justice for all his fellow men.

Gratitude is a very special flower;
We are told it's the rarest of them all;
But all flowers, like beauty, seem to vanish;
But His reward never fades with time.

**Thanks Expressed by
Secretary-Treasurer Henning**

Secretary-Treasurer Henning expressed his thanks with these words:

"Thank you very much, Manuel.

"The Labor Council for Latin American Advancement is the official national AFL-CIO organization for relating our purposes to those of our Spanish-speaking brothers and sisters throughout the United States, and we are proud to say that our Federation actually started a full-time program in 1970 before the national organization founded the Labor Council for Latin American Advancement. We are proud that

Ray Mendoza is the National Chairman of the group, a member of our Executive Council; and Bill Gallardo is a full-time member of our staff.

"We sometimes forget how long the Spanish-speaking have been here.

"But, Brothers and Sisters, remember that Spanish was spoken in Santa Fe, New Mexico before the Pilgrims landed at Plymouth. The brothers and sisters of Latino extraction are deep in the history, in the roots of our great State. And together with our Black brothers and sisters and our Asian brothers and sisters, they have known all the disadvantages of discrimination — but they have never lost faith in the freedom of this country and in the democracy of this country.

"It is an honor for our trade union movement to be associated with their efforts—and thank you very much Manuel for this."

Escort Committee for Lieutenant Governor Mervyn M. Dymally

Chairman Gruhn next announced the members of the Escort Committee as follows:

Vice Presidents Steve Edney, William Waggoner, Cass Alvin, Cornelius Wall, Loretta Mahoney and Ray Wilson.

Chairman Gruhn then introduced Lieutenant Governor Dymally to the Convention.

Address

HONORABLE MERVYN M. DYMALLY Lieutenant Governor of California

Lieutenant Governor Dymally gave his address to the Convention delegates.

Chairman Gruhn thanked Lt. Governor Dymally for his remarks and next called on Max Osslo, Chairman of the Legislation Committee, for a report.

PARTIAL REPORT OF THE COMMITTEE ON LEGISLATION

**Max J. Osslo,
Chairman**

Resolution No. 40

Legal or Illegal Detention

Chairman Osslo:

"The committee recommends concurrence. I so move, Mr. Chairman."

The motion was seconded and carried.

Announcement

Chairman Gruhn announced there would

be a Building Trades caucus upon adjournment of the morning's session.

Resolution No. 41

Unavailability Due Personal Reasons

Chairman Osslo:

"The committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 43

Provision of Reason for Discharge in Writing

Chairman Osslo:

"The committee recommends concurrence. Mr. Chairman, I so move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 44

Benefits Determination Guide

Chairman Osslo:

"Your committee recommends that the Resolution be amended by striking the 'Resolved' and inserting the following:

" 'Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, request the incoming Executive Council and the officers of the Federation administratively to seek corrections in the Benefits Determination Guide so that it will be current, and only failing attempted correction administratively to consider the introduction of necessary legislation.'

"As so amended, the committee recommends concurrence. I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 45

E. D. D. Job Bank Utilization

Chairman Osslo:

"The committee recommends concurrence, and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 46

Liaison Efficiency Between Related State Agencies

Chairman Osslo:

"Your committee recommends that the resolution be amended by striking the 'Resolved' and inserting the following:

" 'Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, request the incoming Executive Council and the officers administratively to seek

the establishment of an ongoing liaison between the Employment Development Department and the Division of Labor Standards Enforcement.'

"As so amended, your committee recommends concurrence—and I so move."

The motion was seconded and carried.

Resolution No. 47

Waiver of Waiting Period

Chairman Osslo:

"The committee recommends concurrence—and I move the adoption, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 48

Variable Disqualification

Chairman Osslo:

"While your committee concurs in the intent of this resolution, in order to insure that the action will be consistent with the 'Statement of Policy' involving disqualification generally, your committee recommends that the resolution be filed and that the subject matter be referred to the incoming Executive Council for consideration and action.

"I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 50

**Repeal a Strike Against One
Is a Strike Against All**

Chairman Osslo:

"The committee recommends concurrence, and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 51

Abolish U. I. Experience Rating System

Chairman Osslo:

"The committee recommends concurrence. I move the adoption."

The motion was seconded and carried.

Resolution No. 52

U. I. Confidentiality Laws

Chairman Osslo:

"The subject matter of this resolution is somewhat unclear in the mind of your committee; but apparently, it involves the desirability of the union representative being able to obtain necessary information on behalf of his members.

"Your committee believes that this can be handled administratively and accordingly recommends, that, while concurring in the intent of the resolution, the resolu-

tion be filed and the subject matter be referred to the incoming Executive Council and officers to handle administratively.

"Mr. Chairman, I move that the committee's recommendation be adopted."

The motion was seconded and carried.

Resolution No. 53

**Repeal Precedent Benefit
Decision PT-125**

Chairman Osslo:

"Your committee believes that the subject matter of this resolution calls for administrative action and accordingly recommends that the resolution be filed and that the subject matter be referred to the incoming Executive Council for consideration and action.

"I move concurrence in the committee's recommendation."

The motion was seconded and carried.

Resolution No. 92

**Respect for Picket Line
Not Disqualifying**

Chairman Osslo:

"The committee recommends concurrence. I move adoption of the committee's report."

The motion was seconded and carried.

This completed another partial report of the Legislation Committee.

Chairman Gruhn then introduced the next speaker, Earl D. McDavid, Secretary-Treasurer of the Union Label and Service Trades Dept., AFL-CIO.

ADDRESS

EARL D. McDAVID,

**Secretary-Treasurer
Union Label and Service Trades
Department, AFL-CIO**

"Thank you, Brother Al, Brother Jack, staff, and officers and delegates.

"I want to thank you for inviting me here again. That indicates that in California, the California labor movement is aware of the fact that the union label and the union shop card way is a way of life in the American labor movement; and also that if we take a close look, it offers a solution to some of the problems that we are facing today in the area of jobs and products particularly relating to imports and multinational companies.

"You have always made me welcome in the State of California. You have always made me feel at home—and I want to thank you for that also.

"I was here yesterday when the charming Secretary of State described her policy on insisting on union label printing for the State of California.

"I don't have to tell you folks that people like her are jewels, and they are very rare from our standpoint.

"Your reputation in California for effectively dealing with people issues is widely known—and it was widely known long before I ever took this job during the many years that I spent with the Retail Clerks Union.

"But during Brother Henning's address to the Convention yesterday, he announced an approach for dealing with the long-range effects of Proposition 13; and that also is no exception to your wise approach to dealing with the people issues that are facing us across the country and particularly in California.

"But I came here today to give you a progress report, to tell you that the Union Label and Service Trades Department is alive and well and growing. California has made a great contribution to the recognition and growth that we have been able to establish in the last two and a half years since I have had the pleasure of being Secretary-Treasurer of this Department.

"What I am offering you today is even more of an opportunity to come aboard with us in more Central Labor Councils with more Union Label Committees and more Union Label Councils across the State and make California a more viable State as far as recognition of the union label and the union shop card than it already is.

"I also want to tell you what we are doing, tell you how you can help, and talk to you about a remedy for fighting the results of imports and runaway multinational companies.

"But first, I would like to establish a fact: that we are involved in the nitty-gritty responsibilities and problems of our Department. We are continuing to support all of the boycotts that are sanctioned by the Executive Council of the AFL-CIO—and there are 13 of them now.

"I start running into trouble when I mention two or three, but I want to mention two specifically at this time—not to diminish the importance of the others.

J. P. Stevens Boycott

"I want to bring your attention again to the J. P. Stevens Boycott where that union has been able to move on the legal front to where along with the boycott of the product there may be a light at the end

of the tunnel and they may be able to bring J. P. Stevens to heel and get a first contract.

"Not to diminish J. P. Stevens, I want to talk about one that's very critical because it involves one little union in one little town and one brewery. I am talking about the boycott of Coors Beer in Golden, Colorado by one Local of the Brewery Workers' Union.

"Now, that boycott has been successful to date. It has been successful in California more than in any other State, and I hope and expect that sometime during this Convention that someone representing the Coors Boycott will be here to talk on behalf of this effort. You people in California have put forth a great deal of effort.

"But a couple of things are happening. Coors' management, despite the fact that their profits are off somewhere between 27 and 47 percent and despite the fact that we have been able to block them off from proper distribution and new States, still refuses to settle because the National Labor Relations Board has dismissed all of the charges that the Brewery Workers' Union had against the company. The company has a decertification petition lying in the Board in Denver today, and any day now we expect that Board in Denver (which isn't the best Board to begin with) to process that decertification petition and possibly the Brewery Workers will be decertified in Golden in the Coors Brewery.

"But I want to say two things: 1. As far as this Department is concerned (and we have told the Brewery Workers this), as long as they have a dispute with Coors Beer, whether or not they lose an election, we still have a boycott and we still have a fight—and we will continue to fight.

Coors Boycott

"But that leads me to the second point—and that is that we renew our efforts on the Coors Boycott and that we give them one more twist for the next few months to let Coors know that even though they face the possibility of getting rid of the union, they are not getting rid of us, not getting rid of the labor movement, and they are not going to turn 500 strikers out on the streets and let them go begging.

"So, what we are saying to you is, Renew your efforts at the Local and Central Labor Council level. We are furnishing all of the supplies out of our Department for the boycott, and we will ship you free anything that you need to renew your efforts. All you need to do is contact our office and we will send you all of the bilingual material that you need to hold demonstra-

tions, to handbill and do all of the things that you need to do.

"One more thing before I get into the progress report. We just concluded one of the largest and most successful Union Industries shows in the history of the Department in Los Angeles in May, and everybody in California in varying degrees made a contribution from the State office to the Central Labor Councils and through the Union Labor Councils. But it is only natural that I pay particular respect to the Los Angeles County Federation of Labor to Bill Robertson, Barbara Nardello, Marilyn Vegea, and all of the other fine people there that day after day helped us to do the work that needed to be done. But again, I thank all of you.

"We have been in the process of reorganizing the Union Label Department for the last two years for the sole purpose of offering better service to the 90 affiliates and to the entire labor movement—and we are moving on several fronts. As Al has already told you, we started off in 1976 making every meeting we could get invited to and going to some where we weren't invited. Now, we have moved into another area—and that is going into meetings in Central Labor Councils where we are invited, where we don't have any committees and we don't have a Council, to help them to form an organization in order that they can start moving with us.

20 New Councils

"We are reorganizing many of our 130 Councils across the country and moving some of them that aren't operating properly into good Central Labor Councils where they can get support, for all of the affiliates of the Central Labor Council are automatically affiliates of the Union Labor Councils. We have organized some 20 new Councils in the last six months, and we have started working with over 60 Union Label Committees where we don't have Councils.

"We have increased our supplies that are available to any kind of meetings and fairs and shows that you may have, and we have increased the circulation of our publication, the 'Label Letter,' to over 10,000. We furnish a free press kit to over 4,000 labor papers across the country from the local union level to the International Unions and everything in between.

"All you need to do to get that free press kit every month for your local union newspaper is to write us and you will start receiving it.

"As a result of getting a good per capita increase at the Convention in December

in Los Angeles, we started pumping money back out into the Union Labor Councils and started a two way street instead of a one way street. We are subsidizing the printing for signs and the rent for booths to \$150 for any Union Label Committee or Union Label Council that wants to exhibit in the county fair.

"The object, I think, is very clear—and that is we want to start reaching the public. We have also started reaching out to the support groups of the labor movement. We have just started servicing and furnishing our publication to 2900 branches of the National Council of Senior Citizens, to all of the retiree clubs of four of the largest International Unions and to all of the lodges and branches of eight of the largest international auxiliaries—and we have moved even farther.

"As of this week, all of the chapters of the A. Philip Randolph Institute are being pumped into our mailing list and they will start receiving our services and they will start receiving our monthly publication.

"We want to broaden our base—and we are broadening our base so that everyone can get involved.

"Here's where we need your help. We want to encourage you to charter councils or at least to form Union Label Committees in all of the Central Labor Councils in the State where you don't have them. If you already have an active committee or a chartered Union Label Council, we urge you to get involved in it, to start supporting it, and be active in it.

"We would like to know all of your local union papers so that we can start furnishing you a free press kit and you can start carrying a Union Label message into your homes, into the homes of your members.

Imports Dilemma

"I would like to talk to you briefly about a problem to which we introduced a solution at the COPE Conference in April right in this hall—and I was here for one reason: Al Barkan wanted to portray a picture that there was a political solution to the damage being done to unions and industries through imports by multinationalals. And hardly a country is exempt. You know what happened to shoes and to apparel and to electronics, to black and white TV, to the colored TV, to automobiles, to steel—and yes, though you may not know it, the harm is also being done to the actors' unions and to the film industry and many others.

"To some countries there is no free trade. It is a one-way street. We allow every other country to bring products to

our shores, and yet those very same countries restrict imports from, our country. And President Carter and his advisors believe that free trade is a way to save the world—and now they are trying to save the Communist bloc countries by permitting them to export products into the United States without restriction. But to those countries it is a one way street. We are not allowed to trade in the same manner as they are allowed to trade with us. And I want to present two examples.

Unequal Trade Pattern

"South Korea has been flooding our shores with shoes until it got to the point where we had to put some halt to it last year, and yet we are not allowed to export one pair of shoes to South Korea. Taiwan has captured the black and white TV industry. We no longer have a black and white TV industry in this country. But yet we are not allowed to export one TV set to Taiwan. And the list goes on and on and on to all of the trading partners around the world.

"The AFL-CIO believes in world trade. We know it is necessary. But we don't believe in the present free trade. The AFL-CIO Executive Council has adopted a fair trade policy and it has sixteen points, but it does two things. The first thing it does: it says to South Korea, 'If you are going to export shoes to the United States, we want to export shoes to South Korea.' And we say that to all of the other trading partners!

"In other words, we want an even exchange and we will take our chances in the market. We want to be equal partners.

"And last but not least, the AFL-CIO fair trade policy is designed to make multinational companies again responsible to the United States Government, and they are not today. They are subsidized by tax dollars to go out, they are protected by nationalization through our tax dollars. They pay no taxes back to the United States and they ship the product back into our country almost duty free after exporting our jobs, our technology and our money. You people know a little bit more about finance than I do, for I don't know much, but I know that the United States dollar hit the rate of 201 yens per dollar in the money market last week—an all-time low. And that drives up inflation, that diminishes the value of the dollar and that diminishes our trading ability.

"We need your help. What we need is for Congress and for the Carter administration to know that you care. They know what President Meany says; they know

what Al Barkan says and they know what Murray Finley says. They have a loud voice. But they don't know what you are saying in California. They need for you to contact them in any way that you see fit and let them know that you support the fair-trade policy of the AFL-CIO.

"I want to leave you with one thought. When you are looking for a union label and looking for a union shop card, also start looking for 'Made in U.S.A.'

"Thank you very much."

Chairman Gruhn expressed his appreciation for Secretary McDavid's address and proceeded to call on John F. Crowley, Chairman of the Resolutions Committee, for his report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

Chairman Crowley commenced his report.

STATEMENT OF POLICY XXI

Community Concern and Service

Chairman Crowley:

"The committee recommends concurrence, Mr. Chairman, and I so move."

The motion was seconded and carried.

Resolution No. 60

Jewish Labor Committee

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution. I so move."

The motion was seconded and carried.

Resolution No. 63

A. Philip Randolph Institute

Chairman Crowley:

"The committee recommends concurrence, Brother Chairman, and I so move."

The motion was seconded and carried.

Resolution No. 64

Labor Council for Latin American Advancement

Chairman Crowley:

"The committee recommends concurrence in this resolution, Brother Chairman, and I so move."

The motion was seconded and carried.

Resolution No. 65

N.A.A.C.P.

Chairman Crowley:

"Brother Chairman, the committee rec-

ommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 69

AID—United Givers

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 70

Support for 1978-79 United Way Campaign and

Resolution No. 78

Support the United Way of America

Chairman Crowley indicated that the next resolutions were in combination.

"Brother Chairman, the subject matter of these resolutions is similar: namely, support of the United Way.

"Your committee recommends concurrence in Resolution No. 70 and further recommends that Resolution No. 78 be filed. And I so move."

The motion was seconded and carried.

Resolution No. 79

Support and Initiate Programs on Prevention of Alcoholism

Chairman Crowley :

"Brother Chairman, your committee recommends concurrence in this resolution. I so move."

The motion was seconded and carried.

STATEMENT OF POLICY XXII

Proposition 13

Chairman Crowley:

"Your committee was advised of certain errors in both the bold-print heading and the text of this portion of the Policy Statement. We accordingly recommend the following amendments:

"1. In the bold print, Page 31, Line 10, strike '3.5 billion subsidy' and insert '\$4 billion windfall.'

"2. In the bold print, Page 31, Line 18, strike '\$3.5' and insert '\$4.'

"3. In the body, Page 32, right-hand column, Lines 6, 16 and 18 strike '\$3.5' and insert '\$4.'

"As so amended your committee recommends concurrence in the Policy Statement—and I so move."

The motion was seconded and carried.

Announcements

Chairman Crowley, upon conclusion of his partial report, reminded the committee members of a noon-time meeting in Room 102.

Chairman Gruhn stated that the State Building and Construction Trades Council would have a caucus in the auditorium after the morning's session.

Recess

Secretary-Treasurer Henning then made the following motion:

"Mr. Chairman and delegates. I move that the rules and order of business be suspended to allow a recess at the present time and reconvene at 2:00 p.m."

The motion was seconded and carried.

Whereupon, at 11:50 a.m. a recess was taken to 2:00 p.m. of the same day.

AFTERNOON SESSION

The Convention was called to order at 2:17 p.m. by Chairman Gruhn.

He promptly called on John F. Crowley, Chairman of the Committee on Resolutions, for a further report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

Resolution No. 122

Rents

Chairman Crowley:

"The Committee on Resolutions upon reviewing this resolution felt that it was more properly the subject matter for con-

sideration by the Convention Committee on Legislation.

"Your committee accordingly, therefore, recommends that the resolution be re-referred to the Convention Committee on Legislation. And I so move, Mr. Chairman."

The motion was seconded.

Delegate Robert Morgan-Wilde (Office and Professional Employees, No. 3, San Francisco) spoke in support of the resolution.

Chairman Gruhn pointed out that the Committee on Resolutions was simply referring the resolution to the Committee on Legislation. The proper time for Dele-

gate Morgan-Wilde to state his position would be when the resolution comes from the Committee on Legislation with a recommendation.

The motion to refer Resolution No. 122 to the Committee on Legislation was then carried.

Resolution No. 72

Apprenticeship for Health Care Workers

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this and I so move."

The motion was seconded and carried.

Resolution No. 101

Apprenticeship Programs

Chairman Crowley:

"The Committee on Resolutions recommends concurrence and I so move, Brother Chairman."

The motion was seconded.

Delegate Al Holt (Barbers and Beauticians No. 256, San Diego) stated that he was unclear as to the meaning of the words "blue collar" in the Resolved of the resolution.

Chairman Gruhn said that he understood the Chairman of the Committee had no objection to clarification of that point.

Chairman Crowley then stated the committee would amend its report for clarification as follows:

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record to continue full support of all skilled apprenticeship programs, regardless of numbers in individual classes.

Delegate Holt said he had no objection to the amendment.

Delegate Stanley Smith (San Francisco Building and Construction Trades Council) said as maker of the resolution, that he had no objection to the amendment.

The committee's report as amended by the committee was then adopted.

Resolution No. 12

Foreign Products and Union Label Education

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 66

Support Union Dental Services

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution—and I so move."

The motion was seconded and carried.

Resolution No. 97

Support Union Workers at Vallejo Times-Herald

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution—and I so move."

The motion was seconded and carried.

Resolution No. 96

Federal Criminal Code

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution—and I so move."

The motion was seconded and carried.

Resolution No. 11

U. S. Olympics 1984

Chairman Crowley:

"Brother Chairman, at the request of the sponsors of this resolution, the resolution was rewritten to read as follows:

"Whereas, The Olympic Committee has awarded the 1984 games to the city of Los Angeles and may in the future award other Olympic games to cities in the United States; and

"Whereas, Those objecting to Olympics may circulate initiatives in opposition to Olympic games on the grounds that the cost of holding such games will place unwarranted burdens on the taxpayers; and

"Whereas, Many young people who participate in the games benefit greatly from their experience; and

"Whereas, Medallions, souvenirs, pennants, ticket sales, television, construction, etc., will create many jobs in the Olympic games area;

"Now, therefore, be it Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, approve in principle the enactment of legislation which would permit a one dollar (\$1.00) voluntary contribution to be deducted by each taxpayer in the United States from his federal income tax return to be set aside to finance the cities in the United States that host the games using the same mechanics now used in financing Presidential candidates and likewise assigning a portion of monies collected on the prorated basis to all areas to bear the cost of Olympic tryouts and to purchase uni-

forms and equipment from union firms in the United States and to provide the transportation to the games;

"Therefore, Be It Finally Resolved, That a copy of this resolution be forwarded to the National AFL-CIO for consideration and implementation."

"Your committee approves in principle the content of this substitute resolution and agrees that it should be forwarded to the National AFL-CIO for consideration and action and with this understanding recommends concurrence—and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 56

Board of Dental Examiners

Chairman Crowley:

"Brother Chairman, the committee concurs in this resolution—and I move adoption."

The motion was seconded and carried.

Resolution No. 57

Uniforms

Chairman Crowley:

"Your committee recommends concurrence in this resolution, Brother Chairman, and I so move."

The motion was seconded and carried.

Resolution No. 80

Support Universal Registration Law

Chairman Crowley:

"Brother Chairman, the committee recommends the concurrence in this resolution—and I so move."

The motion was seconded and carried.

Resolution No. 81

Public Financing of All Federal Elections

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution—and I so move."

The motion was seconded and carried.

Resolution No. 87

Promote Organizing the Unorganized

Chairman Crowley:

"Brother Chairman, while your committee concurs in principle with the concept that organizing activities should be adequately financed, it believes that the organizing activities should remain where they currently exist and not be transferred to central labor bodies.

"Accordingly, while urging adequate

financing, we recommend that this resolution be filed—and I so move, Brother Chairman."

The motion was seconded and carried.

This concluded the partial report of the Resolutions Committee.

Chairman Gruhn thanked Chairman Crowley for his report and proceeded to introduce the next speaker, Dr. Phillip Polakoff, Director of the Western Institute of Occupational/Environmental Science, Inc.

ADDRESS

PHILLIP L. POLAKOFF, M.D., Director

**Western Institute for
Occupational/Environmental Science, Inc.**

"Thank you very much.

"It is a pleasure being here today. Trying to keep in attune with what one of your speakers said yesterday, California is an area where new things start whether it is the anti-war movement or the environmental movement.

"Well, I would like to put forth two more movements that have to get started immediately. First is the good health movement, and second is the good job movement, because both of these, in my opinion as an outsider looking into government, are sorely lacking in this state today — and I do believe I have some differences of opinion with what is happening in the State of California. So, that's the underlying tenor of what I would like to put forth to you today.

"I consider it an honor and a privilege to be here with you today. I have made scores of presentations to labor during my medical career—and each one brings on a new excitement. Being with the trade unionists is probably the single most memorable experience a physician can have as workers are the main artery of America. Virtually everything great that ever happened in America or to America would not have been possible without America's workers.

"My first assignment as a physician was with the Public Health Service in the capacity of a medical examiner for the National Institute for Occupational Safety and Health. The assignment sent me criss crossing the United States visiting work places and examining workers.

"I have been in the coal mines of Kentucky, the auto factories of Detroit, the fields of California, the textile mills of the Deep South, and the steel mills of the east and midwest. For two years, I saw virtually every kind of work setting imaginable

and talked with workers from all walks of life.

"The message was always the same: Worker health played second fiddle to productivity. That is a sad but true message, one that made me stop and think as a young physician fresh out of medical school and somewhat naive in many ways. Something had to change. It was clear to me then that I would devote my energies to the improvement of health care for workers and their families.

"Health care, as many of you are aware today, represents the largest single expenditure of money today. Over \$160 billion each year is spent on health care in this country—and the question still remains, Can you afford to get sick?

"Some of you have probably had to answer that on a personal basis.

"Today, my presentation will focus on one sorely neglected area of health care: occupational health. Let's first review historically some of the major health problems that have plagued workers over the centuries and how they were dealt with.

"Secondly, I will discuss the Western Institute for Occupational/Environmental Science and how we are currently dealing with the issue of occupational health and how we would like to deal with it in the future.

"Before moving on, though, I must thank Mr. John Henning and the rest of the California Labor Federation because without their support from the beginning and without their initial donation to this project (which I will describe in greater detail) and without their ongoing support, I would not have the power and leverage that seems to be granted to me in Washington and being heard in the halls of Congress.

Occupational Health

"The human health effects of exposure to toxic substances and poor working conditions have long been known. Hippocrates' description of lead poisoning, Pliny's use of sheep bladders as respiratory masks, and the descriptions of the health hazards of mining by Paracelsus, Agricola, and Ramazzini in the 1600's are evidence of this.

"In 1978, we are still being enlightened on a regular basis of new health hazards arising from our work environment. These, to name a few, include DBCP. For those in California, this is the pesticide that causes sterility. It was known as early as 1958 that it caused shrinking of the male testicle. It was published, and the workers didn't come to this knowledge until 1977.

"Such unnecessary delays have time and time again created a cloud of pessimism on the part of workers—and I would have to say that there is justification for that pessimism. We have heard a lot about laws and acts, but not many lives are being saved—yet.

"At least 14,000 working people die each year from accidents on the job: roughly 50 a day. And the latest report is that approximately 100,000 working people die every year from occupational disease—roughly 300 people every day.

"If California has 10 percent of everything in this country (and that's everything that's good and everything that's bad), then you have from basic calculations 35 working people a day in this state dying from job-related causes. And remember, these are the most conservative estimates.

Need Asbestos Program

"This is why I keep traveling across the country trying to get a program mandated for the nation on asbestos exposure. Despite the fact that we have known for generations of the health hazards of coal mining, it was not until 1963 that Congress allocated the first \$100,000 for research into the problems of miners' health and safety. In 1920, there were 700,000 coal miners in this country. Nobody knows what has happened to them.

"But now over a billion dollars of federal money has been allocated for the care and support of disabled miners and their families. This may sound impressive in money terms, but think of the total as a measure of the distress and suffering of the miners and their families.

"Coal miners' health problems were suppressed—and no one did anything about them in all those years simply because no one seemed to care enough to look into the most sincere requests from the workers. Over 580,000 coal miners died before the Black Lung Compensation Act was passed. As early as 1949, vinyl chloride was known to be hepatotoxic or a liver-damaging agent. In 1958, the Belgians discovered a link between vinyl chloride exposure and skin problems. In 1971, a group of Italian researchers discovered that vinyl chloride was a carcinogen or cancer-causer.

"However, it was not until 1973 in the United States in Louisville, Kentucky when three workers were found to have angiosarcoma, a very rare form of liver cancer, that anything has been done. However, there have now been over 50 cases of

angiosarcoma associated with vinyl chloride exposure alone.

"As early as 1879, nearly 100 years ago, the radiation dangers of uranium were known in Europe; and by 1927, uranium had been pinned down as a cause of lung cancer. However, still in the State of Colorado, 20 percent of the uranium miners are dying of lung cancer.

"In 1975 workers exposed to Kepone in Hopewell, West Virginia, were stricken with a rare nerve disease. As was dramatized by Dan Rather on the national program entitled 'Sixty Minutes,' these people suffered nerve degeneration and now are crippled for life. Clearly, management was well informed of the hazards of Kepone and never reported it to the workers.

"The story goes on and on. We have polybrominated biphenyls, for those in Michigan, which was put into cattle feed. Its human effects are currently being studied. As yet, we don't know the effect on human beings.

"Polychlorinated biphenyls, which comes out of Monsanto in St. Louis, has been found in the drinking water in New Orleans and remains in our fat for years to come. Methyl butyl Ketone, found in Ohio, is used in the manufacturing of wallpaper and is another agent that causes peripheral neuritis or nerve damage.

"These examples keep going on and on and on. We knew about a lot of these problems long in advance of what is being done currently—and, yes, still very little is being done.

"In dealing with the issue of asbestos, which is one that is very close to my heart, we know that in 1900 the first case of asbestosis was recorded. We know that afterwards in 1930 that there was a link. It came out in public testimony in New York City last week that the corporate state knew of the hazards of asbestos in the 'thirties—and there was a conscientious cover-up of the ill-health effects arising from this process.

"This cannot continue.

W.I.O.E.S. Created

"Why, then, did we create the Western Institute for Occupational/Environmental Science, Inc.?

"We felt that there was a demand; that there was no place where labor could get its fair shake; that clinical research needed to be performed which was pro-workers—not pro-union, not pro-management, just pro-workers—pro the human being. To get this, we needed a facility—and we found a

home in Berkeley that provided this.

"Hopefully, this will be a new movement in the State of California. It is a prototype. It is a very difficult undertaking. However, it is necessary that this job was undertaken.

"We at WIOES are a group of five physicians, a psychiatrist, and several administrative assistants who have come together to try to put on this first project which will be very visible. You will hear all about it in the news. It will be carried by NBC national news next evening on their evening show.

Surveillance Project

"To date, as a result of our well publicized Bay Area Asbestos Surveillance Project, we have received thousands of dollars from organized labor both locally and nationally. Without the support of the AFL-CIO and without the support of local unions here in California, we certainly could not exist. So, for that, I say, 'Thanks.' Hopefully, at one time the 'thanks' can be mutual that we are doing the job together.

"It is not just the shipyard worker, and it is not just the construction worker, and it is not just the brake repairman. It is everyone who has come in contact with asbestos: the wives, the family back east. The Yale School of Public Health has now documented that there have been adverse levels of asbestos found in the classrooms of our nation.

"Recently, to show you the magnitude of the concern of this problem, the National Cancer Institute as of August 1 is mounting over a million-dollar campaign to educate the public on the hazards of asbestos. In the month of September, 29 million Social Security checks will have a slip in them talking about the hazards of asbestos. Eight to eleven million have been affected by asbestos to some extent. It is certainly a product of the 'sixties and 'seventies.

"The problem that arises with asbestos and vinyl chloride is we are just beginning to see the effects. The people who are now at risk are the people who worked with asbestos in the 'fifties and the early 'sixties. It takes 15 to 30 years before the exact problem arises.

"So, what happens? We see a common scenario: loss of income; depletion and exhaustion of savings; radical restrictions and changes in living styles; friction within the family unit; loss of self-respect as a husband, wife, father, or mother and responsible head of family; breakup of the family; in effect, an entire family de-

stroyed. Compensation benefits, when they come, are very often too late or too inadequate to avoid this chain of events.

"As Mr. Henning has been fighting for, there is a need for total compensation for cumulative injuries and cumulative diseases. This has to be passed. We also have a need for a comprehensive national respiratory disease act. Furthermore, we need to develop a national health plan. We cannot go on with a fragmented health plan. Each and every worker deserves comprehensive coverage for their entire life, from cradle to grave; and unless this is forthcoming, we will still continue to have the fragmented care which we have.

"I disagree with some of the remarks that Governor Brown made yesterday. I disagree that the State of California has the most onward program in the area of occupational health and safety. As a physician who is concerned, there was a mandate, there was a press release almost a year ago that there would be two occupational health centers established in the State of California. To the best of my knowledge, they have been axed from the current budget. There is almost no ongoing training of physicians and health professionals.

Meager Budget

"The total budget for occupational health literature for workers out of the State Health Department was less than \$3,000. That is not good enough.

"Furthermore, there is a morale problem. There is a depletion of the State Health Department professionals. There is a freeze on hiring of the professionals. So I have a great concern about the State Health Department. I am prepared to work with the State Health Department. I am prepared to work with labor to make sure that it gets more than what they are asking. However, when we asked for this project, there was a press release that there would be help on this project. I am sorry to say that we have had no support whatsoever. We are trying to treat the workers and their families in this State—and we have had no cooperation from the State Department of Industrial Relations. It doesn't make me happy today.

"I was on a plane with Lieutenant Governor Dymally for Washington the other Sunday morning. And I suggest if you want to do some lobbying, you fly on a United or American flight to Washington on Sunday morning. All your congressmen and all your senators are on these flights. Lieutenant Governor Dymally was there—and it was a great opportunity to spend some time with him.

"When I asked Lieutenant Governor Dymally what was going on, so that I could present to this Board an idea of what was going to happen, he was short of words.

"During the present administration seven health professionals were fired for one reason or another. We can't keep up proper standards in the Health Department when everyone gets fired. That is not good enough. You can't go to the State Health Department and expect to get some help when you find that they are in the midst of revisions. Workers' health should be given a higher priority.

"But to go on with our project because it is really important that I share it with you. We are still available to answer your questions directed to the Institute. Hopefully the brochure that has been published will be handed out to you so that after you have read it, you will get in touch with us if you have any questions.

"The Western Institute for Occupational/Environmental Science, Inc. takes the position that health has no jurisdictional boundaries. If someone is sick, he or she needs help. It doesn't matter if they belong to the AFL-CIO, the Teamsters or the ILWU. In our Institute we are supporting all workers in all unions. We are a union-backed program, and from the health point we support all unions. We believe in organized unions. We will be screening at the Labor Temple in Vallejo, at the Teamsters on Hegenberger Road in Oakland, and at the Wharf here in San Francisco at the ILWU. We would invite all of you to come and see what we are doing.

Health Services

"There are moves afoot that are very promising within organized labor. Mr. Meany has invited me in September to come and address the first National AFL-CIO Conference on Workers Safety and Health. And this is a very important step, along with Mr. Henning's first conference on Women-in-the-Work-Force, Occupational Health and Safety. I think the climate is right now to proceed with vigor. Because in conclusion I would only like to say that unless you fight and struggle for your health services, they are not going to be given to you. The State is not going to offer you services. If the job were properly done; if health were mandated into our society, we would not have to start from scratch and grovel and look for every possible source of funds. However, I say to some of my friends up on the podium, that the survival of our Western Institute, your Institute, is totally dependent upon your

support. Our policy of research is totally predicated on the amount of support and working relationships we have with you. Our support is basically whether the trade union movement, in which I so strongly believe, is willing to support what we consider is a prototype. This is the first institute of its kind in the country. It does not exist anyplace else. And like every mother tells her child, you have to crawl before you walk and you have to walk before you run. But we are in the stage where we are still crawling, but I say to you that we are crawling in the right, positive direction. And I can only thank Mr. Henning and the rest of the officers and members of the California Labor Federation for their support which enabled me to be here today."

Chairman Gruhn thanked Dr. Polakoff for his report on the activities of the Western Institute for Occupational/Environmental Science, Inc.

Escort Committee for Honorable Wilson Riles

Chairman Gruhn announced the names of the Escort Committee members as follows: Vice Presidents Harry Finks, Justin Ostro, C. Al Green and Dean Cofer. Superintendent Riles was then escorted to the platform.

Chairman Gruhn introduced Superintendent Riles to the delegates.

Superintendent Riles then gave his address to the Convention.

ADDRESS HONORABLE WILSON RILES

Superintendent of Public Instruction

"I want to thank you very much, President Gruhn and Executive Secretary Jack Henning. I especially appreciate that kind introduction. I also appreciate the fact that this organization endorsed me — not once but three times. What I really don't understand is why you did it the first time.

"In my election initially as State Superintendent, as you indicated, everyone who knew anything about politics said that it was 'impossible' for me to be elected. But when I called on the Federation, you came through with your commitment. I don't know whether you decided that whether I won or lost, you felt that I ought to be elected and you would support me anyhow. I don't know whether you thought that I could win. But in any case I appreciate it. I will never forget it. Indeed, you were the first organization to come through with not

only your support but with some money behind it.

"For the last eight years I have had the benefit of your support in my efforts to try to carry out the commitments that I made the first time. I sit on the Board of Regents with your Executive Secretary. I want you to know, if you don't know already, that Jack's perspective and wisdom about the working people of this State are invaluable, but beyond that, as a human being, as a humanitarian, a sensitive person to what ought to be in this State, they are reflected in his activities and expressions and commitment at that level.

"Recently, we find ourselves on this committee having to do something about Proposition 13.

"Jack, I don't know how that will come out, but it is a pleasure to be working with you.

"I would be terribly derelict in my duty to not mention the fact over the years I have had the opportunity to work with the American Federation of Teachers and its excellent president: Raoul Teilhet. They have always been supportive, though tough bargainers. They didn't always agree with me, but we stayed together, worked together, and we have always come to some resolutions and have gone forward together.

"I can say the same thing about Mary Bergan, who works in Sacramento and represents the A. F. T. very well.

Common Goal

"I believe that our ultimate goal is the same—and that is the quality of life for our State. My special interest is in education, obviously. Your special interest is in the ability of men and women to earn a decent living with the dignity that comes from having a job that is important in society. But I hold that both these interests are inseparable. It is no accident that labor has supported public education in this country longer and more consistently than any other group of which I know.

"I just want to do two things. You have heard a lot of speeches. You are likely to hear a lot more, so I am going to be brief. I want to give you just a concise accounting of some of the things that I feel are important in which I have been involved. Secondly, I want to mention the challenge that is before us. And then I want to close by sharing with you some thoughts that are on my mind and I think are important, and I hope that you think that they are, too.

"By the way, having been elected, I am not running for office. For, you know, you have given me a four-year contract. So this is not in a political context. We are as friends and colleagues.

"You might well ask: 'Wilson, what in the world have you done and what do you see in the past that has been worth the confidence that this great organization placed in you?'

"Well, Number One, some of you young people will not remember how it was, but some of you will. One promise I made was to remove the office of the Superintendent from the turmoil of the partisan politics that pervaded the situation eight years ago. The Constitution, as you know, says that out of the seven constitutional offices, one will be non-partisan. I did not say 'nonpolitical.' I said 'nonpartisan.'

"I think the record will show that I have lived up to that. I have tried to work with all people interested in education. I didn't change my registration, but I acted in a nonpartisan way—and as long as I am in the office I shall do that.

"I promised to eliminate the animosity and wrangling that once existed between the Superintendent and the Board of Education. I think the record will show that I have done so. The only problem now is that Board meetings are rather dull and I can remember the time when they were anything but dull. There were always five or six television cameras and it was a Roman circus. It was not good for education. Nothing was accomplished. We try to work together and do work together now.

Educational Goals

"I promised to initiate some reforms with children at the primary level—and we have done so. We have the early childhood education program in sixty-two percent of the schools or 2,870 elementary schools.

"I promised to work for school finance legislation that would guarantee equity and adequacy. With the enactment of A.B. 65 last year, we just about reached that goal.

"I promised to promote the mastery of basic skills and I want you to know the average California child in the primary grades is reading consistently above the national average because you may not know it or you haven't heard it. But those are what the facts are.

"I tried to establish and I made a promise to establish programs that meet the needs of every child in this State—handicapped or non-handicapped, black or white

or Chicano, red—you-name-it. My commitment has been for all children.

"We were able to put together what we call the Master Plan for Special Education. Our goal now is in sight to move this program forward. I submit to you that the Congress has mandated and the courts have mandated that handicapped children be served. California is one of the three States that has made that commitment.

"I promised to undertake some reforms at the intermediate and secondary levels. That is where the greatest problems are now. With A.B. 65 we had begun to address that problem. Al Gruhn has already told you that my commitment was to work with people outside of the school—labor, industry, parents. Because the schools cannot do the job alone. So that is why I feel it is a pleasure and an honor and a necessity to work with organizations like the Industry Education Council.

"I talk to members of your leadership. Whenever there is a commission or a board to be appointed by the State Board of Education, Jack knows that I get in touch with him and say: 'Give me a recommendation because I need your help.' And they always come through.

"By the way, I am going to have to leave after I speak and I have been in touch with Mr. Robertson, and he promised to give me a recommendation. He was at this meeting. And if he is in the place here, please, I am going down to the State Board meeting and I need that recommendation. All right?

"I think and I feel that we were on our way. I want to tell you that your youngsters are ready, bright. I am not one that looks back at 'the good old days.' You know, psychologically one pushes out the bad things and remembers only the good things. I think youngsters are brighter today. Your youngsters are brighter today than we were when we came along. Sometimes they are too bright. Last September—a little boy, the son of a labor official, went to school for the first time. He was a little, five-year old going to kindergarten. His mother was a little nervous, as mothers always are with that first child.

"You know, I have four kids. I sometimes wonder how the oldest one survived because we are always tense with that one.

"So this mother took the little boy to school for the first time, worried about whether he was going to make it and get along all right. The little boy wasn't fazed by this at all. She got to the schoolhouse door. He yanked his hand out of hers, ran into the room, ran down the hall. Unfortu-

nately, he slipped and fell on the hardwood floor and slid about ten feet.

"The kindergarten teacher was standing there looking at this and she picked the little boy up, took him into her room, laid his head on her lap and said: 'Son, I know it hurt. Go ahead and cry.'

"The little boy looked up at her and said: 'Cry hell! I'm going to sue you'.

"That's why I say, Sometimes the little ones today are too bright!

"I don't have to belabor to you the fact that the events in the past month have raised serious questions about our efforts to provide quality education and employ competent people to operate our school system in the future. I am talking about Proposition 13. I don't find any elected officials who didn't vote for Proposition 13. But I didn't. I voted for Proposition 8.

"We put our staff to work day and night to assess the situation. There was chaos up in Sacramento. And our role was to see if we could maintain the quality of education we have and lessen the impact.

"I don't want to belabor this, but we did put together a package. We got the cooperation of the legislators. It was not everything that we wanted, but we got enough to survive for the next fiscal year.

"I won't walk through all the elements of that, but if any of you wishes to know, I will give you some information about it.

\$2.8 Billion Lost

"What will happen in the future I don't know and I am worried about it. I can tell you this: that Proposition 13 took \$2.8 billion out of the system and there is no way to absorb that much out of the \$7 billion that it costs.

"People talk about 'cutting fat.' I want to tell you something that not one person in a thousand knows. And that is, in 1972, with Senate Bill 90, a revenue limit and expenditure limit were placed on school districts in the State. The cities and counties, I guess, had enough political muscle not to have that revenue limit placed on them. In any case the schools did. So the schools have not been benefitting from any windfalls in higher property taxes.

"So when you talk about 'cutting fat,' I don't know where the 'fat' is. I am not saying that we can't be more efficient. We're trying to be. But any time you start making serious cuts in the school systems of this State, you are cutting into muscle and bone and I think you ought to know that.

"I think that you also ought to know that we are nowhere the top among the 50 states in this Union. As a matter of fact, 15 states expend more money per child than California does today. . . .

"We will be working for and soliciting your aid to see that we maintain a level of quality and support in this State and we will be working hard to improve the system in the State of California.

Political Scapegoats

"I think it is a good time here to say something that a lot of people have not been saying during these difficult times in the last month and this comes from my own heart. We have gone about as far as we can in my opinion in making employees, particularly public employees, political scapegoats in a mad dash to embrace an anti-government philosophy that echoes the so-called will of the people. The will of the people as expressed in Proposition 13 in my opinion was to get out from under the burden of rising property taxes. I refuse to believe that the will of the people is to punish competent teachers, police officers, fire fighters and the thousands of city and county employees who are worth every dollar of tax money that they are paid.

"I went to work for the State in 1958 and I can recall at that time the pride I had in working for the State of California and being the servant and doing a job well. I can remember the high morale of the people at that time as they went about their work. But somewhere along the line State employees/public employees are thought of as someone 'eating at the public trough.' The discontent that I sense that is mounting is because of the low morale. If we have people not doing their jobs, let's get rid of them. I want to tell you something: it is not the civil service system that is the problem. It is the due process that it provides. If a person is not doing their job, the mechanism is there to get rid of them or transfer them or demote them. But when the managers don't go through due process, then that's why you can't deal with the situation. So I am not blaming the employees. I blame the ones who manage them. I think someone ought to start saying this. If we don't, let me tell you there is another way to go about it.

"I know states in this nation where you don't pay the State workers anything; where, when an administration changes, everyone is fired. But I will tell you something else. What happens in those states is that workers are expected to steal as much

as they can get away with. I don't think we want that in California.

"So I say to you as union people: it's time that you let your voices be heard in regard to State employees and lend your mutual support. Because if you don't, someone else will be next.

"Maybe I didn't need to say that to this august body, but I warned you that there were some things on my mind.

"I see an ugly mood in the backlash of Proposition 13, a mood that can only undermine and demoralize competent and dedicated employees. I see no reason or excuse to add insult to injury by undermining the competence and contributions of this State's 1.2 million public employees. It is going to take some leadership to counteract the mood, leadership by those who know the facts and accept the responsibility of letting the public know.

"As far as the schools are concerned, eighty-five percent of what we spend to run the schools goes into salaries of employees. It is a people-oriented industry. And it is a people-oriented industry because it takes teachers to teach children. They can't teach themselves.

Education an Investment

"We ought to look at the results of our investment and we ought to look hard at it. I want to submit to you that if you want to make some comparison, it costs about \$1,600 a year to educate each student in our system. I would remind you that to keep a youngster in a juvenile detention facility for a year (remember, I said \$1,600) will cost \$15,000 per year. Another fact about education that is important to everyone in this room is that among the eighteen to twenty four year old people out of work in this country, more than twenty five percent had fewer than four years of high school—and there is a connection.

"Since June 6th I have had thousands of letters come across my desk counseling me on: if we have to make cuts, what to cut? I have been saddened by what I read because every letter tells me what to cut and what not to cut, but that which they do not want cut pertains to them. 'Cut the other guy. Don't cut me.' That is the message that I get.

"The kindergarten teacher who wrote: 'I have a five-year-old who is coming into the school system in September. Mr. Riles, please see that they do not cut kindergarten. If you have to cut anything, cut the twelfth grade.'

"I hear people say: 'Cut transportation.' I submit to you that we transport (I am not talking about for integration) just to get youngsters to school eight hundred thousand youngsters per day. If you live near the school and can walk or if you have transportation that you can provide as parents, of course that doesn't make any difference to you. But if you live far away or far enough away to need transportation, that is not a frill. I can tell you places in this State where people have to transport their youngsters as many as forty miles each way per day just to get them to school.

"We were talking the other day in this committee about cuts. Some people on the committee seemed to want to cut everything no matter whom it hurts, and so on, and they were talking about small schools where you don't have many pupils there. And 'Why don't you cut them out and consolidate them?'

"Fine! Well and good! Except that you don't know how good the schools are until you attempt to close one that you no longer need. People show up from everywhere. I want to tell you that more than one local board in the last two years has been recalled because they closed a school they no longer needed.

"I just give you those few examples to say that we have to think not only of ourselves; we have to get a mood to see how we can be fair and just as well as competent and prudent. It is not as simple as sometimes you would hear people make it.

"Well, I promised not to extend this too long. We have problems ahead. They are not what I would like them to be. Which reminds me of a story. I sometimes wish that we in education had it like lawyers or even physicians. You evaluate a lawyer. What do they come out with? Fifty percent, because when one wins, the other loses. So they can't have a record better than fifty percent. Physicians don't have youngsters around staring them in the face. If they happen to make a mistake, they can, you know, usually bury that mistake. We can't do that in the education business. They are there; they are either learning or not learning.

"At any rate I heard the story the other day of an executive who wanted to hire a junior executive and he was tired of going through all the personnel records, and he said: 'Look. I'm just going to ask one question. I want to know whether these people know any arithmetic.'

"Three people showed up. The first one

was a teacher. He said: 'You want this junior executive job?'

"The teacher said: 'Yes.'

"He says: 'Well, I have one question. I want to see how you handle it.'

"The teacher said: 'What is the question?'

"He said: 'The question is: How much is two plus two?'

"The teacher said: 'That's easy. Two and two equals four.'

"The next person in was a physicist, an engineering-type person. He said: 'I have one question. How much is two plus two?'

"The physicist thought for a moment and he said: 'Two plus two is approximately four.'

"The next person in was a lawyer. He said: 'How much is two plus two?'

"The lawyer looked around the room, went over and drew down the blinds, locked the door from the inside, and came back and got close to the interviewer and said: 'How much would you like it to be?'

"In the months ahead, they aren't going to be easy, I will assure you, the decisions that we make about our schools; the people we employ; the status of the quality of life in this State; whether we are going to do something about those 700,000 unemployed in this State — these are problems to which we must address ourselves. All of this and certainly what we are able to accomplish will have a profound effect on the quality of life of this State for generations to come.

"Your interest and mine are inseparable, but I think working together we'll overcome. I want you to know that you can count on me; and I hope at any time that I can be of assistance in anyway, you will call.

"Thank you."

Chairman Gruhn thanked Superintendent Riles for his important message.

Announcement

Chairman Gruhn called on Secretary-Treasurer Henning who announced the Screen Actors Guild program was scheduled for 8:30 p.m. at the Sheraton-Palace Tuesday night. He encouraged all to attend the performance.

Chairman Gruhn then called on Chairman Crowley for a further report of the Committee on Resolutions.

PARTIAL REPORT OF THE COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

Resolution No. 103

Support for California Trade Union Council for Histadrut

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution. I so move."

The motion was seconded and carried.

Resolution No. 109

Program for Offender Career Placement and Diversion, Inc.

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence and I so move."

The motion was seconded and carried.

Resolution No. 110

Support I.B.E.W. Members Employed by the United States Bureau of Reclamation

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence and I so move."

The motion was seconded and carried.

Resolution No. 112

Grand Jury System

Chairman Crowley:

"Brother Chairman, upon reviewing this resolution your committee felt that it required more extensive study than time was available to the committee. Your committee agrees that there are many undesirable features to the Grand Jury System, but there are also factors protective of witnesses in certain types of crimes such as sexual offenses and that a more deliberate study should be made by the Federation as to the specific action that was to be recommended.

"Your committee accordingly recommends that the resolution be filed and that the subject matter of the resolution be referred to the incoming Executive Council and officers for consideration and action.

"I move concurrence with that position, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 113

Implement Minimum Wage Increase

Chairman Crowley:

"Brother Chairman, the committee has

recommended concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 115

Hotel and Restaurant Employees and Bartenders International Union

Chairman Crowley:

"Brother Chairman, the subject matter of this resolution is concerned with the praise of designated individuals and the Convention approval of a specific program of one International.

"Your committee did not believe that it had the time or expertise to evaluate the substantive provisions of this resolution, and accordingly recommends that the resolution be filed and that the subject matter be referred to the incoming Executive Council and officers for study and action.

"And I so move, Brother Chairman."

The motion was seconded and carried.

Resolution No. 117

Prevailing Wages & Fringes in Government Audiovisual Work

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 118

HRDI Performing Arts Program

Chairman Crowley:

"Brother Chairman, your committee rec-

ommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 119

Create National Program for Performing Artists

Chairman Crowley:

"Brother Chairman, your committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Resolution No. 120

Appreciation Extended to Manuel Dias, Retired General Vice President

Chairman Crowley:

"Brother Chairman, the committee has recommended concurrence in this resolution and I so move."

The motion was seconded and carried.

This concluded the partial report of the resolutions committee.

Recess

Chairman Gruhn called on Secretary-Treasurer Henning, who made the following motion:

"Mr. Chairman, I move the rules and order of business be suspended and that the Convention recess at this point in time."

The motion, duly seconded, was carried.

Whereupon, at 4:00 p.m. the proceedings were adjourned until 9:30 a.m. on the morning of Wednesday, July 12, 1978.

THIRD DAY

Wednesday, July 12, 1978

MORNING SESSION

The Convention's morning session was called to order at 10:00 a.m. by Chairman Albin Gruhn.

The Invocation was then given by the Reverend Jerry W. Ford, Bethel A.M.E. Church, San Francisco.

INVOCATION

The Reverend Jerry W. Ford
Bethel A.M.E. Church
San Francisco

"In the name of the Father and the Son and of the Holy Ghost, amen.

"O God, grant us the vision of our nation and of our city, fair as they are, to be a nation and a city of justice so that none shall prey on others; a nation and a city of plenty, where vice and poverty shall cease to fester them; a city and a nation of brotherhood, service and success to go hand in hand, where honor shall be given to nobleness alone; a city and a nation of peace, where love shall replace ruthless force and where power shall be the will of all who seek after Thee.

"Hear our silent prayers, O God, as well as our silent tears for love and good will to prevail. Make us this day, O Lord, to cease from anger and to understand the anxieties of our times.

"O Lord, as those who have been wasted along the desert places of life find themselves upon the junk heaps of our cities and our nation, grant that somehow out of our meeting here this day words will be spoken, hope will be raised, vision will be sharpened and men shall unite closer and closer to each other, so that through truth Thou canst make of us one in unity, in spirit and in love.

"God of grace and God of power, hear our prayer. In the name of the Father and of the Son and of the Holy Spirit.

"Amen."

Following the Invocation, Chairman Gruhn thanked Reverend Ford and then introduced Anthony Tripolino, National Business Agent of the National Association of Letter Carriers, for a few words to the Convention.

REMARKS

ANTHONY TRIPOLINO

National Business Agent
National Association of Letter Carriers

The delegates then heard the comments of Brother Tripolino in regard to problems facing the Postal Workers.

Chairman Gruhn answered Brother Tripolino's request for a statement of support, as follows:

"Under the rules of the National AFL-CIO and the Constitution of the Federation, this matter would be properly referred to the Executive Council of this Federation for consideration and action."

Chairman Gruhn then called on Secretary-Treasurer Henning who stated:

"Mr. Chairman and delegates, the Executive Council will be meeting at noon-time. We will take action at that time for support. It will be put before the Executive Council at the noon meeting."

Chairman Gruhn introduced the next speaker to the Convention, the Honorable Donald Vial, Director of the California State Department of Industrial Relations.

Address

HONORABLE DONALD VIAL

Director
California State Department of
Industrial Relations

Director Vial then gave his address to the Convention delegates.

Chairman Gruhn next called on Gabriel Gillotti, Regional Administrator for the Occupational Safety and Health Administration of the U.S. Department of Labor, for the purpose of making a presentation to Secretary-Treasurer Henning.

PRESENTATION HONORING

JOHN F. HENNING
Executive Secretary-Treasurer

Mr. Gillotti made the presentation in these words:

"Thank you, President Gruhn, Secretary-

Treasurer Henning, Officers and Delegates for allowing me this time for a presentation.

"The OSHA labor law has been in existence for about seven years. Through enforcement by both government and labor we have saved the lives of and prevented injuries and illnesses to brothers and sisters of this Federation. We all know, however, that many continue to be exposed to cancer-causing substances, to pesticides, to asbestos and to other toxic substances of unknown nature; and we must increase our efforts to rid the working environment of health hazards heretofore unrecognized by you and untouched by OSHA's regulations and actions.

"We can claim success in abating many safety and some health hazards, but an even greater cooperative labor and government effort is needed to deal with the thousands of toxic substances threatening our working people.

"My purpose in being with you today is to recognize the efforts of an individual who has been instrumental in the success that has been realized in this State. He can be counted on to lead the organized and the unorganized in the attack on the health hazard and on the safety hazard emerging on the work scene.

"How does he participate? Let me describe just a few of the actions that he has taken so that you know, as I do, that your safety and health are of immediate and direct concern to him. For example, back in 1974 he sponsored a conference of key labor officials for the purpose of educating them with respect to the State OSHA law and its procedures. It was a resounding success and set the tone and the foundation for the Federation to build upon. Also hardly an issue of the Federation's newspaper is printed without one or more articles on safety and health. The Federation's policy is clear as set forth in those articles; and the accuracy and the quality are a credit to the staff.

"Recently he sponsored a women's conference in Sacramento in which women in labor could share experiences and problems with him and with each other, could learn of the potential safety and health hazards from the conference instructors, and did raise their overall awareness relative to the working environment. On numerous occasions he has contacted congressional representatives to alert them with regard to keeping an adequate number on the street to protect his members. His assignments of staff people to participate on OSHA's advisory committees, his responsiveness when we have contacted

him in times of crisis are examples of where his priorities are.

"On behalf of the United States Department of Labor, the Occupational Safety and Health Administration, I would like to present this award to your Secretary Jack Henning for his untiring efforts in support of OSHA.

"Jack!" (Loud and sustained applause)

Secretary-Treasurer Henning Expresses Appreciation

"Thank you very much, Gabriel. Please extend my appreciation to President Carter. The delegates, the people out there, are more worthy than I. I think of Dale Marr, who has been active not only on the State level, but the national and international levels with respect to safety. And I will say this, Gabriel: the great ideas that we get come into our office; we do not generate all of them. Dr. Phillip Polakoff came in about a year ago and talked with me at great length about the menace of asbestosis long before the media discovered it and long before, to be candid, government agencies became aware of it. And we started this asbestosis study of the thousands of victims in the centers that, you know, are opening this week.

"I mention that only to show that we need all the thinking that we can get from the governmental sources, trade-union sources and from health sources.

"We appreciate the commitment of your administration to this; and we know that the traditional enemies of labor, of liberalism, who are opposed to the entrance of government into the field of health, never sleep. They fight the national health insurance concept. They succeeded unfortunately in the courts in breaking a part of your power—but we are with you.

"Again I thank you for this award."

Chairman Gruhn next called upon Max Osslo, Chairman of the Committee on Legislation, for a further report.

PARTIAL REPORT OF THE COMMITTEE ON LEGISLATION

Max J. Osslo, Chairman

Resolution No. 36

Eliminate Section 2677 of Unemployment Insurance Code

Chairman Osslo:

"Your committee recommends concurrence and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 38
Amend Section 2627(b) of Unemployment
Insurance Code

Chairman Osslo:

"The subject matter of this resolution is concerned with the payment of the waiting period. The committee believes that the subject matter is more adequately covered in VI, Disability Insurance, Statement of Policy, Page 15, since it is more practical to first attempt to obtain payment after 35 days rather than 7 days, as called for in this resolution.

"Accordingly, your committee recommends that this resolution be filed.

"And, Mr. Chairman, I so move."

The motion was seconded and carried.

Resolution No. 49
D. I. Payments at ⅔ Wages

Chairman Osslo:

"The subject matter of this resolution is concerned with the maximum amounts payable for disability insurance.

"Your committee believes that in VI, Disability Insurance, Statement of Policy, Page 14, a more liberal test is recommended, and accordingly recommends that this resolution be filed.

"Mr. Chairman, I move that the committee report be adopted."

The motion was seconded and carried.

Resolution No. 14
Child Care Facilities

Chairman Osslo:

"Your committee concurs in the intent of this resolution and believes it is consistent with the Statement of Policy in the same regard. However, because of the complex nature of child care centers and the necessity of the care being provided to children of working parents, regardless of sex, your committee recommends that this subject matter be reviewed on a committee basis to work out the specific details and recommends active cooperation with the Women-in-the-Work Force group which has been established by the Federation.

"Accordingly, with this statement, the resolution is filed and the subject matter is referred to the incoming Executive Council.

"Mr. Chairman, I move the adoption of the committee's report."

The motion was seconded.

Delegate Margie Akin (San Bernardino-Riverside Counties Central Labor Council, Riverside) spoke in opposition to the committee's recommendation.

Chairman Osslo then explained the committee's position and restated the committee's recommendation.

The committee's recommendation was then adopted.

Resolution No. 111
Employee License Fee (Tax)

Chairman Osslo:

"The committee voted concurrence with this and, Mr. Chairman, I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 114
Banquet Employees' Wages

Chairman Osslo:

"The committee recommends concurrence, Mr. Chairman. I move adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 116
Automobile Insurance

Chairman Osslo:

"Your committee recommends concurrence and I move the adoption of the committee's report."

The motion was seconded and carried.

Resolution No. 123
Medi-Cal Program

Chairman Osslo:

"Your committee recommends concurrence, and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 124
Childcare

Chairman Osslo:

"Your committee recommends concurrence.

"Mr. Chairman, I move the adoption of their report."

The motion was seconded.

Delegate Elinor Glenn (L.A. County Hospital Workers No. 434 Los Angeles and the Coalition of Labor Union Women) spoke in support of the committee's recommendation.

The committee's recommendation was then adopted.

Resolution No. 42**Restoring Fairness to Workers
Compensation Premium Rates**

and

Resolution No. 71**Restoring Fairness to Workers
Compensation Premium Rates**

Chairman Osslo indicated that these resolutions were in combination.

Chairman Osslo:

"The subject matter of these resolutions is identical; and your committee accordingly concurs in Resolution No. 42 and recommends that Resolution No. 71 be filed.

"I therefore move adoption of the committee's report, Mr. Chairman."

The motion was seconded and carried.

Announcement

Chairman Osslo: "Mr. Chairman and delegates, I now wish to state that that completes the partial report of the committee and there will be a meeting called at the appropriate time and place of the members of the Legislation Committee."

Chairman Gruhn next introduced Delegate Bill Baldwin, a member of the American Federation of Television and Radio Artists' delegation for his remarks to the Convention.

Remarks**BILL BALDWIN****Delegate, American Federation of
Television and Radio Artists**

Delegate Baldwin made his remarks to the Convention delegates and was thanked by Chairman Gruhn.

Following the conclusion of Delegate Baldwin's remarks, Secretary-Treasurer Henning thanked him and strongly praised Kathleen Nolan and the Screen Actors Guild for their fine show on Tuesday night.

Chairman Gruhn next called upon John F. Crowley, Chairman of the Committee on Resolutions for a further report.

**FINAL REPORT OF RESOLUTIONS
COMMITTEE**

John F. Crowley, Chairman

Resolution No. 121**Equal Rights Amendment**

Chairman Crowley:

"Brother Chairman, the committee recommends concurrence in this resolution and I so move."

The motion was seconded and carried.

Report Adopted

Chairman Crowley: "Brother Chairman, I make the motion to adopt the report of the Resolutions Committee as a whole and as amended."

The motion was seconded and carried and the report was adopted.

Committee Members Thanked

Chairman Crowley thanked the committee members:

"Brother Chairman, I would like to take the opportunity to thank the committee members who acted very diligently and worked so hard on this report; and I would like to name that committee, if I may:"

Andrew Allan, Hotel and Restaurant Employees No. 11, Los Angeles.

Dina Beaumont, Communications Workers of America, District 11, Los Angeles.

Dean Cofer, IBEW, Local No. 1245, Walnut Creek.

Val Connolly, Bartenders and Culinary Workers, No. 340, San Mateo.

Jerry P. Cremins, State Building and Construction Trades Council, Los Angeles.

George J. Flaherty, Hollywood Film Council, Los Angeles.

George Goodfellow, Hod Carriers and General Laborers No. 291, San Rafael.

Al Green, Plasterers and Cement Masons No. 429, Stockton.

Richard K. Groulx, Alameda County Central Labor Council, Oakland.

Lloyd J. Lea, Lumber and Sawmill Workers, No. 2907, Weed.

Paul Miller, Los Angeles District Council of Carpenters, Los Angeles.

R. R. Richardson, San Diego-Imperial Counties Central Labor Council, San Diego.

Raoul Teilhet, California Federation of Teachers, Burbank.

Cornelius Wall, Ladies Garment Workers of America, No. 55, Los Angeles.

Morris Weisberger, Sailors Union of the Pacific, San Francisco.

Rhoda Williams, American Federation of Radio and Television Artists, Hollywood.

Committee Discharged With Thanks

Chairman Crowley continued:

"Brother Chairman, I would move that we discharge this committee with thanks."

The motion was seconded and carried.

Chairman Gruhn expressed his appreciation for the work of the Resolutions Com-

mittee. He also expressed appreciation and thanks to Chairman John F. Crowley who took over the chairmanship when Chairman Gruhn appointed him this year.

IN MEMORY OF FORMER VICE PRESIDENT

T. A. "TINY" SMALL

Chairman Gruhn requested a moment of silence in memory of former Vice President T. A. Small:

"I am reminded of a loss we had since our last convention: one of the greatest guys, one of the great members of the labor movement of this State, one who gave so much and served so many years and did such a great job as Chairman of the Resolutions Committee.

"I am going to take this prerogative now to ask all of you (and this is still dealing with the Resolutions Committee) to stand for a moment of silence in respect to our great "Tiny" Small, the former Chairman of our Committee, who passed away since our last Convention."

(Here followed moments of silence in memory of Brother "Tiny" Small, former Vice President of the California Labor Federation.)

"Thank you very much, Delegates."

DECEASED TRADE UNIONISTS

The following is a list of those trade unionists who passed away since the California Labor Federation's 1976 Convention:

Edward S. Miller, International President Emeritus of the Hotel and Restaurant Employees' and Bartenders' International Union, died December 13, 1976.

Abel M. "Blackie" Silva, director of Field Operations for the AFL-CIO Building and Construction Trades Department who had served as business agent of Laborers Local 166 from 1943 to 1955 and as Western Regional Director of the AFL-CIO Building and Construction Trades Department, died on November 7, 1976.

C. J. "Curt" Hyans, a representative of the California Labor Federation from 1940 to 1966 and a retired member of Bill Posters Local 32 and the Screen Extras Guild in Hollywood, died November 22, 1976.

Victor S. Swanson, former Federation Vice President who is credited with organizing Operating Engineers Local 3 in March 1933 and who served as a Federation Vice President from 1946 to 1955 and as a Vice President of the International Union of Operating Engineers, died in January 1977 at the age of 93.

Larry Itliong, a Vice President of the

AFL-CIO United Farmworkers Union, died February 8, 1977.

Anthony "Tony" Anselmo, General Vice President of the Hotel and Restaurant Employees-Bartenders Union who served for years as Secretary of the San Francisco Joint Board of Culinary Workers, died March 24, 1977. He was 73.

P. L. "Pat" Sander, President of the Alameda County Central Labor Council and also President of Local 28 of the Hotel and Restaurant Employees and Bartenders Union, died March 22, 1977.

Ira B. Cross, noted labor historian, died March 24, 1977 at the age of 96.

Charles Hines Jr., retired head bookkeeper of the California Labor Federation, died June 26, 1977 at the age of 61.

Jim Dimitratos, a business agent of the Sailors Union of the Pacific and a Federation convention delegate since 1955 and a member of the San Francisco Labor Council's Executive Board, died July 6, 1977.

Edward Lingo, a field representative for the Los Angeles-Orange County Organizing Committee, died July 22, 1977.

Earl W. Honorlah, a business agent for the San Mateo Carpenters Union, Local 162 and Secretary-Treasurer of the San Mateo Building and Construction Trades Council and a vice president of the State Building and Construction Trades Council, died October 13, 1977.

Al Clem, former business manager of Operating Engineers, Local 3 and a retired vice president of the International Union of Operating Engineers, died December 26, 1977 at the age of 73.

T. A. "Tiny" Small, an international organizer for the Hotel and Restaurant Employees and Bartenders Union, served as Secretary of Bartenders Local 340 for 39 years and as President of the San Mateo County Central Labor Council for 15 years, died January 4, 1978. He was 79.

Everett A. Matzen, secretary-treasurer of Local 115 of the Amalgamated Meat Cutters and Butcher Workmen of North America and a Vice President of the Western Federation of Butchers, died January 20, 1978. He was 60.

Pete J. Cerremello, who served as business representative and financial secretary for Painters Local 1101 in Oakland and later as general representative of the International Brotherhood of Painters, Decorators and Paperhangers, died February 9, 1978.

James O'Brien, assistant director of the

AFL-CIO Department of Social Security, died February 28, 1978.

Otto E. Never, a business agent for Operating Engineers, Local 3 for 35 years who served as President of the State Building and Construction Trades Council of California from 1951 to 1956, died April 27, 1978. He was 77.

Burnell W. Phillips, who served as Secretary-Treasurer of the Riverside County Central Labor Council for 27 years and was also a labor editor and labor historian, died June 3, 1978 in Riverside. He was 69.

Chairman Gruhn then introduced Charles Hogan, Regional Director of Region 6 of the AFL-CIO, for an address.

ADDRESS CHARLES HOGAN

Regional Director, Region 6, AFL-CIO

Director Hogan commenced his address:

"Thank you, Mr. Chairman.

"Distinguished guests, Delegates, Brothers and Sisters:

"It is a pleasure to have been given the opportunity to bring to you the greetings of the national AFL-CIO and our regional staff who work with you here in the great State of California. As you know, they work directly with the California Labor Federation, the central bodies and the various unions throughout the state.

"We, of course, sincerely appreciate the help you have given us in your mutual endeavor to carry out the numerous programs of the national AFL-CIO. I would sincerely hope that you would believe me that after traveling throughout the nine western states extensively over the past year, it is really a pleasure to return to California and to share with you the pride that all of us have in the high standards established by the California Labor Federation, by the central bodies large and small, and the high caliber of union leadership which is evident and in attendance here today.

"The national AFL-CIO, as you know, has always looked upon the California Labor Federation leadership—Jack Henning, Al Gruhn, members of the State Executive Council—as the pacesetters in the legislative field. Your efforts in this state to bring to the worker improvements in Workers' Compensation, Unemployment Insurance, consumer protection, education, collective bargaining for farm workers as well as public employees plus so many other benefits too numerous to mention have rightfully earned all of you national

recognition—and you justly deserve it.

"Now, we have a tough fight ahead of us in our efforts to get a decent labor law reform bill passed through the Senate. As you know, the lower House supported our legislation, but a minority bloc of right wing reactionaries in the Senate prevented us from cutting off a sensible filibuster. We fell one vote short of the two-thirds required on cloture, and the bill went back to committee.

"Let me assure you that Labor Law Reform is not dead, and I am confident that you, too, are going to see to it that it is not dead by continuing to communicate with the powers that be in Washington to insure that some semblance of a bill comes out and that we get a Labor Law Reform bill on the books.

"We, of course, expect this to come out later on in the month. There are petitions being circulated, and we sincerely hope that you sign them in order that we can send them back to Washington and assert those pressures.

"We know that you will continue to do all you can. We know that you are going to lend your continued support.

Organizing Committees

"Now, sadly enough, we all know that 70 percent of the workers in this state are still not covered by union contracts; and the passage of Labor Law Reform can very well increase the organizing activities which, of course, should always remain among our top priorities.

"The California labor movement pioneered, set the pace, in the establishment of cooperative organizing committees and coordinated activities in that area. Again, we thank you for your participation.

"Committees such as the Los Angeles/Orange County Organizing Committee and Bill Robertson of the L.A. County Federation of Labor have given us tremendous support, and we thank you personally, Bill, for all that you have done in that regard.

"I can then refer to the Rock Committee in San Diego and express equal appreciation to Rich Richardson for the activities of the Rock Committee there. We have a committee active in Santa Clara and in Contra Costa. We have a committee active in the Riverside/San Bernardino area and others; and as you know, our staff has worked in close harmony with you on these projects.

"Now, the spirit of unity demonstrated by California labor must also encompass our COPE activity. We have faced adversity in the past, and you all know it equally as well as I. We went through a

fight against 'right-to-work' and that wasn't new to us because prior to that, we had Landrum-Griffin and we had Taft-Hartley and all of the other battles to fight—and we continued to fight.

"But if there seems to be a cloud of gloom in this state, it is only because we are going to permit it to remain a cloud of gloom. And I believe that it is incumbent on us to carry our efforts forward and to dispel whatever clouds of gloom may appear on the horizon because I can say that in spite of Proposition 13 and in spite of the negative elements especially on the outside of the labor movement, we can still go forward for as long as we can remain united behind a democratically established program of the type that we develop in conventions such as these.

"With that, Mr. Chairman, thank you very much for the privilege."

Chairman Gruhn thanked Director Hogan and called on Chairman Max Osslo.

Announcements

Chairman Osslo made the following announcement:

"At this time, I would appreciate hav-

ing all the members of the Committee on Legislation to come up here. We have all of the proceedings to check on the material that comes before us. We will meet up here right upon the stand on recess of this morning's session."

Secretary-Treasurer Henning then made announcements.

"Mr. Chairman, delegates, two announcements.

"First, there will be a Coalition for Labor Union Women reception, 5:00 to 7:00 p.m., Sheraton-Palace Hotel, Room 700. All of you are welcome.

"Next, the Executive Council will have a luncheon meeting today, French Parlor, the Sheraton-Palace, at 12:30."

Recess

"Mr. Chairman, I move that the rules and orders of business be suspended to allow a recess at this point in time."

The motion by Secretary-Treasurer Henning was seconded and carried.

Whereupon, at 11:40 a.m. a recess was taken to 2:00 p.m. of the same day.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:15 p.m.

Chairman Gruhn then called upon the Chairwoman of the Committee on Credentials, Loretta Mahoney, for a partial report.

PARTIAL REPORT OF CREDENTIALS COMMITTEE

Loretta Mahoney, Chairwoman

Chairwoman Mahoney reported further additions and deletions to the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Report Adopted

On Chairwoman Mahoney's motion, duly seconded, the committee's report was adopted.

Chairman Gruhn next called on Max Osslo, Chairman of the Committee on Legislation, for a final report.

FINAL REPORT OF LEGISLATION COMMITTEE

Max J. Osslo, Chairman

Chairman Osslo reported as follows:

Resolution No. 122

Rents

Chairman Osslo:

"Your committee recommends concurrence, Mr. Chairman. I move the adoption of the committee's report."

The motion was seconded and carried.

Report Adopted

Chairman Osslo:

"Mr. Chairman, I now make a motion to concur in the committee's report as a whole and as amended."

The motion was seconded and carried.

Legislation Committee Members and Charles P. Scully, Legal Counsel of the Federation Commended

Chairman Osslo continued:

"Mr. Chairman, I would like to make a statement on behalf of the members of the Legislation Committee.

"They were the most cooperative, hard-working Committee that I have ever had the opportunity of working with in a long time. They did their school work and they helped immeasurably to bring out reports that from the record that is shown in this

Convention were quite adequately understood by the delegates attending this Convention. So therefore I want to commend them wholeheartedly for their fine job.

"I want to commend Attorney Scully for the legal advice and help that he gave us.

Committee Discharged with Thanks

"And at this time I would like to have the committee discharged with a vote of thanks of this Convention.

"I so move, Mr. Chairman."

The motion was seconded and carried.
Chairman Osslo continued:

"Mr. Chairman, the members of the committee are as follows:"

Max Osslo, Chairman, Meat Cutters No. 229, San Diego.

James L. Evans, United Transportation Union, Sacramento.

Harry Finks, Theatrical Employees No. B-66, Sacramento

Frank G. Kuberski, Southwestern State Council of Retail Clerks, Sacramento.

James Lee, State Building and Construction Trades Council, Sacramento.

Mack Lyons, United Farm Workers, Keene.

Gwen Newton, Office Employees No. 30, Los Angeles.

Dale Marr, Operating Engineers No. 3, San Francisco.

Chester Migden, Screen Actors Guild, Los Angeles.

Joseph Pinto, Cabinet Makers and Millmen No. 721, Los Angeles.

Loretta Proctor, Hotel and Restaurant Employees and Bartenders No. 30, San Diego.

Anthony Ramos, Carpenters No. 771, San Francisco.

William Robertson, Los Angeles County Federation of Labor, Los Angeles.

Frank Souza, Machinists Automotive Trades, District Lodge No. 190, Hayward.

James Van Houten, Communications Workers, District No. 9, Sacramento.

Al Whitehead, Firefighters No. 1014, South Gate.

Mary Bergan, East County Federation of Teachers No. 2001, Antioch.

Chairman Gruhn introduced William Delaney, Chief of the U.S. Department of Labor, Division of Trade and Industry Analysis, Office of Trade Adjustment Assistance, for an address to the Convention.

Address

WILLIAM DELANEY, Chief

**United States Department of Labor,
Division of Trade and Industry Analysis
Office of Trade Adjustment Assistance**

Chief Delaney then gave his address to the Convention delegates and was thanked by Chairman Gruhn for his fine words.

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn then called on Vice President Osslo to preside. The Convention then proceeded to the nomination of officers as follows:

Chairman Osslo declared the nominations open for the office of President.

President

Albin J. Gruhn (Hod Carriers & Common Laborers No. 181, Eureka) was nominated by John F. Henning (Office & Professional Employees No. 3, San Francisco).

The nomination was seconded by Sal Minerva (Northern California District Council of Laborers, Emeryville) and Raymond Nelson (Plywood and Veneer Workers No. 2931, Eureka).

There being no further nominations, Chairman Osslo declared the nominations closed.

It was moved that a unanimous ballot be cast for the election of President Gruhn, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot. Chairman Osslo declared Albin J. Gruhn elected President by the Convention.

The Chairman then declared nominations open for the office of Secretary-Treasurer of the California Labor Federation.

Secretary-Treasurer

John F. Henning (Office & Professional Employees, No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers & Common Laborers No. 181, Eureka).

The nomination was seconded by Loretta Mahoney (Hotel, Motel & Restaurant Empls. and Bartenders No. 18, Santa Rosa) and Harry Lumsden (Shipyard and Marine Shop Laborers No. 886, Oakland).

There being no further nominations, Chairman Osslo declared the nominations closed.

It was moved, seconded and carried that

a unanimous ballot be cast for John F. Henning, who was unopposed for the office of Secretary-Treasurer.

Secretary-Treasurer Henning cast the unanimous ballot and the Chairman declared John F. Henning duly elected Secretary-Treasurer by the Convention.

Chairman Osslo returned the gavel to President Gruhn, now presiding.

Chairman Gruhn declared the nominations open for Geographical Vice Presidents, Districts 1-15; and At Large Vice Presidents, Offices A-I.

Geographical Vice Presidents

Secretary-Treasurer Henning then nominated the incumbent Geographical Vice Presidents as follows:

District No. 1—Max J. Osslo (Butchers No. 229, San Diego).

District No. 2A—M. R. Callahan (Hotel & Restaurant Employees & Bartenders No. 681, Long Beach).

District No. 2B—Ray S. Mendoza (Laborers No. 652, Santa Ana).

District No. 3A—Joseph Pinto (Cabinet Makers & Millmen No. 721, Los Angeles).

District No. 3B — Chester L. Migden (Screen Actors Guild, Hollywood).

District No. 3C—Jerry P. Cremins (State Building and Construction Trades Council of California, Sacramento).

District No. 3D — Alfred K. Whitehead (Los Angeles County Fire Fighters No. 1014, Los Angeles).

District No. 3E—Cornelius Wall (Ladies Garment Workers No. 55, Los Angeles).

District No. 3F — Ray M. Wilson (So. California Dist. Council of Laborers, Los Angeles).

District No. 4—Paul Miller (L.A. County Dist. Council of Carpenters, Los Angeles).

District No. 5—Edward Flores (Hod Carriers and Common Laborers No. 585, Ventura).

District No. 6—Willis F. Simons (Painters No. 314, Bakersfield).

District No. 7—C. A. Green (Plasterers & Cement Masons No. 429, Modesto).

District No. 8—Val Connolly (Bartenders and Culinary Workers No. 340, San Mateo).

District No. 9A — Morris Weisberger (Sailors Union of the Pacific, San Francisco).

District No. 9B—Joseph R. Garcia (Hotel & Restaurant Employees & Bartenders No. 2, San Francisco).

District No. 9C—Frank Souza (Machin-

ists Automotive Trades District Lodge No. 190, Hayward).

District No. 9D—William G. Dowd (State Conference of Operating Engineers, San Mateo).

District No. 10A — Richard K. Groulx (Alameda County Central Labor Council, Oakland).

District No. 10B—William Ward (Alameda Building & Construction Trades Council, Oakland).

District No. 11—Dean Cofer (Electrical Workers No. 1245, Walnut Creek).

District No. 12—Loretta Mahoney (Hotel, Motel & Restaurant Employees & Bartenders No. 18, Santa Rosa).

District No. 13—Harry Finks (Theatrical Empls. No. B-66, Sacramento).

District No. 14 — Raymond K. Nelson (Plywood & Veneer Workers. No. 2931, Eureka).

District No. 15—Lloyd J. Lea (Lumber & Sawmill Workers No. 2907, Weed).

Secretary-Treasurer Henning then nominated the incumbent At Large Vice Presidents as follows:

At Large Vice Presidents

Office A — James P. McLoughlin (Retail Store Employees No. 428, San Jose).

Office B — Dina G. Beaumont (Communications Workers District Council No. 11, Los Angeles).

Office C — William Robertson (Los Angeles County Federation of Labor, Los Angeles).

Office D — William Waggoner (Operating Engineers No. 12, Los Angeles).

Office E — Justin Ostro (Machinists and Aerospace Workers No. 727-A, Burbank)

Office F — John F. Crowley (San Francisco Labor Council, San Francisco).

Office G — Steve Edney (Cannery & Industrial Wkrs. of the Pacific, Wilmington).

Office H — Fred D. Fletcher (Newspaper Guild No. 52, San Francisco).

Office I — Cass Alvin (Steelworkers District No. 38, West Covina).

These nominations were seconded by Delegate Dale Marr (Operating Engineers No. 3, San Francisco).

There being no further nominations for Geographical Vice Presidents and At Large Vice Presidents, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer be authorized to

cast a unanimous ballot for the unopposed Geographical Vice Presidents and At Large Vice Presidents as nominated by Secretary-Treasurer Henning. Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared the nominees elected by the Convention.

Convention City

Chairman Gruhn declared nominations open for the 1980 Convention City.

Chairman Gruhn recognized Secretary-Treasurer Henning who stated:

"Mr. Chairman and Delegates: I express the unanimous vote of the Executive Council of our California Labor Federation, AFL-CIO. I nominate the City of Los Angeles for the 1980 Convention."

The nomination was seconded.

There being no further nominations Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for Los Angeles as the 1980 Convention City.

Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared Los Angeles duly elected as the 1980 Convention site.

Chairman Gruhn then called on William G. Dowd, Chairman of the Committee on Constitution, for a report.

REPORT OF THE CONSTITUTION COMMITTEE

William G. Dowd, Chairman

Resolution No. 54

Advisory Group Expenses

Chairman Dowd:

"The Constitution Committee reviewed the resolution and makes the following recommendation: The subject matter of this resolution is concerned with the payment of expenses of the members of the advisory group who sit to review proposed legislation and recommend to the Federation Standing Committee on Legislation.

"Your committee believes that because of the amount of work and time expended by these individuals they should receive the same amount of expenses as is received by the members of the pre-primary convention committees.

"Since, however, this involves expenditure of funds and basic policy, your committee recommends that the resolution be filed and the subject matter be referred

to the incoming Executive Council and officers for consideration and action.

"I move concurrence in the committee's recommendation."

The motion was seconded and carried.

Resolution No. 104

Statewide Propositions

Chairman Dowd:

"The committee recommends concurrence—and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 105

Board of Equalization

Chairman Dowd:

"The committee recommends concurrence—and I so move."

The motion was seconded and carried.

Resolution No. 108

Political Endorsements

Chairman Dowd:

"The committee recommends concurrence—and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 107

At Large Vice President

Chairman Dowd:

"The committee recommends concurrence—and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 106

Federation Officers

Chairman Dowd:

"The committee recommends concurrence—and I so move, Mr. Chairman."

The motion was seconded and carried.

Report Adopted

Chairman Dowd:

"Mr. Chairman, I move to adopt the committee's report as a whole."

The motion was seconded and carried.

Committee Discharged

Chairman Dowd:

"Mr. Chairman, I move that the committee be discharged. The committee is made up of the following people, and I wish to thank that organization for the time and effort put forth for this committee report.

"The members of the committee are":

William G. Dowd, Chairman, State Conference of Operating Engineers, San Mateo.

James Ballard, Teachers No. 61, San Francisco.

Mildred Boeh, Glass Bottle Blowers No. 15E, Oakland.

William F. Braughton, Oil, Chemical and Atomic Workers No. 128, Long Beach.

M. R. Callahan, Hotel and Restaurant Employees and Bartenders No. 681, Long Beach.

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco.

E. Earl Higgins, Electrical Workers No. 11, Los Angeles.

Mattie Jackson, San Francisco Joint Board Ladies Garment Workers, San Francisco.

Thomas P. Kenny, Sacramento Central Labor Council, Sacramento.

James P. McLoughlin, Retail Store Employees No. 428, San Jose.

Chester Mucker, Hod Carriers & Laborers No. 294, Fresno.

Ray Nelson, Plywood and Veneer Workers No. 2931, Eureka.

Ed Turner, Marine Cooks and Stewards, San Francisco.

William Waggoner, Operating Engineers No. 12, Los Angeles.

William Ward, Alameda Building and Construction Trades Council, Oakland.

Walter Zagajeski, Painters No. 9254, El Monte.

The motion to discharge the committee with thanks was seconded and carried.

Chairman Gruhn next introduced Steven M. Mrvichin of the American Trade Union Council for Histadrut, for an address.

Address
STEVEN M. MRVICHIN
Executive Director
American Trade Union
Council for Histadrut

Executive Director Mrvichin then addressed the Convention and was thanked by Chairman Gruhn.

SUPPORT FOR NATIONAL ASSOCIATION OF LETTER CARRIERS

Chairman Gruhn called on Secretary-Treasurer Henning.

Secretary-Treasurer Henning then announced the Executive Council's recommendation:

"Mr. Chairman, the Executive Council of the California Labor Federation met at noon. Certain matters of business, among them being the position of the demonstrations of the National Association of Letter Carriers, were conducted—and it makes the following recommendation to this Convention: That it approve the position of the National Association of Letter Carriers and its demonstrations across the nation against the wage policies of the U.S. Postal Service, and further recommends that the Carter Administration, elected to office by Union labor votes, use its influence to bring about immediate negotiations with the Letter Carriers Union to the end of achieving the necessary wage increases long denied the postal workers of the nation.

"Mr. Chairman, I move adoption of the Executive Council recommendation."

The motion was seconded and carried.

Chairman Gruhn introduced Edward W. Wallace, Chief of the State Division of Apprenticeship Standards for his address to the Convention.

Address
EDWARD W. WALLACE, Chief
State Division of Apprenticeship
Standards

Chief Wallace, having concluded his address, was thanked by Chairman Gruhn.

Chairman Gruhn then informed the delegates the Installation of Officers would be the next matter taken up by the Convention.

INSTALLATION OF OFFICERS
Alvin L. Holt
Barbers No. 256
Installing Officer

Chairman Gruhn called on Delegate Alvin L. Holt (Barbers No. 256, San Diego) for the installation of the newly elected officers for the coming term. Delegate Holt, it was noted, had first attended the Federation conventions as a delegate in 1932.

Delegate Holt administered the Oath as follows:

"Will the delegates please rise.

"Will the officers raise their right hands and repeat after me and use your name where I use mine.

"I, Alvin Holt, hereby pledge upon my most sacred honor, that I will faithfully perform the duties of the office to the best of my abilities and will uphold the Constitution of the California Labor Federation,

AFL-CIO, and the decisions of its Conventions, and the Constitution of the AFL-CIO, and rules governing state central labor bodies."

(Whereupon the newly-elected officers were duly sworn.)

Chairman Gruhn then presented William Pollard, Director of the AFL-CIO Department of Civil Rights, for his address to the Convention delegates.

ADDRESS

WILLIAM POLLARD, Director

Department of Civil Rights, AFL-CIO

"President Gruhn, Executive Secretary-Treasurer Henning, Officers of this Federation, guests and delegates. I would like unanimous consent of this Convention, as they say in Congress, to revise and extend my remarks in today's proceedings. I ask that because my initial speech I left in Oakland and merely came over to visit with you today; and I saw Attorney Scully and told him of my problem. And he said: 'You don't need one. You can prepare one.' And Doug Barrett seconded his motion.

"So I sat on the platform and drafted a new speech. In the meantime, while I was there my original speech arrived. However, I think that I shall try the one that I wrote under tension and under stress.

"Again I want to congratulate those who were just elected to serve as officers of this great Federation.

"I want to address my remarks to what I consider an important issue that is now before this country, but I also want to congratulate the Federation for the position it has taken over the years on civil rights; and as Dina Beaumont showed me your statement in the Statements of Policy of this Convention, I am delighted again and especially that portion of which you addressed to the Bakke Decision.

"My remarks will be rather brief because I want to discuss why affirmative action is necessary.

Affirmative Action

"Affirmative action is necessary because we still have pockets of discrimination in our society, in the workplace and in academia and elsewhere.

"Webster's Dictionary defines 'affirmative' as 'assent or agreement' and 'action' is defined as 'to do something.' And so affirmative action is merely an agreement to do something. It does not specify what that agreement should be. It is up to those parties involved in the development and the implementation of such a program

that determines its impact on those who are going to be affected. It has been my lot as Director of the Civil Rights Department of the AFL-CIO to discuss and interpret what we consider affirmative action to be for several years; also to discuss the dynamics of affirmative action and its respective components. It has been my lot also to work with International Unions and their local unions at their invitation to revise their collective bargaining agreements in order to comply with Title VII of the Civil Rights Act of 1964 as amended, Executive Order 11246, and the AFL-CIO policy on civil rights.

"The work force is not presently devoid of discrimination based on race, sex, religion, national origin, age or handicap wherein minorities have been traditional victims of employer discrimination in hiring and their initial assignments.

"While we have at the AFL-CIO urged our affiliates to engage in affirmative action programs, we have been assured that such programs would not have a negative impact on innocent workers. Yesterday, while talking about my possible remarks here today for this Convention, I conferred with an outstanding woman, who reminded me that for every positive action we take there will be some negative fallout. That negative fallout should be minimal if we are applying it in the area of affirmative action. Therefore it becomes our responsibility, the responsibility of the majority of these United States, to understand the need for remedying the acts that create inequities in our society, remedying the inequality that exists on the basis of race and other artificial barriers.

"The recent Bakke decision has caused much concern and in some quarters it is controversial. Its impact is argued both ways—negative and positive.

"The decision of Bakke was not a class action decision, but related specifically to Mr. Bakke as an individual. Bakke, the Court said, must have an opportunity to enter the Medical School at Davis. Therefore, my friends, we have to place a period behind that because that's the end of that issue at this juncture.

"As to affirmative action programs, we in the AFL-CIO see this decision as giving us plenty of room to continue our positive efforts of eliminating discrimination in the work force where we have collective bargaining agreements.

"The unemployment figures issued just last Friday by the Bureau of Labor Statistics continue to show an exceedingly high unemployment rate among minorities, especially black teenagers. Which was 38.5

percent in June. For black male teenagers it was 43 percent and for black female teenagers it was 46 percent.

"Again I think that you need to refresh your memories by reading the Statements of Policy of this Twelfth Convention to see just what it said about civil rights and how it addressed itself on the issue of Bakke. And again I want to congratulate the leadership of this Federation for such an enlightened statement.

"Our society, including those of us in the labor movement, must show concern for this problem that I enumerated in terms of unemployment figures. These figures have gone up. If we had a graph, you would see them going up constantly from 1956 through 1978.

Equal Opportunity

"Full employment is the best affirmative action program that this nation could adopt. This nation owes an opportunity for everyone to be gainfully employed who is able and willing to work. We should take advantage of the latitude provided by the Bakke Decision to prepare the disadvantaged to compete with everyone to achieve their potential.

"California is a great State and in one instance it is very appreciative of its sports. So I will use sports to make a point.

"If we were going to engage in the 100 yard dash, as I have seen at UCLA and USC and the University of California and Stanford and the other great institutions of this State, you cannot have a minority youth start running that 100 yard dash at the measured distance while the white youth starts at 50 yards down the field. That would not be a fair race. You cannot provide Willie McCovey, your outstanding baseball player, with a pingpong paddle when he comes to bat while providing other players of the team with a Louisville slugger. We must make opportunity equal for everyone—not only in this State, but in this nation. We cannot make talent equal, but we can make opportunity equal.

"If affirmative action programs are to do the job they were designed to do, they must have the support of white America, they must have the support of employers, and they must have the support of employment agencies and of unions. They must have, too, the support of trade schools, colleges and universities. Affirmative action programs are needed, they are essential, they are vital, they have eliminated some discrimination, they have helped women and minorities, and they are headed in the right direction. But they

must be fair in their application, fully understood by those who design them and who attempt to implement them. They must not have a negative impact on innocent workers. Despite the United States Supreme Court decision that has just been rendered and those decisions they may render in the future, we must strive as a nation, as a government, as employers, as unions to make the work force totally free of discrimination based on race, sex, religion, national origin or handicap.

"That really is all that I wrote while I was on this platform, but I have a tidbit that I want to share with you that was not in those prepared remarks.

"I ask your unanimous consent to revise and extend my remarks. Which means that I shall be sending something back to Jack and Al for the record because I am sure I have to account for my stay out here when I see President Meany on Monday. For he has already called me today to say: 'Come by my office Monday.' But I am hoping that that request is a positive one and not negative—and I would think it is.

"At the end of the NAACP Convention just concluded in Portland, Oregon, there were 3,000 delegates representing the leadership of the black communities all over the United States. And that convention, as in common with your convention, did not see the Bakke decision as something negative, that would thwart our continuing effort in implementing affirmative action programs.

Symposium Planned

"Benjamin Hooks is calling a symposium on Bakke on July 21 and 22 in Detroit; and President Meany has been asked to be one of the three labor speakers along with Doug Fraser and Jerry Wurf. But I am sure that he is calling me to tell me that someone else must serve in that capacity because he does not like to travel too often. But we will be there discussing it in the convention much as I have tried to deliver that to you here today. We see that decision as giving us adequate room to rid the labor movement of the remaining pockets of discrimination and to help those who have been locked in and locked out of positions by their initial placement, by the previously discriminatory clauses in union contracts, and other vehicles that prevented upward mobility. But we are dedicated to that effort and we will work with that organization to do that.

"At that meeting we had our Third Annual Labor Luncheon at which Al Barkan addressed the organization. More than

one thousand delegates were in attendance. And Earl Davis, who is now retired from the team of Al Barkan, received the Roy Wilkins Award for his contribution in creating a bridge between the NAACP and the labor movement. I want you to know that in Ben Hooks, who has taken the reins from Roy Wilkins, who has now retired, as outstanding as he is, is dedicated to keep this good relationship going between the NAACP and the labor movement.

"For those of you who live out in the West where the news takes a long time to travel, the NAACP's Labor Department is headed up by a new man by the name of Louis Carter, formerly with the National Urban League; and you will have a good opportunity to lay aside your past disenchantment because Louie Carter understands the labor movement, is desirous of working with it and he needs your help.

"We will be working with Mr. Hooks and the A. Phillip Randolph Institute and COPE in all of the marginal districts selected by National COPE in its national operating committee to expand voter registration and voter participation in the minority communities as well as working with the Coalition of Labor Union Women, the A. Phillip Randolph Institute and the Labor Council for Latin American Advancement. These are merely but a few of the things in which we are engaged.

"It is always a pleasure to come to California to address this great body and to see Al and Jack.

"Thank you so very much."

Chairman Gruhn thanked Director Polard for his address and then recognized Secretary-Treasurer Henning.

Histadrut Dinner

Secretary-Treasurer Henning urged the delegates to attend a Histadrut Dinner Saturday night at the Fairmont Hotel in honor of Mattie Jackson of the ILGWU and Ben Swig, a friend of labor who campaigned for the union shop during the 1958 'Right-to-Work' campaign.

Membership Report

Secretary-Treasurer Henning next referred to the Federation's membership report.

"I place in the record of the Convention the membership report on per capita as of April 30th, 1978."

Sergeants-at-Arms

Secretary - Treasurer Henning then thanked the Sergeants-at-Arms who served

at the Twelfth Convention and read their names:

George E. Jenkins, Chief, Laborers No. 297, Burlingame.

W. J. Billingsley, Laborers No. 73, Stockton.

Robert Marr, Operating Engineers No. 3, San Francisco.

Al Hernandez, Rubber Workers No. 100, Gardena.

Michael Pia, Meat Cutters No. 421, Los Angeles.

George Soares, Retail Store Employees No. 428, San Jose.

Douglas Mareschal, Hotel & Restaurant Employees & Bartenders No. 11, Los Angeles.

Myrtle Banks, Dressmakers No. 101, San Francisco.

James Bracisco, Hotel & Restaurant Employees & Bartenders No. 2, San Francisco.

W. A. Campbell, Operating Engineers No. 12, Los Angeles.

Gentry Moore, Marine Cooks & Stewards, San Francisco.

Edgar A. Watkins, Southern California District Council of Laborers, Los Angeles.

Clarence Hin, Sailors Union of the Pacific, San Francisco.

Mercedes Rios, Office and Professional Employees No. 3, San Francisco.

George Seno, Cabinet Makers and Millmen No. 721, Los Angeles.

Thomas Peterson, Hotel & Restaurant Employees & Bartenders No. 49, Sacramento.

Introduction of Bill Lockyer State Assembly, Fourteenth District

Assemblyman Lockyer, having been introduced by Secretary-Treasurer Henning, said a few words to the Convention delegates.

Chairman Gruhn then called on Secretary-Treasurer Henning to recess the Convention.

Recess

Secretary-Treasurer Henning made the following motion:

"Mr. Chairman and Delegates. I move the rules and order of business be suspended to recess at this time until the hour of 7:30 tonight."

The motion was seconded and carried.

Whereupon, at 4:37 p.m. a recess was taken to 7:30 p.m. of the same day.

THIRD DAY EVENING SESSION (COPE Pre-General)

Wednesday, July 12, 1978

CALL TO ORDER

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by Chairman Gruhn at 7:38 p.m.

Motion Picture Shown

At this point, Chairman Gruhn invited the delegates to take their seats for viewing the film entitled "Fight For My Union? Damn Right I Would." Here followed the showing of the film.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

Chairman Gruhn called upon Loretta Mahoney, Chairwoman of the Committee on Credentials for a final report. She then read the additions to and deletions from the Preliminary Roll of Delegates.

Report Adopted and Committee Thanked

Chairwoman Mahoney moved adoption of the report as a whole. The motion was seconded and carried.

She thanked the Committee members, read their names and moved that the Committee be dismissed with a vote of thanks. The motion was seconded and carried.

Chairman Gruhn then thanked the Committee members with these words:

"I would like to take the opportunity at this time to express my appreciation to the Credentials Committee. They started work on Saturday, worked through Sunday and up to this morning in processing the credentials of our delegates. I think they did a great job and we really appreciate the work that they did. I appreciate the work of Loretta Mahoney, the Chairwoman of the Committee.

"Thank you very much."

Chairman Gruhn called on Secretary-Treasurer Henning for the next item of business, the report and recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO.

Secretary-Treasurer Henning then presented the report and recommendations as follows:

Report and Recommendations of the Executive Council (Standing Committee on Political Education) to the PRE-GENERAL ELECTION CONVENTION of the CALIFORNIA LABOR FEDERATION, AFL-CIO

San Francisco, July 12, 1978

The Executive Council of the California Labor Federation, AFL-CIO, met in the Sheraton-Palace Hotel, San Francisco, Friday, July 7, 1978, to consider candidates for election to the offices of Governor, Lieutenant Governor, Secretary of State of California, State Controller, State Treasurer, State Attorney General, Justices of the District Courts of Appeal, Justices of the State Supreme Court, positions on seven ballot propositions and local

central body COPE recommendations for election to House of Representatives, State Senate, State Assembly and State Board of Equalization on the November 7, 1978 general election ballot.

In certain instances where no recommendation was received for the office in a party from the local COPE or from the appropriate area or district political organization in such area, a recommendation has been made by the Executive Council, which recommendations are preceded by an asterisk (*).

In certain instances recommendations of the local COPE or the appropriate area or district political organization were rejected by the Executive Council by at least a vote of two-thirds of the membership eligible to vote of said Executive Council, and recommendations were then made by the Executive Council. These recommendations are preceded by a double asterisk (**).

With regard to the recommendations for State constitutional offices and State legislative offices and all State positions, neither President Gruhn, Executive Secretary-Treasurer Henning, nor Vice President Finks voted on the recommendations in any of such offices—the reason for that being, as you know, we are registered lobbyists as well as labor officials.

The following recommendations are accordingly submitted by the Executive Council for designated offices:

Governor

Edmund G. Brown, Jr. (D)

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation. His motion was seconded.

Delegates William R. Robertson (Los Angeles County Federation of Labor, Los Angeles), Dina Beaumont (Communications Workers No. 11500, Los Angeles), Raoul Teilhet (Mountain View-Los Altos Federation of Teachers No. 1938, Los Altos) and Gilbert Padilla (United Farm Workers, Keene) spoke in support of the Executive Council's recommendation.

Delegate James Ballard (Teachers No. 61, San Francisco) spoke in opposition to the Executive Council's recommendation.

Delegate James Lee (State Building and Construction Trades Council of California, Sacramento) spoke in support of the Executive Council's recommendation.

Delegate Thomas Hunter (Plumbers and Steamfitters No. 467, Burlingame) spoke in opposition to the Executive Council's recommendation.

Delegate James P. McLoughlin (Retail Store Employees No. 428, San Jose) spoke in support of the Executive Council's recommendation.

Delegate Joseph P. Mazzola (Plumbers and Pipefitters No. 38, San Francisco) spoke in opposition to the Executive Council's recommendation.

Delegate George A. Hess (Plumbers and

Gas Fitters No. 444, San Leandro) spoke in support of the Executive Council's recommendation.

Delegate W. D. Mitchell (Carpenters No. 844, Canoga Park) then moved the previous question.

The motion, duly seconded, was carried.

Secretary-Treasurer Henning then spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation of Edmund G. Brown, Jr. (D) for the office of Governor was carried.

Lieutenant Governor

Mervyn M. Dymally (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Lieutenant Governor was seconded and carried.

State Treasurer

Jesse M. Unruh (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of State Treasurer was seconded and carried.

Secretary of State

March Fong Eu (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Secretary of State was seconded and carried.

State Controller

Kenneth Cory (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of State Controller was seconded and carried.

Attorney General

Yvonne Brathwaite Burke (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Attorney General was seconded and carried.

Endorsing Procedure

Chairman Gruhn described the method to be used in endorsing the candidates for Representatives in Congress, the State Senate and State Assembly:

"Delegates, we are now going into the congressional recommendations. If there are any questions in respect to any of the districts, we will ask the delegates to ask that particular district be set aside; and if it is set aside, we will discuss that later, but we will take all the others in a group.

"This procedure will also apply when we take up the recommendations for the State Senate, State Assembly, Board of Equalization and the Ballot Propositions.

"I might advise that in the recommendations for the U.S. Congress, your President does not vote unless it is a tie, but your Secretary-Treasurer and Vice President Finks do have a right to vote."

Secretary-Treasurer Henning continued the report and recommendations of the Executive Council:

United States Representatives in Congress

District

1. Harold T. (Bizz) Johnson (D)
2. *No Endorsement
3. *Robert Matsui (D)
4. Vic Fazio (D)
5. *John L. Burton (D)
6. *Phillip Burton (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. (Pete) Stark, Jr. (D)
10. Don Edwards (D)
11. Leo J. Ryan (D)
12. Kirsten Olsen (D)
13. Norman Y. Mineta (D)
14. John J. McFall (D)
15. *Tony Coelho (D)
16. *Leon E. Panetta (D)
17. *Open
18. *Bob Sogge (D)
19. *Open
20. *Open
21. James C. Corman (D)
22. No Endorsement

With the exception of Congressional District No. 22, which had been set aside upon request, Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for United States Rep-

District

23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. No Endorsement
27. Carey Peck (D)
28. Julian C. Dixon (D)
29. Augustus F. "Gus" Hawkins (D)
30. George E. Danielson (D)
31. Charles H. Wilson (D)
32. Glenn M. Anderson (D)
33. Dennis S. Kazarian (D)
34. *Mark W. Hannaford (D)
35. Jim Lloyd (D)
36. George E. Brown, Jr. (D)
37. Dan Corcoran (D)
38. Jerry M. Patterson (D)
39. William E. "Bill" Farris (D)
40. Jim McGuy (D)
41. King Golden, Jr. (D)
42. Lionel Van Deerlin (D)
43. *Open

representatives in Congress was seconded and carried.

District No. 22

Secretary-Treasurer Henning moved

adoption of the Executive Council's recommendation for Congressional District No. 22. The motion was seconded.

Justin Ostro, Vice President of the California Labor Federation, AFL-CIO, spoke in opposition to the Executive Council's recommendation and urged that the Convention vote it down and, by virtue of a new motion, endorse Robert S. Henry, Democrat for the 22nd Congressional District.

Secretary-Treasurer Henning indicated that the Executive Council had no objection to Brother Ostro's proposal.

The motion to adopt the Executive Council's recommendation was then lost.

Robert S. Henry, Democrat

Vice President Ostro moved for the endorsement of Robert S. Henry (D) for the 22nd Congressional District.

His motion was seconded and carried.

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the United States Representatives in Congress, as a whole and as amended, was seconded and carried.

Chairman Gruhn next called on Secretary-Treasurer Henning to present the Executive Council's recommendations for the State Senate.

State Senate

District

- 2. *Barry Keene (D)
- 4. *John F. Dunlap (D)
- 6. John F. Foran (D)
- 8. *John W. Holmdahl (D)
- 10. *Open
- 12. Jerry Smith (D)
- 14. *George N. Zenovich (D)
- 16. *Walter W. Stiern (D)
- 18. Omer L. Rains (D)
- 20. Alan Robbins (D)

During the reading of the State Senate recommendations, Delegate Louis Bravo (Laborers No. 1082, El Monte), asked the Chairman for permission to speak in regard to a candidate in the 26th Senate District.

Delegate Bravo was advised that for the purpose of an orderly procedure, he should request that the district in question be set aside if he disagreed with the Executive Council's recommendation. He did not, however, request that the district be set aside and Secretary-Treasurer Henning continued the reading of the Executive Council's recommendations for the State Senate.

Secretary-Treasurer Henning then moved adoption of the Executive Council's recommendations for the State Senate with the exception of District No. 10, which had been set aside upon request. His motion was seconded and carried.

District No. 10

Secretary-Treasurer Henning moved

District

- 22. Alan Sieroty (D)
- 24. Alex P. Garcia (D)
- 26. Joseph Montoya (D)
- 28. Ralph C. Dills (D)
- 30. Diane Edith Watson (D)
- 32. Ruben S. Ayala (D)
- 34. Robert Presley (D)
- 36. Ron Cordova (D)
- 38. *Open
- 40. James R. Mills (D)

adoption of the Executive Council's recommendation for State Senate District No. 10. The motion was seconded.

Delegate Jack W. Smith (Retail Clerks No. 775, San Mateo) spoke in opposition to the Executive Council's recommendation.

Speaking in support of the Executive Council's recommendation were Delegates James P. McLoughlin (Retail Store Employees No. 428, San Jose), Ross A. Weber (San Mateo County Central Labor Council, San Mateo), Raymond F. Gabel (Machinists No. 1327, Burlingame) and Secretary-Treasurer Henning.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 10th State Senate District was carried.

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Senate as a whole was seconded and carried.

State Assembly

District

1. *Stan Statham (R)
2. Douglas H. Bosco (D)
3. *Eugene A. Chappie (R)
4. Thomas M. Hannigan (D)
5. Ben W. Franklin (D)
6. Leroy F. Greene (D)
7. Norman Waters (D)
8. Mike Gage (D)
9. *Michael Wornum (D)
10. Daniel E. Boatwright (D)
11. John T. Knox (D)
12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Bill Lockyer (D)
15. S. Floyd Mori (D)
16. *Art Agnos (D)
17. *Willie L. Brown, Jr. (D)
18. *Leo T. McCarthy (D)
19. Louis J. Papan (D)
20. *Open
21. Victor Calvo (D)
22. Richard D. Hayden (R)
23. John Vasconcellos (D)
24. Leona H. Egeland (D)
25. No Endorsement
26. *Carmen Perino (D)
27. *John E. Thurman (D)
28. *Henry J. Mello (D)
29. *Open
30. *Jim Costa (D)
31. *Richard Lehman (D)
32. *Open
- 33.**Open
34. Larry Chimbole (D)
35. Gary K. Hart (D)
36. Charles R. Imbrecht (R)
37. Hal Goldman (D)
38. Roger Bollinger (D)
39. Jim Keysor (D)
40. Tom Bane (D)

District

41. John G. Triphon (D)
42. Judy Binch Tejeda (D)
43. Howard L. Berman (D)
44. Mel Levine (D)
45. Herschel Rosenthal (D)
46. Mike Roos (D)
47. Teresa Hughes (D)
48. Maxine Waters (D)
49. Gwen Moore (D)
50. Curtis R. Tucker (D)
51. Open
52. Vincent Thomas (D)
53. No Endorsement
54. Frank Vicencia (D)
55. Richard Alatorre (D)
56. Art Torres (D)
57. Dave Elder (D)
58. Fred W. Chel (D)
59. Jack R. Fenton (D)
60. Sally Tanner (D)
61. No Endorsement
62. Sandy Baldonado (D)
63. Bruce Young (D)
64. George M. Juric (D)
65. Bill McVittie (D)
66. Open
67. Open
68. Walt Ingalls (D)
69. Open
70. Bruce Nestande (R)
71. Chet Wray (D)
72. Open
73. Dennis Mangers (D)
74. Open
75. *Open
76. Austin Childs (D)
77. Wiley Davis (D)
78. Lawrence Kapiloff (D)
79. Pete Chacon (D)
80. Wadie P. Deddeh (D)

Assembly Districts Nos. 20, 66 and 75 were set aside upon request.

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for the State Assembly with the exceptions of Districts Nos. 20, 66 and 75. The motion was seconded and carried.

District No. 20

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for Assembly District No. 20. His motion was seconded.

Delegate Ross A. Webber (San Mateo

County Central Labor Council, San Mateo) spoke in opposition to the Executive Council's recommendation and explained that due to a vote recount which delayed the results of the Democratic Primary in the 20th Assembly District, the Council necessarily withheld its recommendation until the Democratic candidate was determined.

Delegate Jack W. Smith (Retail Clerks No. 775, San Mateo) advised that the San Mateo County Central Labor Council did send in a recommendation by letter and declared the Executive Council's "Open" recommendation did not accurately reflect the wishes of the San Mateo body.

Secretary-Treasurer Henning agreed that because of the delaying effect of the recount procedure, the California Labor Federation had not received the letter from the Central Labor Council in time; therefore, the Executive Council had no objection to defeating the motion to adopt its recommendation of "Open."

The motion to adopt the Executive Council's recommendation for the 20th Assembly District was lost.

Chris Cobey, Democrat

It was moved by Delegate Webber, duly seconded and carried, that the Convention endorse Chris Cobey (D) for the 20th Assembly District.

District No. 66

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for Assembly District No. 66. His motion was seconded.

Delegate George Turner (Communications Workers No. 11508, Riverside) spoke in opposition to the Executive Council's recommendation.

Secretary-Treasurer Henning spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 66th Assembly District was carried.

District No. 75

It was moved by Secretary-Treasurer Henning that the Executive Council's recommendation for the 75th Assembly District be adopted. His motion was seconded.

Delegate George Turner (Communications Workers No. 11508, Riverside) spoke in opposition to the Executive Council's recommendation.

Secretary-Treasurer Henning spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 75th Assembly District was carried.

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Assembly as amended and as a whole was seconded and carried.

State Board of Equalization

District

1. *George R. Reilly (D)
2. *Iris G. Sankey (D)

Recommendations Adopted

It was moved, seconded and carried, that the recommendations of the Executive

District

3. *William M. Bennett (D)
4. *Richard Nevins (D)

Council for the State Board of Equalization, Districts Nos. 1, 2, 3 and 4 be adopted as a whole.

Confirmation of Justices of District Courts of Appeal

All incumbent office holders, recommend vote YES

Recommendation Adopted

Secretary-Treasurer Henning's motion that the Executive Council's recommenda-

tion that a YES vote be given to all incumbent office holders in the District Courts of Appeal was seconded and carried.

Confirmation of Justices of State Supreme Court

Chief Justice Rose E. Bird, Vote YES

Associate Justice Wiley Manuel, Vote YES

Associate Justice Frank Newman, Vote YES

Associate Justice Frank Richardson, Vote YES

Recommendations Adopted

Upon Secretary-Treasurer Henning's motion, duly seconded, the recommendations of the Executive Council for Justices of the

State Supreme Court were adopted.

The Executive Council's recommendations for the seven ballot propositions were then read to the Convention by Secretary-Treasurer Henning.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 7, 1978 general election ballot.

Proposition No. 1

Digest: Veterans farm and home purchase bond.

Assembly Bill 340 . . . Enacts the Veterans Bond Act of 1978 which would authorize state bonds in the amount of \$500,000,000 for farm, home, and mobilehome purchase aid for veterans, and provides submission of the act to a vote of the people at a special election consolidated with the general election on November 7, 1978.

Recommendation: Vote YES

Proposition No. 2

Digest: Public Utilities Commission: hearings and investigations.

Assembly Constitutional Amendment 34 . . . Eliminates the Public Utilities Commission's specific constitutional authorization to designate one commissioner to hold a hearing or investigation or issue an order subject to commission approval.

Recommendation: Vote NO

Proposition No. 3

Digest: State property: surplus: motor vehicle tax revenues.

Assembly Constitutional Amendment 71 . . . Specifically permits the Legislature, by statute, with respect to surplus state property acquired by the expenditures of state motor vehicle tax revenues and located in the coastal zone, as defined, to authorize the transfer of such property, for a consideration at least equal to the acquisition cost paid by the state to acquire the property, to the Department of Parks and Recreation, the Department of Fish and Game, the Wildlife Conservation Board, or the State Coastal Conservancy for specified purposes.

Recommendation: Vote NO

Proposition No. 4

Digest: Practice of chiropractic.

Senate Bill 1671 . . . Revises law on licensing of schools or colleges of chiro-

practic and issuance of licenses for the practice of chiropractic by establishing more explicit criteria for each.

Recommendation: Vote YES

Proposition No. 5

Digest: Regulation of Smoking. Initiative statute

Finds and declares that smoking in enclosed areas is detrimental to nonsmokers. With specified exceptions, prohibits smoking in enclosed public places, places of employment, and educational and health facilities. Requires restaurants to establish nonsmoking sections in dining areas. Prohibits employment discrimination based on exercise of rights provided by this statute. Permits stricter local government smoking regulations. Requires posting of signs designating areas where smoking is prohibited. Allows Legislature to amend consistent with intent of this statute. Provides penalties for violations. Financial impact: Initial cost to state and local governments for signs could range from \$10,000 to \$600,000.

Recommendation: Vote NO

Proposition No. 6

Digest: School Employees — Homosexuality. Initiative Statute.

Provides for filing charges against schoolteachers, teachers' aides, school administrators or counselors for advocating, soliciting, imposing, encouraging or promoting private or public sexual acts defined in sections 286 (a) and 288a (a) of the Penal Code between persons of same sex in a manner likely to come to the attention of other employees or students; or publicly and indiscreetly engaging in said acts. Prohibits hiring and requires dismissal of such persons if school board determines them unfit for service after considering enumerated guidelines. In dismissal cases only, provides for two-stage hearings, written findings, judicial review.

Recommendation: Vote NO

Proposition No. 7

Digest: Murder — Penalty. Initiative Statute.

Changes and expands categories of first degree murder for which penalties of death or confinement without possibility of parole may be imposed. Changes minimum sentence for first degree murder from life to 25 years to life. Increases penalty for second degree murder. Prohibits parole of convicted murderers before service of 25 or 15 year terms, subject to good-time credit. During punishment stage of cases in which death penalty is authorized: permits consideration of all felony convictions of defendant; requires court to impanel new jury if first jury is unable to reach a unanimous verdict on punishment. Financial impact: Potentially significant future increase in state costs.

Recommendation: Vote NO

Recommendations Adopted

It was moved, seconded and carried that the Executive Council's recommendations for the seven ballot propositions be adopted as a whole.

Chairman Gruhn introduced LaMar Gulbransen, COPE Area Director, Region 6, for his address to the Convention.

ADDRESS

LaMAR GULBRANSEN
COPE Director, Region 6
National AFL-CIO COPE

Director Gulbransen addressed the Convention as follows:

"Let me say, President Al Gruhn, Secretary-Treasurer Jack Henning, leaders of California labor, that you have made some important decisions here tonight. I am going to be short and brief because we have had a long day. But let me say this to you:

"Last week Al Barkan was in San Francisco. We met with Secretary-Treasurer Henning and President Gruhn. We set out a constructive program, both program-wise and budgetwise, to do a job politically in California in 1978. Next week the national organization under the auspices of Secretary-Treasurer Henning will be meeting with the central labor councils of this State with regard to putting together budgets so that we can do a job in the local communities in terms of political action in 1978.

"These are important decisions. They have been made; they will be completed next week. However, we can bring money

from Washington, Secretary-Treasurer Henning can offer the leadership to put the program together, you can endorse candidates at this Convention—and that's important action, action that has got to take place. But you're the key. These endorsements, all of this planning at the State level, do not mean a thing if you people who lead those local unions out there don't do your job. I hope that you watched the film—and I want to reiterate a couple of points from it.

"First, if you don't have a local union COPE Committee set up in your local to check the registration of your membership to see that they are registered and to see that they go to the polls, for God's sake, go home and do it first thing Monday morning.

"Secondly. You endorsed Jesse Unruh tonight. And Jesse Unruh said that 'Money is the mother's milk of politics.'

"As the film pointed out, the right has got victory going; the right is doing a job. They have got millions of dollars to support their program.

"1. Check that \$2.00 contribution from your membership now.

"2. Jack sent you late last year a memo 'Check it off for COPE.' Under the 1976 Federal Elections Law you have a right to negotiate into your contract a check-off to collect money after the membership signs a voluntary card to collect money to turn to political purposes.

"Now we are not telling you to ask them for \$5.00 a week. We are telling you to ask them for maybe a penny a working hour. We are asking you to ask them for ten cents a week. We are asking you to ask them for a reasonable amount.

"But think about ten cents a week. If the guy's check is \$244.50 and they deduct ten cents a week, that's \$5.00 a year for political action.

"You can designate the committee for it to be sent to. We recommend that it go to your International Union so that you don't have to get involved as a federal committee. But you have the opportunity under that Act to check it off for COPE.

"If you haven't seen one of these pamphlets, contact Mushy Callahan. He has got them by the thousands. He will get them to you.

"The next thing. After you check the dough and after you organize in your local union, remember there is a central labor council in your area. That central labor council will be backed by the State Federation and with money to do a job in terms of registration and education and

'Get out the vote.' But the Secretary-Treasurer and his Council at that level can't do it alone. They need you; they need your local union COPE Committee people. As delegates to that central labor council COPE to do a job, see that you are affiliated with that local central labor body, see that you have your delegates there, see that we have got the drivers we need, and see that we have the telephoners that we need, and see that we have got the people and the muscle at the labor council level to do a job.

"We also have the support groups which are set up in this State. Jack has people designated with each one of the support groups: the Labor Council for Latin America Advancement; the A. Phillip Randolph Institute; the Seniors Program of Frontlash, to do a job. But get your members who are Black, who are Chicano, who are Seniors into those programs supporting us with those programs so that we can have a labor impact in those communities.

"Now, fellows, ladies and gentlemen, these are some of the things we need to do. If these endorsements tonight are to be meaningful; if we are going to go on to win in 1978, we need your help, we need your heart, we need your hand—and we will do the job in 1978!

"Thank you very, very much."

Chairman Gruhn thanked Director Gulbransen for his important words to the delegates.

REMARKS ALBIN J. GRUHN

**President
California Labor Federation, AFL-CIO**

Chairman Gruhn made the following remarks to the Convention:

"LaMar pointed out something that just made me think a little bit about the whole background of our trade union movement. Let me say this:

"You know what it takes to win an NLRB election. It takes a hell of a lot of hard work—going out after the workers, talking to them in their homes, talking to them during their lunch hours, their dinner hours, you name it, if you are going to win elections. You count votes, and it takes organization.

"So let's go out and do the job! Let's give our enemies, those who are not favorable to the trade union movement, a mes-

sage on November 7. A message that the trade union movement vote can be the balance in determining whether a candidate is elected or defeated.

"Thank you very much."

REMARKS

**JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

Secretary-Treasurer Henning made his closing remarks to the Convention:

"Just two points, delegates:

"1. Don't forget that petition through which we hope to get on the ballot in November the split-roll initiative that will allow taxes for residential property to be lower than that for corporate and commercial properties. You have been given petitions. Please circulate them among the members.

"2. The second point is this: Working with National COPE on registration, we have available to us on the computer file in Washington the names and addresses of 1,703,000 AFL-CIO members in this State. We want you to work with the local COPEs. Mushy Callahan will be around the state to explain the COPE system that takes the computer knowledge and makes it available to every local central body. It is up to the local central body to do the job. They have to contact all of the unions in the area with the names of the unregistered members. This and this alone, I really feel, can carry it through to victory in November!

"Thank you for the great attendance. I think tonight the enthusiasm indicates that we are on our way to elect liberals, that we are not going to hesitate.

"We had fair debate with good brothers on both sides and good sisters on both sides. We know where we are going. We have to win. It is win or lose those rights that we have by our very nature as a trade union body.

Adjournment

"Mr. Chairman, I move that this Convention adjourn sine die."

Secretary-Treasurer Henning's motion was seconded and carried, whereupon, at 9:42 p.m., Wednesday, July 12, 1978, the Twelfth Convention of the California Labor Federation, AFL-CIO was concluded.

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California Labor Federation, AFL-CIO

Labor actions are founded on membership attitudes and principles.

To the end of shaping such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1978 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

Persistent high unemployment plagues California with over 800,000 out of work and hundreds of thousands more are in jeopardy of losing their jobs in the aftermath of Jarvis-Gann. California and the rest of the nation must make full employment the primary goal in economic policy matters, as set forth in the Humphrey-Hawkins Full Employment and Balance Growth Act.

This Federation supports the creation of a state bank to make job-creating investments in alternative energy development, low- and middle-income housing and mass transportation facilities. We also urge the state to immediately site the LNG terminal in Southern California, exempt the Sundesert Nuclear Facility from unnecessary rigid regulations, enact progressive tax reform and pursue public works projects which enhance the environment and create jobs.

Adopted, p. 17.

II TAXATION

Proposition 13 provided a \$4 billion tax break for corporations and other commercial interests as well as additional millions for the wealthiest homeowners in the state. In order to maintain essential government services, the California Labor Federation urged the state legislature and the Governor to act immediately to: 1) Make full use of the \$5 billion state surplus to maintain programs, jobs and wages; 2) Limit to homeowners the tax relief from Proposition 13 by a constitutional amendment to allow a different property tax rate for commercial interests and homes; and 3) Enact major progressive tax reform by closing business tax loopholes and basing the tax structure on the principles of equity and ability to pay.

We also urge the closure of the capital gains and mineral depletion loopholes, and elimination of preferential treatment of multinational corporations. We oppose repeal of the unitary method of taxation of multinational corporations and the business inventory tax.

Adopted as amended, p. 17.

III FOREIGN POLICY

Universal human rights must be a cardinal principle of U.S. foreign policy. The defense of the U.S. and her allies must be enhanced to the point where no aggressor will dare test the determination of free people anywhere to remain free.

Unless we develop a balanced foreign trade policy that is geared to the nation's needs for jobs in a growing economy, this nation will remain vulnerable to foreign economic pressure. We support healthy fair trade based on reciprocity and mutual benefit that will build a strong economy.

Adopted, pp. 17-18.

IV WORKERS' COMPENSATION

The workers' compensation system is under attack by employers and insurance carriers who seek to avoid their liability for industrial injuries and shift the costs onto workers and their families. We remain totally opposed to any erosion of the workers' compensation system and will continue to make every effort to bring California into full compliance with the 19 essential recommendations of the National Commission on State Workers' Compensation Laws.

Adopted, p. 18.

V UNEMPLOYMENT INSURANCE

With over 800,000 unemployed in California, the level of benefits under the state's unemployment insurance program is a disgrace. California has the fifth highest unemployment rate in the nation, yet 30 other states have higher UI benefit maximums. The California Labor Federation demands that the maximum benefit be raised immediately to \$121, financed by increases in the taxable wage base, and progressive increases over the next two years until the maximum is statutorily maintained at 75 percent of the state's average weekly wage.

Adopted, p. 18.

VI DISABILITY INSURANCE

Last year the California Labor Federation was instrumental in increasing the maximum unemployment disability benefit for non-occupational injuries and diseases from \$119 to \$146 per week and extending coverage to industrial homeworkers. The maximum weekly benefit level needs to be made flexible at seventy-five percent of the state's average weekly wage.

Adopted, p. 18.

VII WOMEN

Forty million women workers, comprising 44 percent of the labor force, are becoming increasingly aware that the labor movement is the most effective means of gaining and maintaining justice and equality in the work place. This Federation's Department of Women's Activities will continue to coordinate and encourage involvement of women in the labor movement and pursue California Labor Federation supported legislation to remove institutional barriers and discriminatory practices.

Adopted, p. 18.

VIII SOCIAL SECURITY

Social Security remains a vital program for the health and well-being of workers and their families. However, recent increases in the payroll tax need to be rolled back and the program supplemented by general revenues which come from a more progressive tax system.

Adopted, p. 19.

IX HEALTH

National health insurance remains the only real long-term solution to spiraling health costs and inadequate distribution of medical care. Until the comprehensive Health Security bill becomes a reality, this Federation supports effective and fair health cost containment legislation which recognizes the collective bargaining rights and income needs of hospital workers whose low wages have never been a factor in increasing hospital costs. More research and safety standards are needed to protect workers from cumulative damage due to hazardous exposures and practices in the work place.

Adopted, p. 19.

X WELFARE

Elimination of poverty is not possible without full employment with jobs at adequate wages in both the public and private sector for all who are willing and able to work. Those who are unable to take such jobs because of age, disability, or family responsibilities should be assured benefit payments sufficient to provide a decent living standard for themselves and their families. We oppose onerous proposals such as requiring welfare recipients to work off their welfare payments at substandard wages and others which fall short of the genuine welfare reform which the nation needs.

Adopted, p. 19.

XI CONSUMER PROTECTION

The California Labor Federation supports a broad range of consumer protection legislation and programs including creation of a federal Consumer Protection Agency, enactment of no-fault automobile insurance and adequate protections of jobs and consumers whenever computer technology is introduced into the market place. We call for legislators to extend mandatory item pricing in retail stores, and permanent prohibition against the Public Utilities Commission's approval of charges for telephone directory assistance.

Adopted, p. 19.

XII LABOR LEGISLATION

Passage of Labor Law Reform, pending before the U.S. Senate, is the highest priority on labor's agenda. Yet while this legislation is only designed to take the profit out of breaking the law in labor-management relations, corporate interests have launched a massive campaign to prevent its passage. These same corporations are many of the same that look to labor for support of their industrial programs and projects.

We will continue to press for extension and improvements of collective bargaining rights for all public employees, elimination of forced overtime, and legislation to facilitate the achievement of economic and social justice on the job.

Adopted, p. 19.

XIII AGRICULTURAL LABOR

The California Labor Federation opposes all attempts to weaken the historic Agricultural Labor Relations Act which has enabled the United Farm Workers of America to organize workers in the fields, win the vast majority of elections and secure higher wages and better working conditions. We denounce the evasive and delaying legal tactics of the growers to thwart the clear purpose of the Act. We also support legislation to reduce the impact of increased mechanization of the agricultural industry and the use of public funds for retraining and job placement for workers affected.

Adopted, p. 24.

XIV PUBLIC EMPLOYEES

In the aftermath of the passage of the Jarvis-Gann initiative, legislators and government officials must not seek to make public workers the scapegoats of a financial crisis which the officials precipitated. Government at all levels has the obligation to protect the job rights and employment conditions of its employees. Collective bargaining rights must be improved and extended to those who still remain uncovered.

Adopted, p. 24.

XV CIVIL RIGHTS

The labor movement offers minority workers a special hope for the future. Through organization and collective bargaining, they can more fully enjoy their civil rights and obtain the representation and voice only a union can provide in dealing with an employer. Full employment is essential for minorities to gain work, experience and seniority in better jobs. Full employment is the only real way to guarantee that the achievements of the 1960's will not be eroded away, but will continue to expand. The recent decision by the U.S. Supreme Court in the Bakke case must not be interpreted to erode the principles of affirmative action.

Adopted, p. 24.

XVI HOUSING

Housing shortages which feed inflation have not been reduced, and yet tight monetary policies and high mortgage interest rates are threatening to precipitate another sharp decline in home building. Stimulation of the housing industry is necessary, through selective credit allocation, low mortgage interest programs, no interest, deferred payment loans to low-income families and increased public housing construction and modernization assistance. This Federation will continue to oppose all efforts to take the option of rent control away from local government since inflationary conditions may warrant such control to protect poor and fixed-income persons from exploitation by landlords and speculators.

Adopted, p. 24.

XVII EDUCATION

Education is an investment in the future which pays rich dividends through a better trained, more productive workforce and an informed citizenry. The goal of this Federation is equal access to all levels of education for every person who seeks it, regardless of sex, ethnic background, finances and neighborhood. The State of California, together with the federal government, must make every effort to assure the continuation of high quality

education for which California is renown. Collective bargaining rights must be extended to all state college and university employees since quality education is not possible while the skilled professionals are underpaid, overworked, and without the basic human rights to which all workers are entitled.

Adopted as amended, p. 24.

XVIII ENVIRONMENT

The California Labor Federation will continue to press upon state and federal agencies, corporations and environmental organizations the need for a realistic and intelligent balance between the dual need for environmental protection and maintenance of economic growth. We support efforts to improve ecological conditions which also create decent jobs. Workers and their families must not be forced to bear the cost of environmental purity with the loss of their jobs and incomes. We reject the notion that a ban on nonreturnable containers will solve the state's litter problem and instead urge a comprehensive solid waste management and resource recovery system. Economic and social factors must be added to environmental impact statements.

Adopted, p. 24.

XIX ENERGY

Expanded development of nuclear, coal and liquefied natural gas energy supplies, together with accelerated research and implementation of alternative energy sources are vital to meet the energy needs of our economy, achieve energy independence and prevent declines in economic growth. Conservation is also indispensable to the achievement of these goals, not through diminished quality of life, but more efficient use of energy.

Adopted, p. 24.

XX RECLAMATION LAW

The California Labor Federation will continue to support the full enforcement of the National Reclamation Act, the break-up of land monopolies and strict ownership and anti-speculation regulations. We applaud the efforts of the U.S. Department of the Interior to enforce this law, but we oppose any weakening of its provisions. The unjust enrichment of a few, at the taxpayers' expense, must be ended in order to encourage the more democratic rural communities that would flourish with family farm rejuvenation and to break the stranglehold agribusiness exercises on much of our political life.

Adopted, p. 25.

XXI COMMUNITY CONCERN AND SERVICE

The California Labor Federation encourages community service oriented activities designed to promote the general welfare of workers and of the disadvantaged, responsible programs to stem the rising tide of crime, to deal with alcoholism as a disease, drug abuse, and to provide aid to victims of disasters, deserve the support and assistance of our affiliates.

Adopted, p. 36.

XXII PROPOSITION 13

Passage of the Jarvis-Gann initiative presents a major challenge to both the Governor and the state legislature to develop a state program to minimize layoffs and economic dislocation while providing essential services. When the people of California voted for homeowner tax relief, they never intended to give a \$3.5 billion subsidy to corporate and commercial interests while vital public services are slashed. The legislature must place on the ballot a constitutional amendment to split the property tax roll between homeowner and commercial property. Such an amendment would permit local governments to recover the \$3.5 billion business windfall gain created by Proposition 13. Furthermore, the legislature must enact progressive tax reform and create new options for non-regressive local government funding to meet the needs of expanding communities.

Adopted as amended, p. 37.

I

**FULL EMPLOYMENT AND
THE ECONOMY**

Persistent high unemployment plagues California with over 800,000 out of work and hundreds of thousands more are in jeopardy of losing their jobs in the aftermath of Jarvis-Gann. California and the rest of the nation must make full employment the primary goal in economic policy matters, as set forth in the Humphrey-Hawkins Full Employment and Balanced Growth Act.

This Federation supports the creation of a state bank to make job-creating investments in alternative energy development, low- and middle-income housing and mass transportation facilities. We also urge the state to immediately site the LNG terminal in Southern California, exempt the Sundesert Nuclear Facility from unnecessary rigid regulations, enact progressive tax reform and pursue public works projects which enhance the environment and create jobs.

Over 800,000 California workers, 7.7 percent of the labor force, and their families suffer hardship and tragedy as the result of persistently high unemployment, with minorities, youth and inner-city residents especially hard hit.

The passage of the Jarvis-Gann initiative threatens to boost the number of persons on the unemployment rolls to well over a million. An estimated 300,000 public employees are facing a flash flood of lay-off notices. An additional 100,000 workers in the private sector, particularly in construction, could be out of work.

The entire American economy is still operating far below its potential. With industrial production at only 83 percent of capacity, 6.1 percent of the national labor force, representing over six million workers, are out of work.

While we recognize the number of jobs has increased, the increases have not been enough to make up for the job losses of the recession and the increase in the number of job seekers. The fact that there are more women, more youth and more minority workers in the labor force today than in earlier periods does not mean that full employment goals should be redefined at higher rates, or that higher levels of

unemployment are acceptable. Such notions are an unconscionable downgrading of the basic human dignity and economic needs of women, youth and minorities. Policies that flow from these ideas ignore the fact that full employment, without inflation, can be achieved by a balanced, healthy growth in the private sector supported by effective fiscal, monetary, public employment and training policies.

Yet coincident with these high unemployment conditions is a new surge in prices which threaten to wipe out wage gains and push the purchasing power of individuals on fixed incomes to even lower levels. Real net spendable earnings, that is earnings adjusted for taxes and price increases, are down to the same level they were in 1968.

Rising costs of energy, food, health care and housing will continue to hold down living standards. These price increases were not caused by excessive demand for goods, shortages of workers, or excessive wage increases. In fact, major collective bargaining settlements were lower in 1977 than in 1976 according to the U.S. Department of Labor. The total "effective wage rate adjustment," including current settlements and prior settlements with cost of living adjustments, was down from 8.1 percent in 1976 to 7.8 percent in 1977.

The major causes of continuing inflation have been the rising prices of food, fuel, health care and interest rates. Aggravating this situation has been the slowdown in the rate of productivity growth which results from recession and lagging economic recovery.

One of the chief causes of inflation is unemployment. Unemployed workers are not producing goods or services. Shortages develop which puts upward pressure on price levels. Also, unemployed workers are tax users and not tax payers. According to the Congressional Budget Office, each one percent reduction in the unemployment rate would cut the budget deficit by about \$19.5 billion, \$15 billion in added tax receipts and \$4.5 billion in lower unemployment-related social welfare costs.

High interest rates and tight monetary policies of the Federal Reserve have also contributed significantly to slow economic growth and continuing unemployment, as has the nation's international trade and investment policies which spur the outflow of U.S. jobs, technology and capital.

This nation must make full employment its primary goal in economic policy matters. A national commitment to full employment, as set forth in the Humphrey-Hawkins Full Employment and Balanced

Growth Act, is essential. Federal taxing, spending and monetary policies must be planned and coordinated to encourage rapid economic growth to achieve and sustain a fully employed economy. The government must be the employer of last resort for those who cannot find jobs elsewhere.

The existing accelerated public works program, which helps local communities finance smaller public construction projects and needed repairs and rehabilitation of public facilities, should be expanded. Job creation programs must be directed particularly toward meeting the problems of minorities and inner-city residents. Such targeted employment stimulation can be best achieved through direct programs tailored specifically to the needs of such workers rather than through business tax cuts.

Low interest loans are necessary to encourage expansion of the housing industry, particularly for low- and middle-income families as well as for new business investment in plant and equipment.

Increases in the buying power of workers' wages and salaries are a prerequisite for a balanced economy. Increases would provide workers with a share in the benefits of economic progress and establish the foundation for needed expansion of consumer markets. The needed rise of consumer expenditures cannot be maintained unless increases in workers' real incomes are achieved.

Action must be taken to protect existing jobs from unfair foreign competition. Loopholes for multinationals which encourage the export of jobs must be repealed. The regulation of the export of American technology and capital is also necessary to keep this country from losing its productive capacity.

On the state level, the California Labor Federation supports the creation of a state bank which would be guided in its investment decision by the need to create as many jobs as possible in socially beneficial projects, such as solar energy development, low-income housing construction and mass transportation.

We also call upon the State of California to provide assistance to local governments in securing federal funds which have been earmarked for public works in local communities. Vast amounts of federal funds go unutilized because local officials either are unaware of their eligibility for such funds or simply do not have the staff or expertise to properly apply for them.

In addition, we urge the State to take the following action:

1. Attract new industry and diversify the state economy, not through tax breaks or erosion of work standards, but through emphasis on the high skill and educational level of the work force, the wealth of natural resources, extensive consumer markets and a first-rate freeway and transportation network to reach those markets;
2. Immediately site a liquefied natural gas terminal at Point Conception;
3. Exempt the Sundesert nuclear power project from the unrealistic and unnecessarily rigid regulations of the State Energy Resources Conservation and Development Commission;
4. Enact comprehensive tax reform to take the onerous burden off low- and middle-income working families and shift it to those segments of the economy who have benefited the most so that schools and other vital social services will be continued in the aftermath of the Jarvis-Gann initiative. If our tax system more adequately reflected differences in the ability of the citizens to pay, Jarvis-Gann would never have even qualified for the ballot;
5. Protect wages and conditions of our seafarers and the environmental quality of our ports by prohibiting U.S. shipowners from putting their ships under foreign-flags and by requiring 50 percent of oil and other commodities to be shipped in U.S.-flag bottoms built in the U.S. and manned by U.S. seafarers. Provide full protection for American workers' jobs in the deep seabed mining legislation action now pending in both the U.S. House and Senate.
6. Take urgent steps to control and restrict the exportation to foreign markets of unprocessed logs from our forests, which aggravates excessive unemployment in the northern regions of the state; and
7. Pursue public work projects such as housing development and rehabilitation, clean water and sewage treatment facilities, alternative energy development and other projects designed to conserve energy and protect the environment while maximizing employment.

Adopted, p. 17.

II TAXATION

Proposition 13 provided a \$4 billion tax break for corporations and

other commercial interests as well as additional millions for the wealthiest homeowners in the state. In order to maintain essential government services, the California Labor Federation urged the state legislature and the Governor to act immediately to: 1) make full use of the \$5 billion state surplus to maintain programs, jobs and wages; 2) limit to homeowners the tax relief from Proposition 13 by a constitutional amendment to allow a different property tax rate for commercial interests and homes; and 3) enact major progressive tax reform by closing business tax loopholes and basing the tax structure on the principles of equity and ability to pay.

We also urge the closure of the capital gains and mineral depletion loopholes, and elimination of preferential treatment of multinational corporations. We oppose repeal of the unitary method of taxation of multinational corporations and the business inventory tax.

The burden of taxation has been greater in recent years on average income families and shifting away from the business sector and the wealthy. In 1977, the bank and corporation tax raised only \$1.6 billion in revenues, less than half of the \$3.6 billion raised by income taxes on individuals. An investor who makes \$20,000 profit from a long-term capital investment pays \$80 in state income taxes because of the capital gains loophole, whereas a \$20,000 a year wage earner pays \$530 per year.

Proposition 13, the Jarvis-Gann initiative, accelerated this trend with a \$3.5 billion tax break for corporations and other commercial interests. The result has been drastic cuts in social services by enfeebled local governments, layoffs of thousands of public workers who delivered those services, possible elimination of medical and welfare programs for the elderly and infirm, threatened elimination of educational programs including apprenticeship and vocational education, as well as frozen or reduced wages for public workers.

The failure of the legislature to enact the Federation-sponsored bill, SB 154 (Petrus), to bring progressive property tax relief to low and middle income homeowners, as well as provide relief for renters, only served to insure the passage of Proposition 13.

Jarvis-Gann has not only damaged state and local government's ability to provide essential services, but has given the major share of tax relief to corporations and the owners of the most valuable properties.

The California Labor Federation calls upon the state legislature to take immediate action to limit the property tax relief provided by Proposition 13 to homeowners only. Furthermore, we support legislation to require landlords to rebate 80 percent of their tax relief to their renters.

Full use of the state's \$5 billion surplus must be made to sustain local government employment and services. Funding for present state programs and proposed budget additions for economic and social action by state agencies such as schools, hospitals and firefighting services must not be reduced.

Drastic action must be taken by the legislature to enact major structural tax reform to raise the necessary revenues according to the principle of ability to pay. Additional brackets must be added to the state income tax schedule to extend progressivity beyond the current maximum rate of 11 percent at \$15,500.

Major increases in the bank and corporation tax and other business taxes are essential to offset the \$3.5 billion gift from reduced property taxes. The first step must be to secure a constitutional amendment which would allow a split property tax roll so that the rate for commercial interests can be higher than that on owner-occupied dwellings.

This Federation also urges:

1. Opposition to repeal of the state's unitary method of taxing multinational corporations which would only create another loophole for multinationals to avoid their tax liability and increase taxes on California businesses and taxpayers;
2. Elimination of all federal tax preferences for U.S.-based multinational corporations which have destroyed American jobs and spurred the outflow of U.S. capital, technology and knowhow;
3. Opposition to the repeal of the state business inventory tax without offsetting tax increases in business sector;
4. An end to the capital gains loophole, which is a preferential half-tax on unearned income from stocks or other property sold at a profit;
5. Elimination of tax exemptions for interest income from state and local bonds together with a federal interest

subsidy to assure that fiscal powers of the state and local governments are not hampered; and

6. Closure of the state mineral depletion allowances.

The California Labor Federation is also opposed to proposals for new federal business tax cuts. Further depreciation speed-ups, added investment credits and dubious tax incentives to encourage workers to speculate in the stock market, and the like, are not only unnecessary, but seriously impair the ability to achieve a just tax system. The key to adequate investment capital and the willingness of businessmen to increase capacity is a healthy, balanced and growing economy which is operating at high levels of employment and production. Businessmen invest in new plants, machinery and equipment only when they are confident that they will have customers. Customers are created by putting the unemployed back to work.

We also oppose proposals which in the name of job creation incentives, provide windfall tax benefits to wealthier firms, erode the tax base, create new loopholes and sacrifice revenue that could be used for direct job creation.

Adopted as amended, p. 17.

III FOREIGN POLICY

Universal human rights must be a cardinal principle of U.S. Foreign Policy. The defense of the U.S. and her allies must be enhanced to the point where no aggressor will dare test the determination of free people anywhere to remain free.

Unless we develop a balanced foreign trade policy that is geared to the nation's needs for jobs in a growing economy, this nation will remain vulnerable to foreign economic pressure. We support healthy fair trade based on reciprocity and mutual benefit that will build a strong economy.

The California Labor Federation believes that human rights must be a cardinal principle of U.S. foreign policy. We strongly endorse and commend the position and actions of the President in speaking out unequivocally on specific cases of oppression. Abuses and threats to basic human rights are among the most searching issues that divide the world today, and the clearest tests of American ideals and resolve. Where these issues are concerned, whether in South Africa, Chile, Uganda, Northern

Ireland or the Soviet Union, there are no longer any purely internal affairs.

We fully support the National AFL-CIO position on foreign policy. The defense of the U.S. and her allies must be enhanced to the point where no aggressor will seek to threaten American sovereignty or the territorial integrity of those nations with whom we are joined in mutual defense pacts.

The President and his Administration must resist oil blackmail and other pressures designed to isolate and undermine Israel. Capitulation to these pressures would not only harm Israel but would ultimately frustrate the legitimate aspirations of millions of Arabs oppressed by poverty and reactionary political regimes. Those aspirations can only be fulfilled within the framework of an enduring peace which can only rest upon acceptance of Israel's existence.

This Federation also calls upon the U.S. government to place maximum political pressure on the governments of South Africa and Rhodesia to end the odious system of apartheid and immediately begin the process of transition to majority rule. U.S. corporations should immediately divest themselves of South Africa affiliates, and sever all ties with South African corporations. Every effort should be made to influence the corporations of other democratic states to do likewise.

We call for the immediate abolition of imprisonment without trial in Northern Ireland and the replacement of British troops with a peace-keeping force of the United Nations, introduced with the consultation of the governments of the Irish Republic and Great Britain. An election should be held under United Nations auspices.

While defending the political integrity of the U.S., we must also be aware that this nation's foreign economic policy can diminish the capacity for individuals to fully participate in the economy and share the fruits of its productivity.

In 1977, the United States suffered the largest trade deficit in history—\$27 billion—more than four times the \$5.9 billion deficit of the previous year. Meanwhile, manufacturing jobs failed to recover from the 1974-75 recession. Employment in those goods-producing industries was down almost 500,000 between December 1973 and December 1977. During the last four years, imports of manufactured products rose more than 70 percent.

Unless this country develops a balanced foreign trade policy that is geared to the

nation's need for jobs in a growing economy, and unless foreign trade policy and **o v e r s e a s** investment practices are reshaped by the White House and Congress, America will remain vulnerable to foreign pressure.

The Trade Act of 1974 must be overhauled to provide for strict enforcement of laws to better safeguard American firms and workers from the destructive effects of low-wage imports. Sections of the Trade Act which permit the flow of imports without tariffs and the export of American jobs must be repealed.

Trade adjustment assistance, compensation for workers who lose their jobs to the increasing flow of imports, must be overhauled to assure that the affected workers receive decent benefits. Yet adjustment assistance itself is nothing more than a welfare program and hardly a solution to the nation's foreign trade problems.

The California Labor Federation supports healthy, fair trade that will build a strong American economy. Negotiations with other nations should be based on the needs of our economy, not political expediency. The goal must be an expansion of trade based on fairness, reciprocity and mutual benefit. In addition we specifically endorse:

1. Strengthening of free trade unions in Latin America, Africa and Asia through the American Institute for Free Labor Development, the African-American Labor Center and the Asian-American Free Labor Institute respectively.
2. Repeal of Title V of the Trade Act which permits over \$3 billion a year in imports without any tariffs at all for many products manufactured by cheap, foreign labor.
3. Abolition of the tax loopholes and incentives for American-based multinational companies to operate abroad, and the repeal of Items 806.3 and 807 of the Tariff Code which permit U.S. firms to ship materials to foreign countries for assembly by cheap labor and to have the completed product brought back into the U.S. under special reduced tariff treatment. This is a direct incentive to export American jobs.
4. Repeal of the Foreign Trade Zone Act of 1934 which creates tax havens for foreign importers as well as a means to circumvent quota restrictions.
5. Place criminal sanctions on employers who hire illegal aliens, who often

are used to break strikes, discourage trade union organization and depress job standards.

6. Provision for a carefully worked out program of adjustment of status for illegal aliens with a demonstrated attachment to the community to allow them to become legal residents.
7. Creation of a world-wide code of binding and enforceable fair labor standards which recognize the human rights of workers in all lands for free associations, for organization and pursuit of collective bargaining, and for withholding their labor in unacceptable working conditions.
8. Protect wages and conditions of our seafarers and the environmental quality of our ports by prohibiting U.S. shipowners from putting their ships under foreign-flags and by requiring 50 percent of oil and other commodities to be shipped in U.S.-flag bottoms built in the U.S. and manned by U.S. seafarers. Provide full protection for American workers' jobs in the deep seabed mining legislation action now pending in both the U.S. House and Senate.

Adopted, pp. 17-18.

IV

WORKERS' COMPENSATION

The workers' compensation system is under attack by employers and insurance carriers who seek to avoid their liability for industrial injuries and shift the costs onto workers and their families. We remain totally opposed to any erosion of the workers' compensation system and will continue to make every effort to bring California into full compliance with the 19 essential recommendations of the National Commission on State Workers' Compensation Laws.

The workers' compensation system in California is under attack by the insurance industry, big business and the legislators who do their bidding. Even though business on the average pays only one percent of its payroll costs into the system, a major campaign is underway to avoid the liability they have for compensating workers who suffer work-related injuries or deaths. Rather than improving health and safety conditions and reducing exposures to hazardous substances, business and their insurance carriers are attempting to reduce their responsibility which is clearly stated in the state's constitution

and shift the financial burden of work-related casualties onto the workers themselves and their families.

The workers' compensation system is based on the principle that the possibility of work injury or work-related disease is always present in the production of goods and services. It assumes that injury and disease can never be completely eliminated from the production process and concludes that since society benefits from the production of goods and services, society should bear the cost of adequately compensating the victims of work injuries and diseases. The cost of the system is to be treated as a production expense.

Workers' compensation is thus designed to be a complete and total system within itself. It expressly covers any and all work-related injuries, including cumulative trauma, that is injuries or diseases which evolve gradually over time. Therefore, according to the constitution, full provision for the "medical, surgical, hospital, and other remedial treatment" must be made for such injuries, as well as the "securing of safety in places of employment" and the "adequate provision of the comfort, health . . . and general welfare" of workers who suffer cumulative injuries.

It is the position of the California Labor Federation that the law is clear and precise on the issue of cumulative trauma. The obligation has been established and it is therefore incumbent upon employers, through their workers' compensation carriers, to meet it. All attempts to avoid or shift responsibility in this area to other systems or programs are unconstitutional.

The California Labor Federation has been the leading force which has brought this state into compliance with 12 of the 19 recommendations considered "essential" by the National Commission on State Workers' Compensation Laws in 1972 in order to provide an adequate equitable system of compensation.

For example, Federation-sponsored legislation expanded the right of an injured worker to choose his or her own doctor immediately, rather than after a 30-day period. Also, Federation-sponsored legislation increased the minimum benefit for temporary or permanent total disability from \$35 to \$49.

In order to come into full compliance with the National Commission's recommendations, the state legislature must enact the following provisions:

1. Raise the weekly benefit for temporary disability to \$180, which repre-

sents 75 percent of the estimated state average weekly wage for 1978;

2. Raise the maximum weekly benefit for permanent partial disability for those with a disability rating of 70% from \$70 to \$90 and for all disability ratings over 70% gradually increase the benefit amount so that the benefits approach the maximum of \$180;
3. Permit death benefits to be paid to a widow or widower for life or until remarriage, and in the event of remarriage, two years' benefits be paid in a lump sum to the surviving spouse. Also, benefits for a dependent child should be continued beyond age 18 if the child is actually dependent, or at least until age 25 if enrolled as a full-time student in any accredited educational institution;
4. Remove the time restrictions which limit the right to medical and physical rehabilitation benefits;
5. Allow the choice by an employee or survivor to file a claim in the state where the injury occurred or where the employment was principally located; and
6. Remove limitations on duration of payments for temporary total disability.
7. Increase death benefits from \$50,000 and \$55,000 with dependents to \$60,000 and \$65,000.

These recommendations are minimum essentials and are not designed to limit more extensive improvements in any area. Accordingly, we also urge the legislature to:

1. Enact substantial improvements for permanent partial disabilities, particularly for injured workers with disability ratings of 70 percent or higher;
2. Adopt a flexible maximum benefit schedule, as 40 other states have done, in order that benefits keep pace automatically with cost of living increases without necessary statutory changes; and
3. Reject all proposals which attempt to erode the responsibility to make full provision for cumulative injuries and diseases suffered on the job.

Adopted, p. 18.

V

UNEMPLOYMENT INSURANCE

With over 800,000 unemployed in California, the level of benefits un-

der the state's unemployment insurance program is a disgrace. California has the fifth highest unemployment rate in the nation, yet 30 other states have higher UI benefit maximums. The California Labor Federation demands that the maximum benefit be raised immediately to \$121, financed by increases in the taxable wage base, and progressive increases over the next two years until the maximum is statutorily maintained at 75 percent of the state's average weekly wage.

Unemployment in California is currently 7.7 percent, representing over 800,000 unemployed. In the last month for which comparative figures are available, California had the fifth highest unemployment rate in the nation.

Yet benefit levels under the state's unemployment insurance program are a disgrace. The purchasing power of the current maximum weekly benefit of \$104 has eroded in the past two and one-half years. It would take at least \$114 to purchase what the \$104 could buy when it was established in January of 1976. An urban family of four would be living below the poverty line at the rate of \$104 a week.

Thirty states plus the District of Columbia have maximum benefit levels higher than California. Additionally, nine states provide dependency benefits.

The Unemployment Insurance fund is estimated to be at \$1.645 billion by the end of this year, which is 127 percent of the highest annual expenditure ever experienced.

The total employer contribution as a percent of total wages is only 1.9 percent, which is equal to or less than the employer contribution in eight other states. Ten states have higher statutory tax rates on employers as well as higher tax bases. This year the wage base on which employers are taxed was actually reduced from \$7000 to \$6000, further eroding the status of the UI fund.

The state legislature and the administration must act immediately to raise the maximum weekly benefit to at least 50 percent of the average weekly wage. This would bring the maximum benefit up to \$121 per week. Furthermore, the maximum must be progressively increased in a series of steps to 60 percent of the average weekly wage as of January 1, 1979, and 75 percent beginning January 1, 1980. Beyond 1980, the maximum should be

maintained automatically at 75 percent of the statewide average wage so it can keep pace with inflation without requiring legislation.

The following additional improvements are required to bring the program in line with the original objectives and meet the demands of economic reality:

1. The individual's weekly benefit amount should equal two-thirds of the worker's earnings reflected in the highest quarter of earnings;
2. The taxable wage base should be increased to at least \$17,700, the same base used in Social Security;
3. The benefit period should be extended from 26 to 39 weeks permanently;
4. Revision of high quarter base schedule to \$25 wage increments for each \$1 benefit;
5. Inclusion of tips and gratuities as wages in determining weekly benefit levels;
6. Extend coverage to dependents as in nine other state plans;
7. The "waiting week" should be eliminated or compensated retroactively after five weeks of unemployment;
8. Experience rating should be eliminated or brought within bounds by reducing the range between maximum and minimum tax rates; and
9. Alternative tax schedules should be triggered by fund levels stated as ratios to the total wage base. The fund should be maintained by such trigger points and tax schedules so that it does not fall below a certain level.
10. Limit disqualifications for trade disputes, voluntary quits or misconduct to a five week maximum.

Adopted, p. 18.

VI

DISABILITY INSURANCE

Last year, the California Labor Federation was instrumental in increasing the maximum unemployment disability benefit for non-occupational injuries and diseases from \$119 to \$146 per week and extending coverage to industrial homeworkers. The maximum weekly benefit level needs to be made flexible at seventy-five percent of the state's average weekly wage.

The 32-year-old unemployment disability insurance program in California is one of only five such programs nationally. It extends wage-related benefits to workers sustaining non-occupational illness or injury and is wholly financed by a one percent tax on workers' earnings up to an annual maximum of \$11,400.

In 1977, more than \$400 million in benefits were paid to over 600,000 California workers who were unemployed because of illness or injury not related to their jobs. Of these, more than 50,000 were for disabilities related to pregnancy.

The California Labor Federation has been instrumental in securing improvements in this highly successful program over the years. During this past legislative session this Federation was responsible for legislation which:

1. Increased the maximum weekly benefit from \$119 to \$146 and the minimum from \$25 to \$30;
2. Included tips and gratuities as wages in determining benefit levels if they are greater than \$20 in any calendar month; and
3. Extended the DI program to industrial homeworkers who do work at home according to specifications of employers on materials which are required to be returned to the employer or employer's agent.

However, in order to keep benefit levels from eroding due to inflation and in order to fully meet the needs of the non-occupationally disabled, legislation is required to:

1. Provide a flexible maximum benefit level, at seventy-five percent of the state's average weekly wage, so that benefits will increase automatically without having to resort to the legislative process;
2. Eliminate restrictions on total benefit amounts which limit low-wage earners to one-half of the wage base earnings; and
3. Waive the 7 day waiting period for benefits if the disability lasts more than 35 days.

In addition, affirmative public education must be undertaken by the Employment Development Department to inform women workers in California that they are eligible for up to six weeks of disability benefits for time lost from work due to childbirth.

Adopted, p. 18.

VII WOMEN

Forty million women workers, comprising 44 percent of the labor force, are becoming increasingly aware that the labor movement is the most effective means of gaining and maintaining justice and equality in the work place. This Federation's Department of Women's Activities will continue to coordinate and encourage involvement of women in the labor movement and pursue California Labor Federation supported legislation to remove institutional barriers and discriminatory practices.

The role of women in the economy has expanded dramatically over the past few decades, helping the economy to grow and making a substantial contribution to increased production and to the nation's income and purchasing power.

There are now 40 million women workers, comprising 44 percent of the labor force. Women are working out of economic necessity more than ever before. Sixteen million, or 43 percent of the total, are alone and supporting themselves.

Unemployment and inflation has held family income down to the point that the wife's paycheck has become a necessity rather than "extra income." Eighty-four percent of all women in the labor force either support themselves or are married to men with incomes under \$15,000.

However, most working women are concentrated in low-paying nonunionized industries and occupations where unemployment and turnover are high. On the average, for every dollar in wages earned by men, women earn 57 cents.

Women are becoming increasingly aware that the labor movement is the most effective means of gaining and maintaining justice and equality in the work place. A good union contract is not only the most effective guarantee against economic exploitation, but it is the basis upon which true equality can be built.

The Federation's Department of Women's Activities will continue to coordinate and encourage involvement of women in the labor movement throughout the state, as well as pursue California Labor Federation supported legislation to remove institutional barriers and discriminatory practices.

We specifically support:

1. Legislation prohibiting the discrimina-

tion against women workers because of pregnancy since pregnant workers should be allowed to work as long as they and their doctors believe they are able to do so;

2. Passage of the Equal Rights Amendment and urge Congress to grant an extension of time for the ERA amendment to be ratified;
3. Efforts to secure equal opportunity for women in employment and promotion;
4. Full participation of women in all union activities;
5. Enactment of legislation to provide free quality child care for working parents;
6. Enactment of amendments to the Social Security Law to eliminate all differences in the benefit treatment of men and women; and
7. Opposition to wage freezes or wage controls in any form by either the state or federal government since in addition to halting economic progress for all working people, they have the effect of solidifying inequities in the current job structure in which most women find themselves at the lowest end.

Adopted, p. 18.

VIII SOCIAL SECURITY

Social Security remains a vital program for the health and well-being of workers and their families. However, recent increases in the payroll tax need to be rolled back and the program supplemented by general revenues which come from a more progressive tax system.

Social Security remains an extensive and vital program for the health and well being of workers, their families, and for the economic stability of our economy. As a program which emphasizes the work ethic, individual and social responsibility, it is an integral part of our society.

Social Security is specifically designed to: (1) relieve people from the anxiety of dependency; (2) reduce the number of persons who need to apply for welfare; (3) allow people to choose when to retire; (4) enable dependents of persons who die or become disabled to continue schooling.

This social insurance program by its size and provisions can cover all workers without a medical examination, for certain

risks at low administrative costs. It gives maximum insurance protection to individuals at relatively low premiums because it does not have to build up the large reserves required of private plans.

In 1977, cash benefits under the program were paid to more than 33 million persons every month; more than 100 million persons contributed to the system; and more than \$102 billion was paid in benefits to the aged, disabled, and survivors. Since the program began in 1937, more than \$500 billion has been paid in benefits at an administrative cost of only two percent of the benefits. No other public or private program can claim a comparable record.

Without these benefits, more than 12.5 million persons would have been added to the poverty rolls last year.

However, recent legislation which was designed to assure continued financial integrity included some significant increases in the payroll tax and in the wage base. Some of these changes impact severely on those least able to pay so that low and middle income workers contribute a higher proportion of their income to Social Security than do upper income groups.

This Federation has repeatedly stated that the payroll tax should be supplemented by general revenues, since those revenues are based on a more progressive tax system. The advisors to President Franklin Roosevelt recommended that the social security program be financed after about 1965 from four sources: employer and employee contributions, interest from a reserve fund, and general contributions from federal tax revenues. Congress has still failed to use general revenues to help put the program's financial system on a fair and equitable basis.

The California Labor Federation calls upon Congress to roll back the current 6.05 percent contribution rate to 5.85 percent and to finance future rate increases from general revenues. In addition to this gradually increasing general revenue contribution, proper financing should be achieved by applying the tax to the total payroll of employers, and by increasing the wage base until the same proportion of workers' full wages are covered as when the Social Security Law was enacted.

We emphatically reject such alternative sources of financing such as the sales tax which would continue to place the burden on those least able to bear it. Also, we urge rejection of any attempts to finance the system through increasing the age of eligibility for benefits.

In addition, we urge Congress to take the following actions:

1. Adjust benefits for inflation at least every 6 months whenever the consumer price index has increased by 3 percent or more, instead of the present system of no less than annually. Rapid inflation has had a disastrous impact on the living standards of the low income elderly.
2. Provide an occupational definition of disability for workers age 55 and over in recognition of the fact that disabled older workers who lose their jobs have virtually no chance to obtain employment in a new occupation.
3. Provide early retirement at age 60 with less than the present full actuarial reduction in benefits. A serious problem has been the low actuarially reduced benefits of those who are forced to retire before age 65.

Adopted, p. 19.

IX HEALTH

National health insurance remains the only real long-term solution to spiraling health costs and inadequate distribution of medical care. Until the comprehensive Health Security bill becomes a reality, this Federation supports effective and fair health cost containment legislation which recognizes the collective bargaining rights and income needs of hospital workers whose low wages have never been a factor in increasing hospital costs. More research and safety standards are needed to protect workers from cumulative damage due to hazardous exposures and practices in the work place.

The American people want and need national health insurance as soon as possible. The U.S. is still the only major industrial nation without a comprehensive health program, Congress should enact legislation to provide such a program embodying the following principles:

1. Universal and comprehensive coverage;
2. Reductions of barriers to prevention and early care (i.e., no deductibles);
3. Built-in costs and quality controls; and
4. Financing by a combination of employer-employee payroll taxes supplemented by general tax revenues.

The Health Security bills, S. 3 (Kennedy) and H.R. 21 (Corman), would also provide for negotiated budgets for hospitals and negotiated fees for physicians, strong consumer input into the administration of the program and financial incentives to reform the delivery of health services. The California Labor Federation has long supported these elements as vital to a good national health insurance program.

The United States is the home of the most advanced medical technology and the finest medical schools and physicians, but health care of U.S. citizens lags behind that of other industrial countries. There are more than 40 million people not covered by any health care insurance for hospitalization or surgery. More than six million people below the poverty line are not covered by Medicaid.

The United States is 15th in infant mortality rates, 17th in male life expectancy, and 10th in female life expectancy.

Less than 30 percent of the workers who lose their jobs and major source of income retain private health insurance coverage to protect them while they are most vulnerable to the punishing costs of medical and hospital care. Only 40 percent of low income full-time workers have any health insurance, and less than 10 percent have coverage for care in a physician's office.

Yet in each of the past two years, the medical care component of the consumer price index went up 10 percent. In 1977, the United States spent \$161 billion or 8.7 percent of its gross national product on health care. This represents \$730 for every man, woman and child in the U.S. Only a national health insurance program that is based on social insurance principles can contain these escalating costs.

Until such a program is enacted, the California Labor Federation supports federal legislation designed to:

1. Increase and improve medical manpower;
2. Achieve better geographical and specialty distribution of physicians;
3. Improve the quality of health services;
4. Achieve community health planning; and
5. Distribute the cost of quality care more adequately through the whole population.

The Health Security Bill would do in one comprehensive program what each of these separate programs seeks to accomplish in a more limited fashion in uncoordinated approaches.

The California Labor Federation also supports effective and fair health cost containment legislation which recognizes the right of hospital workers to secure much-deserved wage increases. The low wages of hospital workers have not been a factor in the rapidly increasing medical costs. Containment legislation must recognize the role of collective bargaining and recognize that wage increases for these workers are not only just, but long overdue.

Another glaring defect in the protection of workers' health is the lack of general knowledge of cumulative damage due to occupational hazards at work sites. Far more research, sponsored jointly by labor, management and government, together with the scientific community, is needed.

Long-term cumulative effects of physically harmful conditions in the work place are widely misunderstood and the means of correction, prevention, treatment and compensation are entirely inadequate. This Federation sponsored this year an educational conference to explore the issue of cumulative trauma and its relationship to Workers' Compensation insurance coverage. We also sponsored, together with the Labor Occupational Health Program of the Institute of Industrial Relations at UC, Berkeley, a conference which focused entirely on the health and safety hazards faced by women workers.

Currently, the California Labor Federation is a primary sponsor of scientific research into the long-term deadly effects of asbestos on the health of workers whose employment required exposure to the lethal substance. The results of this study by the Western Institute for Occupational/Environmental Sciences, in cooperation with organized labor and government agencies, will add materially to a desperately needed and growing body of knowledge about asbestos-related diseases, their prevention and treatment.

Adopted, p. 19.

X WELFARE

Elimination of poverty is not possible without full employment with jobs at adequate wages in both the public and private sector for all who are willing and able to work. Those who are unable to take such jobs because of age, disability, or family responsibilities should be assured benefit payments sufficient to provide a decent living standard for

themselves and their families. We oppose onerous proposals such as requiring welfare recipients to work off their welfare payments at substandard wages and others which fall short of the genuine welfare reform which the nation needs.

There are 26 million individuals living in poverty in the United States according to the U.S. Department of Commerce. Cities and counties with the heaviest burden of welfare dependency cannot be expected to carry an intolerable fiscal cost for welfare. Neither should fiscal pressures on the state, cities and counties force reductions in welfare payments to the poor and deprived.

The California Labor Federation reaffirms its longstanding commitment to reforming and strengthening the programs designed to help the poor by enacting legislation which will meet the needs of (1) those employed at jobs which do not pay enough to keep them out of poverty, (2) those who could work outside the home but are unable to find employment, and (3) those who are unable to take jobs out of the home and are existing on sub-poverty incomes.

This means first and foremost full employment with jobs at adequate wages in both public and private employment for all who are able to take work outside the home. Those who are unable to take such jobs because of age, disability, or family responsibilities should be assured benefit payments sufficient to provide a decent living standard for themselves and their families.

We oppose onerous proposals such as requiring welfare recipients to work off their welfare payments at substandard wages, as well as all other proposals which fail to meet the needs of the poverty-stricken and fall short of the genuine welfare reform which the nation needs.

In order to break the cycle of welfare dependency and develop a humane national welfare system for those in need, we urge the following:

1. Federal and state policies for rapid economic growth and expanded job training;
2. A federal income maintenance program assuring an annual income for those poor who are unable or cannot be expected to be employed, with payments raised as quickly as possible above the poverty level;
3. A permanent public services jobs program and training and placement

services for those who could work in paid jobs but lack education or skills;

4. A strengthened unemployment insurance system with decent benefit and eligibility standards;
5. Food stamps for anyone in need, including strikers; and
6. Federally and state financed child care centers with educational, health and nutritional services for the children of working and welfare parents.

XI

CONSUMER PROTECTION

The California Labor Federation supports a broad range of consumer protection legislation and programs including creation of a federal Consumer Protection Agency, enactment of no-fault automobile insurance and adequate protections of jobs and consumers whenever computer technology is introduced into the market place. We call for legislators to extend mandatory item pricing in retail stores, and permanent prohibition against the Public Utilities Commission's approval of charges for telephone directory assistance.

The California Labor Federation reaffirms support for a broad range of consumer protection legislation and programs with adequate funding and enforcement.

The continued erosion of purchasing power and living standards due to renewed inflationary pressures and persistently high unemployment proves the need for substantive action to protect consumers as well as increased organization and education to enable consumers to better protect themselves.

This Federation supports the establishment of a federal Consumer Protection Agency to represent consumer interests in the proceedings and decision-making of government agencies. We reject, however, such diversionary efforts such as attempts to place labor-management relations within the purview of the agency.

The authority and efficiency of consumer protection agencies such as the Food and Drug Administration, the Federal Trade Commission and the Consumer Product Safety Commission, as well as the State Department of Consumer Affairs, should be increased to guard against unsafe and inferior products and promote honest dealings with the public in terms

of advertising and labeling. We oppose any weakening of present prohibition against cancer-causing additives in food.

We support enactment of long overdue no-fault automobile insurance. Prohibition against the marketing of group casualty insurance should be removed and the entire insurance industry subjected to comprehensive study by the State and National legislatures to expose abuses and recommend remedial actions.

Whenever automation and computer technology are introduced into transactions affecting the public, consumer and job protection standards must be enacted if industry fails to adequately guarantee such protections.

We also urge the following action to be taken:

1. Permanent extension of the item pricing legislation which requires that all products in food markets which are labeled with computer codes are also marked plainly and clearly for the consumer to read;
2. Permanent enactment of the temporary prohibition against the Public Utility Commission's approval of charges by telephone companies for directory assistance;
3. Support of legislation to permit the creation of a Small Utility Consumer Action Group (SUCAG) to present testimony and lobby in behalf of the average consumer before the Public Utility Commission in rate setting cases;
4. Restriction of false and misleading advertising and requiring labels to show ingredients, nutritional values, expiration dates, durability and unit price;
5. Ban the use of automobile deficiency judgments in the state;
6. Eliminate usurious consumer credit financing charges and limit interest rates charged on revolving accounts to 12 percent true interest per annum; and
7. Support expanded consumer education in schools and through consumer and non-profit organizations, as well as reiterate our support for the Consumer Federation of California.

Adopted, p. 19.

XII

LABOR LEGISLATION

Passage of Labor Law Reform, pending before the U.S. Senate, is

the highest priority on labor's agenda. Yet while this legislation is only designed to take the profit out of breaking the law in labor-management relations, corporate interests have launched a massive campaign to prevent its passage. These same corporations are many of the same that look to labor for support of their industrial programs and projects.

We will continue to press for extension and improvements of collective bargaining rights for all public employees, elimination of forced overtime, and legislation to facilitate the achievement of economic and social justice on the job.

On the national level, passage into law of the Labor Law Reform measure before the U.S. Senate is the highest priority on organized labor's agenda. We urge the Senate to pass immediately and the President to sign into law Senate Bill 2467 by Senator Harrison Williams of New Jersey which will: 1) end unnecessary delays in resolving unfair labor practices; 2) provide more complete compensation to employees when they are harmed by illegal acts of their employer such as dismissal for organizing activity; 3) assure that when employees request a vote on union representation a timely election is held; and 4) deny federal contracts to those who repeatedly and willfully violate employee rights.

The essence of Labor Law Reform is to take the profit out of breaking the law in labor-management relations. It is a sad commentary on the private enterprise system when thousands of companies, large and small, have decided to violate the law and risk detection because it is cheaper than honoring the legal and human rights of their employees.

It is particularly ironic that the same corporations that are actively or covertly supporting a vitriolic attack on the labor movement are many of the same businesses that look to the labor movement for support for their industrial programs and projects. Such support in the future should be given with far greater discretion than it has in the past.

Also on the national level, we demand the repeal of the "right-to-work" law, Section 14 (b) of the Taft-Hartley Act and the revival of legislation modeled on the vetoed Construction Industry Collective Bargaining Act of 1975 which would provide situs picketing for building trades workers.

On the state level, this Federation-sponsored legislation to prohibit forced overtime. The measure, which would have only guaranteed the right of workers to refuse continuously scheduled overtime which was foreseeable or avoidable, and would have created thousands of jobs and reduced the hazards of accidents due to fatigue and long hours, was eventually defeated after a massive campaign by the major corporations in the state. We will continue to press for enactment of basic human protections against violations of the 40-hour week standard which was established in 1938 and seek to reduce the 40 hours to 35 hours.

In 1977, the essentials of collective bargaining rights were extended to 90,000 state government employees in Federation-backed legislation. The Federation obtained protective amendments relating to unit determination, maintenance of membership, unfair labor practices and administration of the law by an independent Public Employees Relations Board.

Last year the Federation also secured prevailing wage laws which apply to public utilities when they contract for custodial services and to the Office of State Printing in its wage structure. The legal definition of the term "contractor" was expanded under the Contractor License Law to include those in the construction industry who undertake the cleaning of grounds and structures.

We will continue to press for labor legislation which will facilitate the achievement of economic and social justice on the job and in the labor market, as well as maintain a constant vigil to guard against all efforts to erode the gains we have already made. Toward these ends, we urge the following measures be adopted to:

1. Extend full collective bargaining rights to all public employees;
2. Provide that the state minimum wage be automatically adjusted annually so that it is at least 60 percent of the average hourly earnings for production and related workers in manufacturing in California;
3. Prohibit discrimination in employment or promotion procedure on the basis of a pregnancy condition;
4. Require hotels and restaurants to post a bond sufficient to guarantee wages and benefits of their employees for the pay period, or two weeks, whichever is longer;
5. Require that private printing and binding contracts with state agencies

include prevailing wage and benefit levels;

6. Classify hired homemakers and other in-home supportive personnel as government employees in order to bring them under unemployment insurance, disability insurance, and workers' compensation coverage, as well as minimum wage, hour and employment standards protection mandated by the Industrial Welfare Commission;
7. Permit agency shop clauses to be negotiated in all public employee collective bargaining contracts;
8. Limit the fees employment agencies can charge an individual who is seeking a job;
9. Eliminate subminimum youth and learner rates under the IWC which only serve to maintain cheap labor and remove young and new workers from the ranks of those who should earn a "proper living wage";
10. A comprehensive "little Wagner Act" covering collective bargaining and employee-employer relations in the state;
11. Provide more jobs for presently unemployed by amendment to the FLSA to reduce the standard workweek to 35 hours and raise the penalty for overtime to double time on a daily and weekly basis to encourage employers to hire additional workers rather than to schedule overtime work; and
12. Continue to seek legislation to prohibit compulsory overtime.

The California Labor Federation opposes and urges the legislature to reject:

1. Attempts to weaken the provisions of the California Occupational Safety and Health Act; and
2. Efforts to permit private industry to profit from the use of convict labor.

Adopted, p. 19.

XIII AGRICULTURAL LABOR

The California Labor Federation opposes all attempts to weaken the historic Agricultural Labor Relations Act which has enabled the United Farm Workers of America to organize workers in the fields, win the vast majority of elections and secure higher wages and better working conditions. We denounce the evasive and delaying legal tactics of the growers to thwart the clear purpose

of the Act. We also support legislation to reduce the impact of increased mechanization of the agricultural industry and the use of public funds for retraining and job placement for workers affected.

The historic enactment of the California Agricultural Labor Relations Act of 1975 provided a vehicle for the orderly demonstration of bargaining desires and enabled farmworkers to overwhelmingly choose the United Farm Workers of America, AFL-CIO, as their representative. However, efforts to frustrate the clear purpose of this Act continue.

While the UFW has been successful in winning representation in 74 percent of the certified elections, unfair labor practices, refusal to bargain in good faith and unceasing legal harassment by the growers have prevented many of the elections from being certified and contracts from being signed.

The California Labor Federation has vigorously opposed measures before the legislature to erode this landmark Act, including proposals to diminish the authority of the Agricultural Labor Relations Board, to delete the "make whole" provisions for a loss of pay due to an employer's failure to bargain, and to designate labor contractors as "employers" under the Act.

Yet in spite of the Act's legal guarantees of basic human rights, anti-labor growers continue to frustrate its functions through disruptive tactics in the fields and prolonged litigation in the courts.

Full justice and democracy will not be established in the agricultural industry until the growers accept the California ALRA as state law.

As the farmworkers are securing decent contracts, mechanization, much of it researched and developed by the University of California at the taxpayers' expense, threatens to displace thousands of workers during the next decade. The University spends \$1.6 million of public money on 29 different projects attempting to mechanize 13 different crops affecting 176,000 farmworkers.

The California Labor Federation supports legislation which calls for a social impact statement before research on increased mechanization receives public funds. We also endorse measures to require a tax on job-displacing machines to pay for unemployment compensation, retraining and placement in new jobs for the workers affected.

Adopted, p. 24.

XIV PUBLIC EMPLOYEES

In the aftermath of the passage of the Jarvis-Gann Initiative, legislators and government officials must not seek to make public workers the scapegoats of a financial crisis which the officials precipitated. Government at all levels has the obligation to protect the job rights and employment conditions of its employees. Collective bargaining rights must be improved and extended to those who still remain uncovered.

The failure of the state legislature to correct the regressive property tax system is largely responsible for the passage of the Jarvis-Gann meat-ax amendment to the state constitution. In the aftermath, legislators and state and local government officials are seeking to make public workers the scapegoats of a principal crisis which the officials precipitated.

Public workers who actually deliver the essential services to communities are under attack. Positions are being eliminated by the thousands, wages and benefits frozen or reduced, working conditions are becoming oppressive and morale has fallen to abysmally low levels.

However, wage and benefits for rank-and-file public workers in recent years have fallen behind those of comparable workers in the private sector. Job security in public employment is in serious jeopardy of becoming a thing of the past.

Certainly the day has ended when public employees can be viewed as different from the rest of the workforce. A new era has opened in labor-management relations in the public sector. What is desperately needed now is a workable mechanism for the resolution of disputes and the orderly expression of collective bargaining desires for all public workers.

Society must recognize the "natural rights" of the men and women in public service who save lives, educate children, keep cities and towns free of disease, maintain public facilities, transport people to their jobs and administer programs which help the needy, aged, disabled and unemployed.

The California Labor Federation believes that government at all levels has an inescapable obligation to protect the job rights and employment conditions of its employees in any reorganization plan. Therefore we called upon the Governor's

administration and the legislature to make full use of the nearly \$6 billion state surplus to maintain the delivery of services and the jobs and incomes of public employees.

Beyond use of the surplus, drastic progressive tax reform, elimination of multi-million dollar loopholes for corporations and the wealthy and a general redistribution of the tax burden away from the low- and middle-income Californians is vitally necessary to provide the revenues for essential state and local programs and services.

Improved productivity in government will not happen simply by increasing workloads, reducing the workforce, limiting salaries and cutting services. Public employment is heavily labor intensive. Any effort to increase productivity will fall directly on the workers and their cooperation and participation are imperative. Skills and education of the workforce are central factors in increasing efficiency. Job training, education incentives, orientation programs and the like advance the knowledge of workers.

Since 1973, union membership in state and local government employment has increased 30 percent and increased 10 percent since 1975 up to 198,400 members. As of 1977, there were over 309,000 state, local, and federal workers in unions within California.

Collective bargaining rights must be extended to all public employees, and existing laws, such as the Meyers-Milias-Brown Act for local government workers and the Rodda Act for teachers in grades K through 14 must be improved. Eventually there must be a single collective bargaining law for all public employees modeled after the National Labor Relations Act, complete with provision for the inviolate right to strike.

Toward these goals and in order to secure greater protection for public workers, we seek the following action:

1. Extension of collective bargaining to workers in the state college and university systems;
2. Adoption of legislation permitting the negotiating of an agency shop in local and state government public employee contracts;
3. Abolition of the current freeze on the wages and benefits of state and other public workers who have already lost considerable purchasing power due to inflation;
4. Reform of the federal Hatch Act to

extend full political rights and safeguards enjoyed by all other American citizens; and

5. Hearings throughout the state by the Public Employee Relations Board (PERB) to receive widespread public input into unit determination and other matters which relate to the implementation of the State Employer-Employee Relations Act.

Adopted, p. 24.

XV CIVIL RIGHTS

The labor movement offers minority workers a special hope for the future. Through organization and collective bargaining, they can more fully enjoy their civil rights and obtain the representation and voice only a union can provide in dealing with an employer. Full employment is essential for minorities to gain work, experience and seniority in better jobs. Full employment is the only real way to guarantee that the achievements of the 1960's will not be eroded away, but will continue to expand. The recent decision by the U.S. Supreme Court in the Bakke case must not be interpreted to erode the principles of affirmative action.

Far too many minority workers are still unable to enjoy their civil rights guaranteed by law due to unemployment, underemployment, low wages or continued employer hostility to the formation of unions to protect these workers. The labor movement offers minority workers a special hope for the future. Through organization and collective bargaining they can more fully enjoy their civil rights and obtain the representation and voice only a union can provide in dealing with their employer.

Minority union members fare considerably better than non-union minorities.

Minorities in the unionized middle-aged blue-collar category are less likely to experience unemployment than their non-union counterparts. In terms of income, the earnings of black male union members were 30 percent greater than their non-union counterparts in 1977.

In order to protect job opportunities, we believe that layoffs and recall rights on the basis of seniority are the fairest of the available alternatives. It is a basic trade union principle that in order to maximize the value and protection of length of serv-

ice, seniority systems should be as broad as possible. Affiliates of this Federation should continue to pursue our commitment to the principle that such seniority systems are desirable for all our members, regardless of sex or ethnic identity, and to redouble their efforts to perfect seniority systems through collective bargaining.

Full employment, however, is absolutely essential for minorities to attain work, experience, and seniority in rewarding jobs, and thus fully participate in the mainstream of the American economy. Full employment is the only way to guarantee that the achievements of minority workers in the 1960's will not be eroded but will continue to expand. Minorities have suffered the most from the mismanagement and social neglect that has characterized the nation's economic policies since 1969, the last year of sustained economic growth. It takes an expanding and healthy economy which provides jobs, training and educational opportunities to give real meaning to the Comprehensive Employment and Training Act, the Economic Opportunity Act, as well as the Civil Rights Act.

We firmly support job opportunity for all workers through federal or state action whenever the private economy fails to assure full employment. In addition, we support the following:

1. Full economic and social justice for Native Americans, Blacks, Latinos, Asians or any other persons, regardless of their race, color, creed, national origin, sex, age, or marital status;
2. Expansion of training and employment for youth and for those programs oriented toward skill training and the development of good work habits, particularly the Job Corps and Neighborhood Youth Corps programs;
3. Full educational opportunities for all while providing the best qualified teachers for schools located in depressed areas;
4. Continuation of a close relationship with the Recruitment and Training Program (RPT), the Labor Education Advancement Program (LEAP), and the Human Resources Development Institute (HRDI) in the further development of apprenticeship outreach programs;
5. Increased support and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, National Urban

League, National Association for the Advancement of Colored People and other community organizations that share the labor movement's goals of a just and fair society;

6. Active involvement of retired union members in senior organizations such as Congress of California Seniors, and continued efforts by the Federation's senior action program in organizing retired workers on issues affecting the aging; and
7. The recent decision by the U.S. Supreme Court in the Bakke case must not be interpreted to erode the principles of affirmative action.

Adopted, p. 24.

XVI HOUSING

Housing shortages which feed inflation have not been reduced, and yet tight monetary policies and high mortgage interest rates are threatening to precipitate another sharp decline in home building. Stimulation of the housing industry is necessary, through selective credit allocation, low mortgage interest programs, no interest, deferred payment loans to low-income families and increased public housing construction and modernization assistance. This Federation will continue to oppose all efforts to take the option of rent control away from local government since inflationary conditions may warrant such control to protect poor and fixed-income persons from exploitation by landlords and speculators.

Housing shortages that feed inflation were not reduced in 1977, with fourth quarter vacancy rates below the previous year. The effects of an inadequate housing supply were reflected nationally in year-to-year increases of 15 percent in the median price on existing homes sold, 6½ percent in residential units and 12 percent in the median price of new homes sold, to more than \$50,000. In California, these increases have been even higher, putting homeownership out of reach for most middle-income families.

The latest available Annual Housing Survey by the Department of Housing and Urban Development and the Census Bureau showed that more than 10 million households were paying 25 percent or more of their income for rent. In California,

renters make up 45 percent of all households. More than 1.8 million of them, or 53 percent, have incomes of less than \$10,000 per year. Nineteen percent have incomes of less than \$5000 a year.

For elderly tenants the situation is much worse. Most elderly renter households have incomes less than \$5000 per year, yet very few rental units are available which the elderly can afford.

The precipitously high rate of housing prices and rents occurred despite nearly two million regular housing starts in 1977. The need and demand arises primarily from the peak of the post-World War II baby boom, from 1954 to 1965, when there were more than four million births a year. New households and the replacement of units destroyed and demolished require the production of at least 2½ million units per year. But in the years 1974 to 1976, there was a cumulative shortfall of 2.4 million units.

In addition to the inflationary impact of housing shortages on the general economy, the sad fact is that millions of families live in inadequate, unhealthy housing. The latest Annual Housing Survey reports that more than two million occupied dwelling units are lacking in some or all plumbing facilities, and over three million occupied units are overcrowded. Over one million families live doubled up with other families.

Five times in the past 22 years, contractions in the mortgage money supply and increases in mortgage interest rates have been followed by sharp declines in homebuilding and general economic slowdowns or recessions. Conditions are developing in the mortgage money market that could well bring on the sixth steep decline in homebuilding since the early 1950's. The result could be a general economic slowdown at a time when the present recovery is already lagging. In California, home mortgage rates already exceed 10 percent. Some lending institutions are requiring prospective buyers to take so-called "variable rate" mortgages under which the interest rate changes according to changes in other interest rates. These are more risky, costly and add to inflationary pressures when the economy heats up. A repetition of a downturn will not be avoided by resorting to these variable rate mortgages since they only shift the risk of rising interest rates from lenders to borrowers, nor will it be avoided by Graduated Payments Mortgages which let the borrower pay less now and more later because they increase total interest payments by homeowners and create larger

aggregate outstanding loan balances.

If housing is not to bear the brunt of tight money, selective credit regulation measures authorized under the Credit Control Act of 1969 should be implemented. It does not make sense to permit another homebuilding decline while large amounts of credit are extended for corporate takeovers of companies, for foreign industries that undercut American production and for international money market speculation and other non-essential purposes.

Stimulation of the housing industry is necessary to meet basic shelter needs and counteract inflationary pressures. Unless a lower price mix of new units is produced and available at reduced interest rates, there will be a substantial increase in the number of households in need of assisted housing.

Therefore, the California Labor Federation urges the following actions be taken by Congress:

1. Mandate the implementation of selective credit regulation which provide funds at reasonable interest rates to avoid sharp declines because of tight money and high interest rates generally;
2. Establish an emergency 6 percent mortgage home financing program that will remain in effect until housing starts reach a seasonally adjusted annual rate of at least 2 million units for three consecutive months; and
3. Increase assistance for public housing construction and modernization assistance.

In California we support efforts by the state legislature to:

1. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation;
2. Supplement existing low- and moderate income construction and rehabilitation programs as well as increased assistance to local government agencies in order to secure available federal funds for such programs;
3. Amend Article 34 of the state constitution to remove the onerous, costly and unnecessary requirement to automatically hold a referendum before low-income public housing can be developed;
4. Enforce full compliance with the State Department of Housing and Community Development's housing element regulations to assure a steady supply of land for development of housing for

all economic segments of the communities' population;

5. Prohibit discrimination in housing against families with children;
6. Require strict building, safety, health and plumbing codes enforcement in construction and rehabilitation; and
7. Strengthen and enforce anti-redlining legislation recently enacted by the state legislature.

This Federation will also continue to vigorously oppose all efforts to take the option of rent control away from local governments since inflationary conditions may warrant such control to protect poor and fixed income persons from exploitation by landlords and speculators.

Adopted, p. 24.

XVII EDUCATION

Education is an investment in the future which pays rich dividends through a better trained, more productive workforce and an informed citizenry. The goal of this Federation is equal access to all levels of education for every person who seeks it, regardless of sex, ethnic background, finances and neighborhood. The State of California, together with the federal government must make every effort to assure the continuation of high quality education for which California is renown. Collective bargaining rights must be extended to all state college and university employees since quality education is not possible while the skilled professionals are underpaid, overworked, and without the basic human rights to which all workers are entitled.

Throughout its history, the California labor movement has recognized the primary importance of a system of public education to the advancement of a free and democratic society with a modern industrial economy. Labor was a major force behind the original idea and has consistently worked to expand the offerings of the public school system. In more recent years we have taken up the cause of federal support for the schools.

Education is an investment in the future of this country, one that pays rich dividends through a better trained, more productive work force and an informed citizenry. The goal of the California Labor Federation is equal access to all levels of

education for every person who seeks and can benefit from that education. We seek further to remove the barriers of race, color, sex, finances and neighborhood through state and federal programs which provide equality of access.

We view with alarm the attacks upon efforts to improve the quality and distribution of education in this state. We have long argued that public education should not be forced to rely so heavily on the regressive property tax. The regressivity of the property tax is further compounded by the fact that school children from low-wealth districts suffer severe and permanent educational handicaps because they cannot compete with children from school districts with an affluent tax base.

The State of California, together with the federal government, should take drastic action to assure the ongoing operation of our public schools in the aftermath of Jarvis-Gann and guarantee improved distribution of quality teachers, materials and facilities through increased revenues from a progressive tax system.

We urge the adoption of legislation to attain the goal of free, high-quality, comprehensive early childhood education and child care services for all children who need them.

This Federation believes vocational education must be related to actual employment and training needs. Also, career education programs should expand career options and prepare students for the world of work. But these programs can only be developed in consideration of local economic conditions, the area rate of unemployment and employment trends. We reject so-called "career education" programs which only attempt to negate child labor laws, health and safety standards and minimum wage laws.

There is a growing gap between the costs of higher education and existing programs to help students. The higher education system is in danger of becoming a haven of the upper classes only. The ultimate goal for this state, and the rest of the nation, must be free tuition in the field of higher education if all are to be given an equal opportunity.

The California Labor Federation will also make every possible effort to secure collective bargaining rights for teachers in higher education. Unionization is the most dependable way to correct the erosion of purchasing power and working conditions which has occurred during the past twelve years. Quality education is not possible while the skilled professionals who actually

do the work are underpaid, overworked and are without the basic human rights to which all workers are entitled.

In reaffirmation of our support of quality education for all citizens as a matter of right, we specifically endorse:

1. Equalized resource allocation regardless of the districts' wealth base to avoid handicapping students from low-income areas;
2. Universal early childhood education and child care within the public schools;
3. Continuation of the growth of adult and ongoing education;
4. Small enough class sizes so teachers can provide individualized instruction and help;
5. Expansion of remedial, clinical and guidance services so that children who come to school suffering the burdens of poverty can be reached and helped; and
6. Presentation of organized labor's contributions to this nation's history in lectures, discussions and textbooks.

Adopted as amended, p. 24.

XVIII ENVIRONMENT

The California Labor Federation will continue to press upon state and federal agencies, corporations and environmental organizations the need for a realistic and intelligent balance between the dual need for environmental protection and maintenance of economic growth. We support efforts to improve ecological conditions which also create decent jobs. Workers and their families must not be forced to bear the cost of environmental purity with the loss of their jobs and incomes. We reject the notion that a ban on nonreturnable containers will solve the state's litter problem and instead urge a comprehensive solid waste management and resource recovery system. Economic and social factors must be added to environmental impact statements.

The California Labor Federation remains firmly committed to the protection, restoration and improvement of the environment. We continue to seek a realistic and intelligent balance between policies and programs in the environmental field and

the maintenance of economic growth and jobs.

Significant progress has been made in cleaning up and protecting the environment in recent years and, therefore, the California Labor Federation opposes any shift toward disastrous no-growth policies that would attempt to achieve environmental purity at the expense of people's jobs.

Accordingly, we urge that programs to improve the environment be enacted and administered in a manner which does not conflict with the goal of developing and fostering a full employment economy. Specifically, we support:

1. Development of a comprehensive solid waste management and resource recovery system while we continue to vigorously oppose a simplistic ban on nonreturnable beverage containers which ignores the major litter problems and would result in the loss of 60,000 permanent well-paid jobs in the bottle and can industries;
2. Reduction of air pollution and unnecessary use of energy resources by assignment of the highest priority by the Environmental Protection Agency to research into technologies to facilitate conversion to coal for major energy users which is consonant with air quality standards;
3. Strict enforcement of the federal Toxic Substances Control Act which, together with revitalized enforcement of the Occupational Safety and Health Act, will add impetus to securing a healthful work environment;
4. Expansion of mass transit facilities and services to help reduce pollution and congestion as well as the development of alternatives to the internal combustion engine;
5. Establishment of a state land use policy which must take into full consideration the effects on employment and growth in the land-use area as well as to enhance opportunities for acquiring land for low-income housing and public recreation; and
6. Addition of economic and social factors to environmental impact statements.

Adopted, p. 24.

XIX ENERGY

Expanded development of nuclear, coal and liquefied natural gas energy supplies, together with accelerated

research and implementation of alternative energy sources are vital to meet the energy needs of our economy, achieve energy independence and prevent declines in economic growth. Conservation is also indispensable to the achievement of these goals, not through diminished quality of life, but more efficient use of energy.

California and the rest of the nation must have new and additional supplies of energy. Even with the most stringent conservation measures, the nation's need for energy will continue to grow. To the extent that we fail to come to grips with the whole question of energy, we will remain less able to lower unemployment and inflation rates because of reduced industrial production and the resulting shortages that drive up prices throughout the economy.

While no single source of energy represents the ultimate fuel, it is clear that nuclear and coal power must be heavily relied upon in the immediate future. Alternative sources such as solar, geothermal, biomass and wind must be harnessed as technologies are developed to eventually achieve total energy independence.

The United States holds about 450 billion tons of coal reserves. This is more than 700 times the national annual usage of 600 million tons. Nuclear power is expected to grow from 2 percent of the current total energy supply to over 20 percent. In terms of today's energy picture, this is the equivalent of about 7 million barrels of oil per day — about the same as oil imports in 1976.

Coal has been under attack by environmentalists and nuclear power is the target of a well-organized drive to ban its use. The basis of the campaign against nuclear energy is that it is not safe. We reject that assessment. The record of safety in the nuclear industry is the best in all industry. Every effort must be made to accelerate the development of coal and nuclear power while protecting the environment and maintaining stringent safety and health standards.

Liquefied natural gas, the cleanest burning and efficient of all energy resources, is also a very important supplement to dwindling supplies of domestic natural gas. Shipments of LNG from Alaska, as well as foreign countries, will help assure continued supplies of gas for industries which are reliant on natural gas such as glassblowing plants, ceramics, chemicals,

textiles, fertilizer and other industries. Without LNG, these and other industries will continue to be confronted with the threat of curtailed production and the loss of hundreds of thousands of jobs.

Also, the failure of state agencies to expeditiously site the construction of LNG receiving terminals means that additional thousands of jobs for building trades, shipyard and seafaring workers will not be forthcoming. The California Labor Federation urges the Public Utilities Commission to immediately approve Point Conception as the location where construction of an LNG facility can begin as quickly as possible.

This Federation also supports aggressive research development and implementation of alternative sources of energy, such as solar, geothermal, biomass, shale oil, wind, and coal liquefaction and gasification. We recognize that development of the technology to harness and deliver these sources for domestic and industrial consumption will not be cheap or accomplished overnight. We also do not view their development as substitutes for expansion of nuclear, coal and LNG facilities. We will need energy from all these sources if we are going to meet the needs of a growing economy.

Conservation is an indispensable part of any comprehensive energy program, but it does not mean a diminished quality of life or no growth. Growth in the economy and conservation of energy can and must go hand in hand. Conservation does mean using energy more efficiently. It means manufacture of more efficient automobiles and appliances and the construction of well-insulated homes and buildings.

One major problem we face in meeting this nation's energy needs is the incredible negative influence giant oil companies exert on our well-being. It is time to end the stranglehold that a few companies hold over this major industry and the nation. We urge Congress to enact legislation that will break up the control these companies have from well-head to gasoline pump. Even now oil companies are spreading their influence into other energy fields and have already secured a major position in the coal and uranium industries. Clearly this is not in the national interest and tends to hamper the development of other sources of energy. We also urge Congress to enact legislation to prohibit companies from owning competing sources of energy.

It is also time for the U.S. government to take over the importation of oil and deal with the oil producing and exporting

countries on a nation-to-nation basis. The government should determine the amount of oil to be imported, negotiate the price to be paid and provide for allocation. In addition, at least 50 percent of oil imports should be carried in U.S.-flag tankers to assure the security of these imports from the whims of other countries.

As part of a comprehensive strategy to meet our energy needs we also endorse:

1. Legislation to expedite the construction and the licensing of nuclear reactors by eliminating the duplication in reviews by federal and state authorities and by coordinating and streamlining governmental agency action;
2. Continued regulation of natural gas prices;
3. Treatment of giant oil companies as public utilities subject to stringent federal legislation;
4. Grants to homeowners of tax credits for making homes more energy efficient; and
5. Acceleration of the development of mandatory efficiency standards for new and existing buildings.

Adopted, p. 24.

XX

RECLAMATION LAW

The California Labor Federation will continue to support the full enforcement of the National Reclamation Act, the break-up of land monopolies and strict ownership and anti-speculation regulations. We applaud the efforts of the U.S. Department of the Interior to enforce this law, but we oppose any weakening of its provisions. The unjust enrichment of a few, at the taxpayers' expense, must be ended in order to encourage the more democratic rural communities that would flourish with family farm rejuvenation and to break the stranglehold agribusiness exercises on much of our political life.

The National Reclamation Act of 1902 linked federal irrigation to land redistribution. The intent was to break up the huge ranches and railroad holdings in the West and allow settlers to share the benefits of public investment. This law limits water rights to 160-acre parcels (320 for a married couple) providing the owners occupy the land and sell any excess within ten years at pre-water prices.

Unfortunately, this law has never been

fully enforced with the result that large corporations and absentee landlords have been able to acquire and keep huge landholdings and reap most of the benefits from the increased value of the irrigated property at the taxpayers' expense.

The fundamental issue involved in the fight for enforcement is that the Act was written to authorize the expenditure of public funds to bring water to arid lands and assure that the benefits of such public investment were spread among as many people as possible instead of benefiting only large landholders and corporations.

Recently, the U.S. Department of the Interior announced that it will enforce the acreage limitation, the effect of which would be to assist family farmers in reversing the trend toward the transformation of the nation's agricultural industry into a huge conglomerate.

While this Federation applauded this effort by the Interior Department, we affirmed our position that the law should be enforced in its entirety. We oppose any attempt to weaken the existing provisions and any moratorium before the regulations go into effect. A considerable period of time is already required administratively and a moratorium would only serve to deny justice further.

We also support the imposition of an ultimate ceiling of 640 acres for any single family of four members eligible for the low-cost water project. Also, the residency requirement that a grower live within 50 miles of the federally irrigated land should be reduced to a 15-mile radius.

The self-serving charges made repeatedly by agribusiness interests over the years that the 160-acre limitation in the original law is outmoded and that viable farms must be much larger have been thoroughly repudiated by the report of The Small Farm Viability Task Force issued last year which noted that a 160-acre farm in California was worth upwards of \$250,000 or more and that the efficiency of small farms was equal to or greater than those of greater size.

The California Labor Federation will continue to support the full enforcement of the National Reclamation Act, the break-up of land monopolies and adoption and enforcement of strict ownership and antispeculation regulations.

The unjust enrichment of a few, at the taxpayers' expense, must be ended in order to encourage the more democratic rural communities that would flourish with family farm rejuvenation and to

break the stranglehold agribusiness exercises on much of our political life.

Adopted, p. 25.

XXI COMMUNITY CONCERN AND SERVICE

The California Labor Federation encourages community service oriented activities designed to promote the general welfare of workers and of the disadvantaged, responsible programs to stem the rising tide of crime, to deal with alcoholism as a disease, drug abuse, and to provide aid to victims of disasters, deserve the support and assistance of our affiliates.

Crimes of assault and theft are on the increase, and wage earning Californians are among the most frequent victims. In addition, illegal action in the guise of "law and order" and actions by public officials under the dubious cloak of legality seriously inhibit the legitimate aspirations of working men and women to organize and achieve better working conditions. Irresponsible vigilantism and the reactionary use of judicial fiat as a substitute for justice and statute in labor relations are threats to the liberty of every American; not just those in organized labor.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions of Americans. Enlightened approaches to these problems and to the reduction of their ravages, seeking their ultimate elimination, are legitimate concerns for labor unions, councils and federations.

It is a constitutionally mandated function of our American government to "promote the general welfare." Beyond what government can provide to those in greatest need, there is ethical responsibility for all to assist those less fortunate economically and socially, whether in chronic distress or suffering the temporary effects of natural disaster or man-caused chaos.

In these areas of concern, the California Labor Federation, whenever consistent with the policies and interests of the national AFL-CIO, local unions and councils affected, and their memberships, urges positive action on:

1. Programs designed to stem the rising tide of crime and to alleviate its effects on law-abiding men, women

and children of our communities, as well as seeking means to reduce the incidence of crimes against individuals and their property through such programs as The California AFL-CIO Program for Offender Career Placement & Diversion, Inc.

2. Cooperation with the National Council on Alcoholism and other similar programs in dealing with the many problems of the disease of alcoholism and drug abuse, particularly where they intrude upon the work site and affect occupational safety and productivity.
3. Cooperation consistent with the interests of the trade union movement is urged in United Fund, United Way, AID-United Givers' efforts and on behalf of such groups as the Red Cross, Muscular Dystrophy Association, City of Hope, International Guiding Eyes and others of similar merit too numerous to list here.
4. Cooperation with organizations committed to the elimination of bias stemming from prejudice against people because of their ethnic background, sex, religious conviction or national derivation, as long as the objectives of such organizations are consistent with and approved by the national AFL-CIO and the California Labor Federation, AFL-CIO.
5. Support for programs aiding working people and the poor who too often suffer calamitous deprivation through natural disaster or through human-caused chaos. Free labor movements in other lands also face threats from outside their own nation's borders or from subversion within. Consistent with policies of the AFL-CIO, we urge support for such causes as relief for earthquake victims around the world, for the threatened working people of embattled sections of Ireland, for our brothers and sisters in the Israeli Labor Federation, Histadrut, and for other similar exemplars of our broad concern for the liberty, peace and security of peoples everywhere.

Adopted, p. 36.

XXII PROPOSITION 13

Passage of the Jarvis-Gann initiative presents a major challenge to both the Governor and the state legislature to develop a state program to minimize layoffs and economic dislocation while providing essential

services. When the people of California voted for homeowner tax relief, they never intended to give a \$3.5 billion subsidy to corporate and commercial interests while vital public services are slashed. The legislature must place on the ballot a constitutional amendment to split the property tax roll between homeowner and commercial property. Such an amendment would permit local governments to recover the \$3.5 billion business windfall gain created by Proposition 13. Furthermore, the legislature must enact progressive tax reform and create new options for non-regressive local government funding to meet the needs of expanding communities.

The passage of Proposition 13, the Jarvis-Gann initiative, not only seriously threatens state and local government's ability to provide essential services, but has given the largest share of tax relief to corporations and other commercial interests. It represents a major challenge to both the Governor and the state legislature to develop a state program along with options for local governments that will minimize the layoffs and economic dislocation facing tens of thousands of the state's workers in both the public and private sectors and avert double digit unemployment in this state.

Implementation of this constitutional amendment is going to help dig the grave of local self-government unless progressive tax reform and creation of new sources of revenue for these local entities is undertaken immediately. The ability of local government to provide basic services to their communities is seriously impaired by the \$7 billion reduction in revenues, the strict limitation on future assessment increases and the requirement of a two-thirds majority of all electors before any new taxes can be levied. Chaotic cuts in local school, hospital, sanitation, police and fire services will take place over the next several years unless new funding methods are devised.

We applaud the action taken by the Governor and the legislature to make full use of the \$5 billion surplus to help sustain local governments throughout the rest of this year. However, this Federation condemns the state's unprecedented interference in local autonomy over how the rescue funds will be used. The state's unconstitutional abrogation of prevailing

wage provisions and contracts between local government employers and their employees represents a massive usurpation of the right of self-government by city, county and district agencies throughout California.

We are also strongly opposed to any elimination of state jobs and any freeze on state government hiring or wage increases, be they cost of living, merit, or automatic wage step advances.

Perhaps the most socially criminal aspect of the Jarvis-Gann amendment is that while essential services are being reduced and are in extreme danger of bigger cutbacks during the next few years, billions of dollars will flow into the vaults of corporations and commercial interests directly as a result of lower property taxes. Proposition 13 in its present form will give business interests a \$3.5 billion windfall.

The Federation has launched a campaign to petition the state legislature to place on the November ballot a measure to limit to homeowners the property tax relief provided by Proposition 13. By changing the constitution to permit a split property tax roll between homes and commercial property, state and local governments can recover the otherwise \$3.5 billion windfall to corporate and commercial interests. This \$3.5 billion tax break for businesses is at the expense of vital public services and low income and needy citizens. The real spirit is property tax relief for homeowners, and a constitutional amendment to split the tax roll will permit the relief for homeowners to continue without the giveaway to the corporate interests.

Central labor councils throughout the state are coordinating the drive to get as many petitions as possible to each legislator signed by their constituents urging them to vote for such a constitutional amendment. Thousands of public em-

ployee jobs will be saved by returning commercial property to local government tax rolls.

In a separate action, the Federation joined with the California Federation of Teachers, AFL-CIO and the Service Employees International Union, AFL-CIO, in a lawsuit challenging the constitutionality of Proposition 13 and urged the State Supreme Court to assume original jurisdiction so that the issues may be resolved swiftly.

The suit charges that, among other things, Proposition 13: 1) gives those opposed to tax increases a stronger voice in the legislature than the majority since it requires a two-thirds vote of both houses to enact any tax increase; 2) shifts the property tax burden from business to residential property; 3) results in a revision rather than an amendment of the state constitution which cannot be legally done by the initiative process; and 4) establishes an inequality in the law because of provisions which allow property to be reappraised and taxes increased when property is sold.

The California Labor Federation has long been aware of inequities and injustices in the tax structure. The only real long term solution is progressive tax reform. The labor movement has consistently campaigned for reform of the property tax system in order to relieve low and middle income taxpayers of the unfair, heavy burden which they have been forced to assume.

State and local tax systems must be made equitable and productive. The state should increase reliance on the graduated income tax, while closing loopholes, such as the special treatment of capital gains, and bring the entire system into line with the principle of ability to pay.

Adopted as amended, p. 37.

RESOLUTIONS

Unlawful Business Practices

Resolution No. 1—Presented by California State Conference of Painters and Allied Trades, Martinez.

Whereas, It is apparent that an increasing number of contractors are willfully and flagrantly engaging in unlawful and unethical business practices; and

Whereas, We believe that various state agencies that have records of such evidence are often reluctant to disclose such evidence to other state, federal, or municipal agencies resulting in an impediment to law and justice; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO go on record as being strongly in favor of the passing of legislation which would result in all pertinent state agencies being required to keep records of all such information, and require same to be readily surrendered to other public service agencies, and be a matter of public record, and be it further

Resolved, That the aid of other affiliated locals, appropriate labor organizations, the Governor, and proper legislative representatives be solicited to insure expeditious passing of this important legislation.

Referred to Committee on Legislation.
Adopted, p. 26.

Labor Standards Enforcement

Resolution No. 2—Presented by California State Conference of Painters and Allied Trades, Martinez.

Whereas, The office of the California Labor Standards Enforcement is receiving complaints in numbers considerably in excess of what they can reasonably process; and

Whereas, The inability of this office to expeditiously process legitimate claims results in undue hardship on union members and other working persons of the State of California; therefore be it

Resolved, By this Twelfth Convention of the California Labor Federation, AFL-CIO, that the budget of the office of the California Labor Standards Enforcement be increased sufficiently to enable it to employ additional competent personnel to provide more rapidity and efficiency in its services; and be it further

Resolved, That the aid of other affiliated locals, appropriate labor organizations, the Governor, and proper legislative repre-

sentatives be solicited to insure the prompt adoption of this resolution.

Referred to Committee on Legislation.
Adopted, p. 26.

Contractors State License Board

Resolution No. 3—Presented by California State Conference of Painters and Allied Trades, Martinez.

Whereas, The work load of the office of the Registrar of the Contractors State License Board has substantially increased; and

Whereas, The present number of field deputies is insufficient to adequately and timely investigate and resolve the complaints referred to them; and

Whereas, The shortage of personnel and the increased work load has created a situation conducive to inefficiency and this public agency's lack of ability to function on the behalf of the citizens of the State of California as was the intent upon its original creation; therefore be it

Resolved, By this Twelfth Convention of the California Labor Federation, AFL-CIO, that the budget of the Contractor's State License Board be increased sufficiently to enable said Board to employ further personnel as required by the Board, to enable it to expand its services and permit a more expeditious handling of its functions; and be it further

Resolved, That the aid of other affiliated locals, appropriate labor organizations, the Governor, and proper legislative representatives be solicited to insure the prompt adoption of this resolution.

Referred to Committee on Legislation.
Adopted, p. 26.

Payroll Deductions

Resolution No. 4—Presented by California State Conference of Painters and Allied Trades, Martinez.

Whereas, The California State Labor Code provides that all wages shall be due and payable either in lawful currency, or by negotiable check payable on demand at par, together with a receipt showing the employee's name, hours worked straight time, and hours worked overtime, deductions made and amount due, etc.; and

Whereas, The California State Labor Code at present contains no provision for a penalty for failure to issue a payroll deduction slip; and

Whereas, An alarming number of em-

ployers are paying employees in cash with no accounting for required withholding taxes due the federal and state governments, or fringe benefits due to the trust funds on an employee's behalf; and

Whereas, This deplorable situation is escalating and is extremely difficult to obtain conclusive evidence without a supporting payroll deduction slip, having been received by an employee; therefore be it

Resolved, By this Twelfth Convention of the California Labor Federation, AFL-CIO, that the labor laws of the State of California be amended to include a provision which would impose a substantial monetary penalty and possible imprisonment upon an employer convicted of willful violation of this requisite; and be it further

Resolved, That the aid of other affiliated locals, appropriate labor organizations, the Governor, and proper legislative representatives be solicited to insure expeditious passing of this important legislation.

Referred to Committee on Legislation.
Adopted, p. 25.

Solarcal

Resolution No. 5—Presented by California Federation of Teachers, Burbank.

Whereas, A new solar energy industry can provide clean, safe and inexhaustable energy supplies badly needed for our economic growth; and

Whereas, A new solar energy industry can stimulate large numbers of jobs for the more than one million Californians who are presently unemployed; and

Whereas, A new solar energy industry can encourage massive investment here in California instead of continuing the exportation of jobs and capital abroad by multinational corporations; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, endorse SOLARCAL, the proposal for a cabinet-level agency to develop solar energy and other conservation programs for every feasible building in California.

Referred to Committee on Resolutions.
Adopted, p. 24.

Full Employment

Resolution No. 6—Presented by California State Council of Carpenters, San Francisco and State Building and Construction Trades Council of California, Sacramento.

Whereas, Some areas in the United States have witnessed some improvements from the recession which began in 1973; and

Whereas, While unemployed workers

reach the highest post war record in May 1975 and remain at that record high level in many parts of the United States; and

Whereas, Inflation and high interest rates have failed to come down sufficiently to permit a full recovery toward full employment; and

Whereas, The earnings of the average worker's income has been eroded by inflation to the point where the median family's income and partial employment and its net spendable earnings have both fallen when adjusted for price increase; and

Whereas, The number of persons below the official government poverty line has increased; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, endorse the Humphrey-Hawkins Full Employment Bill, not only for the need but also in honor of the late Senator and Vice President, Hubert Humphrey.

Referred to Committee on Resolutions.
Adopted, p. 17.

Gasoline Tax Deductions

Resolution No. 7—Presented by California State Council of Carpenters, San Francisco and State Building and Construction Trades Council of California, Sacramento.

Whereas, Over the years, state and federal taxes have risen on the purchase of each gallon of gasoline; and

Whereas, These and all taxes have been considered as a deductible item when filing personal annual income tax returns; and

Whereas, The working people of this nation need every deductible item each year when filing their income tax returns; and

Whereas, Recently an interpretation by the I.R.S. unsuccessfully attempted to deny this deduction; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, use its influence and energies to combat and defeat any effort by the I.R.S. to disallow the deduction of gasoline taxes in computing personal income taxes.

Referred to Committee on Resolutions.
Adopted, p. 17.

National Health Security

Resolution No. 8—Presented by California State Council of Carpenters, San Francisco and State Building and Construction Trades Council of California, Sacramento.

Whereas, The health of the American people, their families and the medical care now available to them is the major con-

cern of the trade union movement; and

Whereas, The medical cost in the United States has increased well over 125 billion dollars, still depriving over 35 million Americans of health care or medical insurance; and

Whereas, The costs of hospitals and services have increased over 200% within the past three years, placing a financial barrier between millions of workers and an acceptable standard of health care; and

Whereas, America can no longer afford to spend its health care dollars through inefficient private plans which cannot control the ever increasing medical costs and provide quality care; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, fully endorse the Corman - Kennedy Health Security Act.

Referred to Committee on Resolutions.
Filed, p. 19.

Early Retirement

Resolution No. 9—Presented by California State Council of Carpenters, San Francisco.

Whereas, For many years the labor movement has been in the forefront in an effort to reduce the age for retirement; and

Whereas, A recent court decision ruled that private pension plans and/or employers can no longer enforce retirement at 65 years of age; and

Whereas, This court decision has encouraged various suggestions and, in some cases, legislative enactment which would increase to age 70 the eligibility for Social Security and/or pensions; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, reaffirm its position by reintroducing or supporting legislation that will lower the retirement age of eligibility for Social Security and/or pensions.

Referred to Committee on Resolutions.
Filed, p. 19.

Shorter Work Week

Resolution No. 10—Presented by California State Council of Carpenters, San Francisco and State Building and Construction Trades Council of California, Sacramento.

Whereas, Unemployment is the foremost problem facing our nation; and

Whereas, Unemployment is a contributing factor to another serious problem—crime; and

Whereas, Unemployment is largely re-

sponsible for many of the other social problems of our nation; and

Whereas, The economic policies of the past and present national administrations have proven inadequate to reduce the level of unemployment; and

Whereas, Economic policy has been predicted on the forty-hour work week; and

Whereas, Blind acceptance of continuation of the forty-hour work week ignores the tremendous increase in productivity due to technological advances; and

Whereas, A shorter work week would, in addition to alleviating the unemployment problem, provide increased time for recreational and cultural activities; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record memorializing the Congress of the United States to adopt the principles of a shorter work week, without a cut in pay, and to utilize its authority to enact legislation to accomplish this end; and be it further

Resolved, That copies of this resolution be sent to all California members of the House of Representatives and both California Senators.

Referred to Committee on Resolutions.
Adopted, pp. 19-20

U. S. Olympics 1984

Resolution No. 11—Presented by California State Council of Carpenters, San Francisco.

Whereas, The Olympic Committee has awarded the 1984 games to the City of Los Angeles; and

Whereas, Those objecting to the Olympics have circulated an initiative in opposition to the 1984 Olympics being held in Los Angeles claiming the costs of hosting the event would place an additional burden on the taxpayer; and

Whereas, The Olympics are financed by ticket sales and private contributions; and

Whereas, Many young people who participate benefit from their experience from the Olympic games; and

Whereas, Many jobs would be created in areas of the Olympic games in the construction and service trades; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, use its efforts to have legislation introduced which would allow a one dollar (\$1.00) voluntary contribution deducted from each taxpayer in the United States

to be set aside to finance the cities in the United States that host the games, using the same mechanics now used in financing Presidential candidates; and be it further

Resolved, That a percentage of the monies collected be prorated to all areas for Olympic tryouts; and be it finally

Resolved, That a percentage of monies collected be set aside to purchase uniforms, necessary equipment and transportation to the games for the best qualified athletes in the country.

Referred to Committee on Resolutions.
Substitute resolution adopted, pp 38-39.

Foreign Products and Union Label Education

Resolution No. 12—Presented by California State Council of Carpenters, San Francisco.

Whereas, Many American workers remain idle from the recession which started in 1973; and

Whereas, Many more workers have become the "displaced idle American worker," due to the practices of multinational corporations of shifting their production from the United States to low-wage nations abroad; and

Whereas, Department stores have taken advantage of the American bargain hunters who have been fooled during the Holiday season and year-end Holiday sales, by displaying items manufactured from nations abroad, claiming the items are marked down from the original prices; and

Whereas, In their advertising, department stores do not disclose that these items were made in foreign countries; and

Whereas, An organized educational campaign on the use and meaning of the Union Label could result in slowing the trend of the displacement of American workers and help in the development of new jobs; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, be authorized to include in its public relations programs, a program of Union Label advertising.

Referred to Committee on Resolutions.
Adopted, p. 38.

Licensing Law—Garment Industry

Resolution No. 13—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The infractions of existing labor law as they pertain to the apparel

industry far exceed violations of any other industry in the state; and

Whereas, It is common knowledge that base exploitation in the form of underpayments, no payments, no record keeping and industrial homework is most rife in the garment industry; and

Whereas, The state legislature and the Governor, in their good wisdom sought to ameliorate and at least partially correct this preponderance of labor violations and exploitation through the passage of AB 353 (the Industrial Homework Act); and

Whereas, AB 353 has helped in curbing some of the evils, but nevertheless the reports, complaints and documentary evidence still show that massive violations, especially with respect to payments of wages, record keeping and hours of work still continue unabated; and

Whereas, Because of the nature of the apparel industry, unique in its low capitalization, almost monthly modifications style wise, due to high fashion exigencies, easy mobility in dismantling or setting up production facilities literally within hours and the utilization of piece rates and piece work as the universally accepted methodology of production computation in this highly intensive labor industry, has proven beyond doubt that normal applications of enforcement under existing labor law codes do not work because the responsible parties and the perpetrators of the violations, by the time the complaints are filed and processed and investigated, are no longer in business, or have moved, or have changed names or have gone back into business under another name after temporarily closing down; and

Whereas, This process at the very best, with intense enforcement application and diligent investigation is massively time consuming and extremely costly to the State Division of Labor Standards Enforcement and may bring, when fully and totally processed, restitution, usually of a partial loss of wages rightfully due and payable only after many months or sometimes years and sometimes never; due to the disappearance or alleged claims of the responsible parties of inability to pay for the work performed, rather than outright refusal, which brings about the discounting and negating of any penalties or fines for the inordinate delays and nonpayments; and

Whereas, These defaults in payments of wages are incalculable in both amounts of dollars and suffering and in the ultimate manifestation of welfare payments; and

Whereas, It has become evident that the

garment industry as such, most definitely requires preventive enforcement before the fact rather than after violations have been committed; and

Whereas, Spot task force investigation of the State Division of Labor Standards Enforcement verify and document the extraordinary number of violations, such as 179 firms inspected with only 4 without violations and of the 175 with violations, they were found to have 86 on wages, 122 on homework and 214 on record keeping in a total of 432 violations; and

Whereas, Because of the utilization of vast numbers of undocumented workers in the garment industry where exploitation is very evident, widespread and is used as a means and syndrome of fear of exposure or deportation threats; many thousands of infractions and violations are not even filed adding more impetus and encouragement to continue and expand on the violations of labor law; and

Whereas, The only logical and pragmatic and economic approach to this accelerating travesty of labor law violation in the garment industry is to accept the acknowledgment that employers in the garment industry have and should bear a responsibility of complying with established labor law and an equal responsibility to the garment employees who work or will work for them without fear or frustration of facing non-payment of wages for work performed; and

Whereas, Such a solution is only by the licensing of garment manufacturers and contractors throughout the state with appropriate language and penalties that would guarantee the responsibility of such employers if they are to continue to engage in garment industry production in California; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, most strenuously urge the introduction and ultimate successful passage of a licensing law for the employers in the garment industry in the State of California.

Referred to Committee on Legislation.
Adopted, p. 25.

Child Care Facilities

Resolution No. 14—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is long standing recognition that working mothers are hampered in their efforts to obtain gainful employment and promotion on the job because adequate facilities for child care are not available either in quantity or quality, as they should be; and

Whereas, Lack of such child care facilities has resulted in economic distress to families where parents have been discouraged from seeking employment because of their absence; and

Whereas, This is harmful not only to the individuals involved but to our society because of the loss of productive buying power; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, call for the introduction of appropriate legislation both at the state and federal levels, to broaden child care services in scope and quality of services.

Referred to Committee on Legislation.
Filed, p. 51. Subject matter referred to Executive Council.

Representation Rights Through Union Organization For Women Workers

Resolution No. 15—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Women now constitute 40% of the work force in America; and

Whereas, Working women comprise only 25% of union membership; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, continue to urge its affiliates to initiate and support efforts toward achieving representation rights through union organization for women workers not presently protected by collective bargaining agreements.

Referred to Committee on Resolutions.
Adopted, p. 18.

Increase UI Benefits

Resolution No. 16—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment Insurance benefit payments do not reflect the increased Cost of Living or inflationary escalation; and

Whereas, Unemployment Insurance benefits should not be less than mere subsistence; and

Whereas, Unemployment Insurance benefits should be geared at the very least to be of such compensatory nature as to yield poverty level subsistence to Unemployment Insurance claimants, therefore be it

Resolved, That Unemployment Insurance benefits be amended so as to be based on the latest established federal government Bureau of Labor Statistics reviewed and recomputed annually taking into consideration and so adjusting such consideration in the rise or fall of the poverty level Cost of Living Index; and be it further

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation to amend Unemployment Insurance benefits so as to be based on the latest established federal government Bureau of Labor Statistics, reviewed and recomputed annually, taking into consideration and so adjusting such consideration on the rise or fall of the poverty level Cost of Living Index.

Referred to Committee on Legislation.
Filed, p. 27. See Policy Statement V.

Women Participation in Unions

Resolution No. 17—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Economic needs of American society have led to increasing numbers of women in the work force; and

Whereas, More women are entering the trade union movement; and

Whereas, Women are beginning to emerge into leadership positions in their unions; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge its affiliates to actively pursue within their own organizations a policy of stimulating and encouraging women trade unionists to fuller participation in their unions and in trade union-oriented groups such as the Coalition of Labor Union Women.

Referred to Committee on Resolutions.
Filed p. 18.

Affirmative Action Program

Resolution No. 18—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Women have not received opportunities for promotion and higher paying jobs because they have in the past been discouraged and often barred from holding them; and

Whereas, Experience has demonstrated that a paper policy of "non-discrimination" does not immediately break down centuries of discrimination and stereotypes—on both sides; and

Whereas, Various federal government regulations and orders require affirmative action in employment; and

Whereas, Many industries have instituted affirmative action programs to hire and upgrade women; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, encourage local unions to set up af-

firmative action committees to develop affirmative action programs to encourage employers through collective bargaining to achieve the following:

- a. An active effort is made to hire women in job categories where more should obviously be included.
- b. Recruitment sources and procedures are spelled out for recruiting a pool of candidates including qualified women for specific job categories.
- c. Promotion procedures are spelled out so that every employee is evaluated and encouraged to apply for openings regardless of present employment in traditional jobs lacking obvious promotional possibilities.
- d. Where women are already assuming responsibilities over and above those described in their job classification, such classification be revised to reflect more adequately the actual job being done and compensation it calls for.

Referred to Committee on Resolutions.
Adopted, p. 18.

Women Workers

Resolution No. 19—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The number and percentage of women in the work force has been increasing steadily; and

Whereas, Similarly, women comprise an increasing number and percentage of the nation's union members; 20% nationally and 22% in California; and

Whereas, The attitude and practices of employers and labor organizations have failed to keep pace with this influx of women workers. Consequently, discrimination continues in practice; and

Whereas, The Los Angeles County Federation of Labor, AFL-CIO, believes the labor movement should play an active role in the eradication of discriminatory practices against women workers in hiring, promotion, pay levels and opportunities for employment; and

Whereas, We further believe that the special problems created by increased employment of women requires immediate action; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge its affiliates when negotiating with employers to:

1. Evaluate all jobs as work with a rate of pay based on job content, skill and responsibility regardless of the sex of the worker doing the task.

2. Demand that promotions be granted on the basis of competence and qualifications and usual seniority rights.
3. Eliminate variations in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work laws.
4. Extend all contract rules and regulations heretofore applicable only to women and minors to the entire workforce.
5. Include hospitalization costs incurred for reasons of pregnancy in health and welfare plans.
6. Provide day care facilities for children of employed parents.
7. Correct contract language to reflect the coverage of women workers in all clauses, and neutralize any job classification titles which indicate males only.

Referred to Committee on Resolutions.
Adopted, p. 18.

Amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, Relating to Unemployment Insurance

Resolution No. 20—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Over the years, workers of the State of California have become concerned with the unemployment within the State; and

Whereas, Certain industries have faced larger unemployment percentages than the over-all State figures; and

Whereas, Those sections of the Unemployment Insurance Code, dealing with extended duration benefits do not take into consideration excessive unemployment by industry, but merely deal with the statewide unemployment figure; and

Whereas, The Unemployment Insurance Code should be amended to provide that greater unemployment in certain industries should make available to the workers in that industry extended-duration benefits, even though the economic situation of the State reflects a lower degree of unemployment than is found in that specific industry; and

Whereas, The Unemployment Insurance Code should be amended to provide a formula which would not only define the terms "Industry," but also grant to employees of a particular industry, aid and comfort, through the triggering of extended-duration benefits in a particular industry; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, submit to the regular session of the

California State Legislature, a bill to amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, to grant to those employees of a critical industry, where unemployment is excessive, as follows:

The people of the State of California do enact as follows:

Section 1.

Section 3503 of the Unemployment Insurance Code is amended to read:

3503. For the purposes of this part:

(a) "Extended duration benefits" means the extended unemployment compensation benefits payable under this part.

(b) "Normal Benefits" means the unemployment compensation benefits payable under Part 1 (commencing with Section 100) of this division.

(c) "Exhaustee" means an individual who is not entitled to normal benefits due to either of the following:

(1) He has an unexpired benefit year and has exhausted his normal benefits.

(2) His most recent benefit year expired in the State-extended duration month or the industry extended duration month in which he files a primary claim or in the immediately preceding three calendar months and he is not entitled to establish a benefit year.

(d) "State extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of employment claimed in California per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(e) "State-extended duration month" means a calendar month for which the state extension ratio equals or exceeds 0.06.

(f) "Industry extension ratio" means the ratio for a calendar month computed dur-

ing the month immediately preceding that calendar month by dividing:

- (1) The average number of weeks of unemployment compensated in California to individuals in an industry per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by
 - (2) The average midmonthly covered employment reported by employers in the industry for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.
- (g) An "individual's industry" means the industry of the employer or employers by who the individual was paid the greatest proportion of wages in his base period.

(h) "Industry-extended duration month" means a calendar month for which the industry extension ratio equals or exceeds 0.06 and also exceeds by at least three percentage points to the average of the industry extension ratios for five preceding corresponding calendar months. For the purpose of this subdivision there shall be excluded any calendar month for which the industry extension ratio resulted in or as computed for any calendar month prior to the effective date of this section would have resulted in establishing an industry-extended duration month, and there shall be substituted an equal number of preceding corresponding calendar months for any months so excluded. The director shall establish and maintain the data necessary to compute each industry extension ratio based upon weeks of unemployment compensated in California in the industry, but he may, until such data become available, compute any industry extension ratio based upon twenty percent (20%) of compensated claims expanded to represent one hundred percent (100%) of all weeks of unemployment compensated in California in that industry.

(i) "Industry" means any of the following:

- (1) Mining
- (2) Agriculture, forestry and fisheries.
- (3) Contract construction, including operative builders.
- (4) Manufacturers
- (5) Transportation, communication, electric, gas, and sanitary services.

- (6) Wholesale and retail trade.
- (7) Finance, insurance, and real estate, excluding operative builders.
- (8) Services
- (9) Government
- (10) Motion pictures & entertainment

(j) "Primary claim" means the first claim for extended duration benefits filed by an exhaustee with an effective date within a State extended duration month or an industry-extended duration month for the individual's industry for the purpose of establishing an extended duration award and an extended duration period.

(k) "Extended duration award" means the maximum amount of extended duration benefits available under this part to an eligible exhaustee.

(1) "Extended duration period" means a period beginning with the first day of the week with respect to which an exhaustee files a valid primary claim and ending with the last week which begins on or before the last day of the fifth calendar month following the State-Extended duration month or the industry-extended duration month in which the valid primary claim was filed.

(m) "Parent benefit year" means the benefit year with respect to which an individual becomes an exhaustee.

Section 2.

Section 3504 of the Unemployment Insurance Code is amended to read:

3504. The director shall during the month immediately preceding each calendar month compute the state extension ratio and the industry extension ratio for each industry for the calendar month and shall file his computations with the Secretary of State.

Section 3.

Section 3552 of the Unemployment Insurance Code is amended to read:

3552. An unemployed individual is eligible to receive extended duration benefits with respect to any week only if the director finds that:

- (a) An extended duration award has been established for him.
- (b) The week is within the extended duration period of the award.
- (c) He meets the eligibility requirements of Part 1 (commencing with Section 100) of this division, except those excluded under subdivision (b) Section 3502.
- (d) He is not subject to disqualification, and is not under disqualification for nor-

mal benefits, under any provision of Part 1 (commencing with Section 100) of this division.

(e) He has (i) during his base period been paid wages for employment by employers of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in the base period for his parent benefit year, or (ii) during his base period been paid such wages of not less than twenty dollars (\$20) in at least 15 of the calendar weeks ending in the base period for his parent benefit year, and in the four quarters immediately preceding the beginning of that base period been paid wages of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in such period, or (iii) during the period subsequent to the end of his base period and prior to the effective date of a valid primary claim for extended duration benefits been paid such wages of not less than twenty dollars (\$20) in at least twenty (20) of the calendar weeks ending in such period.

For the purpose of this third alternative only the term "wages" includes any and all compensation for personal services performed as an employee for the purpose of meeting this eligibility requirement.

The requirements of this subdivision (e) shall not apply if the effective date of a valid primary claim is within a State-extended duration month or an **Industry-extended duration month** for which the State extension ratio or the **industry extension ratio for the individual's industry** is 115 percent or more of the average of the State extension ratios or the **industry extension ratios for the individual's industry** for the previous 24 months. Any weeks included in a determination of eligibility for extended duration benefits shall not be used in a subsequent determination of eligibility for such benefits.

For the purpose of this section "wages" include wages due to an individual but unpaid within the time limit provided by law.

Section 4.

Section 3652 of the Unemployment Insurance Code is amended to read:

3652. (a) An exhaustee who desires to claim extended duration benefits shall file a valid claim. A primary claim for extended duration benefits shall be valid only if the director finds that:

- (1) Its effective date is within a **state-extended duration month or an industry-extended duration month for the individual's industry.**
- (2) The individual filing it is an unemployed exhaustee.

(b) For the purpose of determining whether a primary claim is a "valid primary claim" within the meaning of this section, an individual otherwise unemployed shall be deemed unemployed even though wages, as defined in Section 1252, which are for a period subsequent to the termination of a performance of services are payable with respect to the week for which he files his claim.

Section 5.

The provisions of Section 3504 of the Unemployment Insurance Code as amended by this act shall be operative commencing with computations for that calendar month the first day of which commences on or after the effective date of this act; and be it further

Resolved, That it is the feeling of Organized Labor that the California Labor Federation, AFL-CIO, should use its utmost strength to urge the Legislature to cause such a bill to be passed.

Referred to Committee on Legislation.
Adopted, p. 27.

Raise Taxable Wage Structure

Resolution No. 21 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The taxable base for Disability Insurance was raised to keep up with increased costs and benefits, to \$8,000 and \$9,000 in 1973; and

Whereas, The creditable tax base for Unemployment Insurance taxes (employer paid) is \$7,000 of annual earnings, an unfair figure, considering earning potentials and the high cost of living; and points to partiality on behalf of special interests; and

Whereas, The creditable tax base for Unemployment Insurance taxes should be, in order to insure equity, and in line with continuously rising costs; higher than Disability Insurance or Social Security tax basis which is now over \$13,000; and

Whereas, A tax of only the first \$6,000 of earnings is a tax on less than a starvation wage (as identified by the federal government) and is not an applicable or logical comparable figure in today's cost of living; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the Unemployment Insurance Code to raise the taxable base for Unemployment Insurance taxes to the same as

Disability Insurance taxes which are paid by the employee.

Referred to Committee on Legislation.
Filed, p. 27. See Policy Statement V.

Refusal to Cross Established Picket Lines

Resolution No. 22 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, In the event a labor dispute exists, referrals by Human Resources Development Dept. to alleged job openings at such place are not deemed suitable employment and no referrals are made; and

Whereas, Such policy is indicative that the State is acting in a neutral manner and is not, nor intends to aid or interfere with the trade dispute; and

Whereas, The crossing or refusing to cross established picket lines by people unrelated to the dispute should have at the very least the same rights of opinion as the State has in their interpretation of suitability, without the threat of penalty through denial of unemployment insurance benefits, if so exercised; and

Whereas, By such interference with the individual's right of decision through denial of unemployment insurance benefits to those refusing to cross a picket line, the State is aiding and abetting the breaking of strikes; therefore be it.

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the amendment of the Unemployment Insurance Code to provide that respecting an established picket line shall not disqualify any person in determining eligibility for Unemployment Insurance benefits.

Referred to Committee on Legislation.
Adopted, pp. 27-28.

Meaning of Supplemental Benefits

Resolution No. 23 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment Insurance benefits have not been increased commensurate with the rise and cost of living; and

Whereas, Some employers have implemented plans to augment or provide funds to those who are unemployed; and

Whereas, The Unemployment Insurance Code was amended to permit such employer plans without resultant disqualifications; and

Whereas, The Unemployment Insurance Appeals Board in a recent decision has partially negated the intent of the Unemployment Insurance Code; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the addition of language to Section 1265 of the Unemployment Insurance Code which will clarify the intent and meaning of supplemental benefits and to provide that such payments shall not be disqualifying whether the benefits are paid in addition to Unemployment Insurance benefits or whether the employer benefit is reduced by the amount of Unemployment Insurance benefits received.

Referred to Committee on Legislation.
Adopted, p. 28.

Good Cause to Refuse Job Offer

Resolution No. 24 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles

Whereas, A recent Unemployment Insurance Appeals Board decision has held that it was not good cause to refuse a job through an employment agency when a lesser rate of pay was offered because of the agency then would otherwise have been paid; and

Whereas, This penalizes the individual for using all means available to seek work; and

Whereas, The employer should not be able to discriminate as to rates of pay; and

Whereas, An employee should be able to command a wage commensurate with his skills and the prevailing rate in the industry; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the addition of new language to the Unemployment Insurance Code which will provide that Section 1, Section 1257.5 is added to the Unemployment Insurance Code, to read: "If a job offer is made through an employment agency for which the individual is required to pay a fee or incur a withholding of part of his wages as payment for the referral of such job, the refusal of such job offer shall be deemed to be a refusal with good cause.

Referred to Committee on Legislation.
Adopted, p. 28.

Change of Appellate Process and Appeals

Resolution No. 25 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment insurance and disability insurance are part of a broad social insurance program in the State of

California designed to eliminate the hardships of loss of employment by an employee through no fault of his own; and

Whereas, The Unemployment Appeals Board is a quasi-judicial body created to hear appeals from determinations as to eligibility by the Department of Human Resources; and

Whereas, Appeals from the decisions of the Unemployment Appeals Board lie in the Superior Court in a limited trial de novo; and

Whereas, Delay in the final determination of rights exerts an extreme hardship on the unemployed individual and fails to meet the purposes for which it was designed; and

Whereas, Appeals from the Workmen's Compensation Appeals Board, which is the third leg of a broad social insurance program, lie directly to the Court of Appeals and the Supreme Court of the State of California by way of Petition for Writ of Review and Petition for Hearing; and

Whereas, There being no good reason for a slower appellate process in the cases of unemployment insurance and disability insurance; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation for changing the Appellate process, providing that the Unemployment Insurance Appeals Board shall attach to all its decisions in which a request for review may be taken an explanation of a party's right to review, and shall provide assistance to such party where necessary; and

Requiring that a request for review shall be filed within six months of the date of the decision with the district court of appeal nearest the residence or business of the person requesting the review; and

Requiring that where the Director of Human Resources Development seeks judicial review he shall do so within six months rather than one year; and

Directing that the filing fees or other costs of any party shall be paid from the Unemployment Administration Fund.

Referred to Committee on Legislation.
Filed, p. 28.

Overpayments

Resolution No. 26 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Following the U.S. Supreme Court decision in the case of Java and Hudson vs. the Department of Employment, the California Department of Human

Resources Development changed its policy with respect to the waiver of overpayments; and

Whereas, Claimants are now assessed overpayments when they are without fault in the receipt of these benefits; and

Whereas, The California Department of Human Resources Development now actively pursues the collection of these overpayments; and

Whereas, This policy of the California Department of Human Resources Development in contrary to the intent of the Court, as expressed in dicta, in the Java case; therefore be it

Resolved, that the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek enactment of legislation providing for the amendment of Sec. 1180 of the Unemployment Insurance Code to provide that no overpayment shall be assessed for any benefits paid pursuant to determination or decision favorable to a claimant where the claimant is without fault, and that if a subsequent decision reverses a determination or decision favorable to a claimant, benefits shall cease as of the beginning of the week following the date of the decision.

Referred to Committee on Legislation.
Adopted, p. 28.

Transportation Time to Place of Employment

Resolution No. 27 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles

Whereas, For many years it has been the policy of the Department of Human Resources Development and the Appeals Board to use a criteria of one hour travel time in determining suitability of employment; and

Whereas, This policy has now been abandoned; and

Whereas, The expansion of this transportation time limit causes an undue hardship on many employees and prospective employees, especially in light of the increasing number of part-time jobs as opposed to full-time jobs being offered to employees; and

Whereas, Travel in excess of two hours per day creates an excessively long work day; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for amendment to the Unemployment Insurance Code providing that any individual

who leaves his job or who refuses a job where the transportation time from the individual's home to the place of employment is more than one hour by public transportation shall not be subject to disqualification under any provision of this article.

Referred to Committee on Legislation.
Adopted, p. 28.

Termination of Employment Through Resignation

Resolution No. 28 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Numerous situations have arisen where an employee submits a notice of resignation and the employer then terminates the employee prior to the effective date of resignation; and

Whereas, The separation from employment is a result of the employer's action; and

Whereas, The employee is unemployed at the time of separation through no fault of his own; therefore, be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for a provision to be added to the Unemployment Insurance Code to provide that in the case of the termination by an employer prior to the effective date of a notice of resignation, the separation shall be considered a discharge for other than misconduct.

Referred to Committee on Legislation.
Adopted, p. 28.

Add Dependency Benefits to Unemployment Insurance Code

Resolution No. 29—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, A basic purpose of California Unemployment Insurance legislation is to ease the burden of involuntary unemployment on the unemployed worker and his family; and

Whereas, Existing legislation does not provide for the relating of benefit rates to the cost of necessities of life for families of different sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek the enactment of legislation for additions to the Unemployment Insurance Code to provide for dependency benefits as presently are enacted into the Michigan

Unemployment Insurance Act, a minimum of \$5.00 additional added to the weekly benefit for each dependent, the total added benefits not to exceed \$35.00 weekly.

Referred to Committee on Legislation.
Adopted, p. 28.

Respect Collective Bargaining Agreements

Resolution No. 30—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, It appears that the California Unemployment Insurance Appeals Board considers the terms of a bona fide collective bargaining agreement to be immaterial as to its decisions; and

Whereas, The California Unemployment Insurance Appeals Board thus does not give credence to the basis of employer-employee relationships and covenants; and

Whereas, It is not and should not be within the purview of the California Unemployment Insurance Appeals Board to ignore or rewrite basic agreements sustaining employer-employee relationships; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for appropriate amendments to the Unemployment Insurance Code to provide that the terms and conditions of collective bargaining agreements shall not be arbitrarily altered by decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.
Adopted, p. 28.

Amend Sections 1253 C-1257 B of Unemployment Insurance Code

Resolution No. 31—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The terms "refusal of suitable work" (1257B) and "not available" (1253C) are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, In an eligibility determination for unemployment insurance benefits the two are often used in conjunction, in their efforts to sustain a disqualification for one reason or the other; and

Whereas, If an individual is not available for work, he is not effectively in the labor market; and

Whereas, A refusal of suitable work implies that the individual is actively in the labor market, and has refused some particular offer of suitable work; and

Whereas, The reasons for refusal of suit-

able work may disclose restrictions that indicate that the individual is not available for suitable work; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, support the view that a finding of unavailability is incompatible with the finding of a refusal of suitable work without good cause; and be it further

Resolved, That the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation to prohibit the practice of imposing a disqualification under Section 1253 C and Section 1257 B of the Unemployment Insurance Code on the same set of facts.

Referred to Committee on Legislation.
Adopted, p. 28.

Revise Partial System in California Administrative Code

Resolution No. 32 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The "partial" system for unemployment insurance payment through the issuance of notices of reduced earnings by the employer was introduced many years ago as a means of identifying claimants permanently connected with an employer, but laid off temporarily through lack of work; and

Whereas, The partial system, unrealistically identified that a layoff shall last no longer than two consecutive weeks, regardless of the nature of an industry, length of service of an employee, fluctuating economic conditions or the prohibitive costs of breaking in or training new personnel; and

Whereas, Title 22 of the Code of Civil Procedure spells out and is actually the manual of operations of the partial system in laying down the guidelines of the issuance of notices of reduced earnings; and

Whereas, At the end of two consecutive weeks of layoff and the issuance of two notices of reduced earnings, a claimant's status is automatically changed from "laid off" to "unemployed" regardless of the merits of each individual claimant or his connection with the industry or his employer; causing undue and excessive hardship on both the claimant and the employer; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to seek legislation for amendment of the provisions of the partial system procedure now contained in 1326-8C of Title 22 of the California Administrative Code and that the language be

modified whereby notices of reduced earnings issued by employers for laid off employees be honored for at least five consecutive weeks.

Referred to Committee on Legislation.
Filed as amended with statement, p. 28.

Quit Through Cause of Employer Operating in Violation of State or Federal Law

Resolution No. 33 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Statutes are enacted for the benefit of society; and

Whereas, It is obviously the intent of the legislature that there should be compliance with statutes; and

Whereas, The present application of the Unemployment Insurance Code aids an employer who is violating a statute; and

Whereas, An employee should not be penalized when the employer violates a statute; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for the addition of a Section to the Unemployment Insurance Code which will provide for conclusive presumption that an individual who leaves his employment whenever the employer is operating in any violation of any State or Federal law, has voluntarily quit with good cause.

Referred to Committee on Legislation.
Adopted, p. 28.

Showing of Present Injury to Employer's Interest as Cause for Discharge

Resolution No. 34 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The definition of misconduct under the Employment Insurance Code has long required a showing of willful and wanton disregard of the interest of the employer by the employee; and

Whereas, This had been interpreted as meaning a present injury to the employer or present disregard of his interest; and

Whereas, A recent Unemployment Insurance Appeals Board Decision has broadened this definition to provide that the disregard of the interest or the injury to the employer may be prospective and/or speculative; and

Whereas, It is inequitable and contrary to the intent of the Unemployment Insurance Code to penalize the employee based on the employer's random speculation; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for amendment to Section 1256 of the Unemployment Insurance Code requiring that there be a showing of present injury, to the employer's interest to establish a discharge for misconduct.

Referred to Committee on Legislation.
Adopted, pp. 28-29.

Add Section 1253.3 of the Unemployment Insurance Code

Resolution No. 35 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1252 of the Unemployment Insurance Code has been, in the past, liberally interpreted to provide that if a worker is unemployed during any given week, but shall be ill for one day, it should not affect his receiving of benefits; and

Whereas, A recent decision of the Unemployment Insurance Appeals Board has held that in a given week of unemployment, a worker, if he should be ill, is considered unavailable for work during that week, even though he is available every other day of that week; and

Whereas, This precedent of the Board affects the benefits that may be due a worker, and may affect all workers in the State of California at some time or another during periods of unemployment; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, request its legislative representatives to seek legislation to add Section 1253.3 of the Unemployment Insurance Code to provide that a worker's illness consisting of less than the majority of days in the given week of unemployment shall not affect his receiving benefits stipulated elsewhere in the Code, and be it further

Resolved, That if it is found desirable, the claimant be required to produce medical evidence of his illness.

Referred to Committee on Legislation.
Adopted, p. 29.

Eliminate Section 2677 of Unemployment Insurance Code

Resolution No. 36 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 2677 of the Unemployment Insurance Code presumes the disqualification of claimants for disability benefits where a disqualification has already been assessed under Section 1262

(which denied benefits to those claimants engaged in a trade dispute); and

Whereas, The intent of the State disability program is to provide benefits to the disabled worker upon medical certification of inability to work, therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek legislation to secure the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 50.

Amend Section 1279 of the Unemployment Insurance Code

Resolution No. 37 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1279 provides in part that "however, earnings up to twenty-one dollars (\$21.00) a week for which benefits claimed will not be deducted from the claimant's weekly benefits amount," and

Whereas, The economic structure of the State of California has tremendously expanded and living costs have risen since 1969 by many percentage points, it now becomes necessary to amend this Section of the Code; and

Whereas, The Code requires that a claimant report all earnings in any given week during which he may be unemployed, and this may bring about a reduction of the benefit payment allowed under the Code; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize the officers of the California Labor Federation to seek the enactment of legislation to amend Section 1279 to raise the amount stipulated in the Unemployment Insurance Code from twenty-one dollars (\$21.00) to the amount of twenty-five dollars (\$25.00), which would make the Code read, in part . . . "In excess of twenty-five dollars (\$25.00) . . ." or 25% of the weekly benefit amount of the individual claimant, whichever is greater.

Referred to Committee on Legislation.
Adopted, p. 29.

Amend Section 2627 (b) of Unemployment Insurance Code

Resolution No. 38 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The purpose and intent of disability insurance is to compensate in part for wage losses because of sickness or injury; and

Whereas, The imposition of a seven day waiting period, unless hospitalized is contradictory to the principle spelled out in Section 2601 which in part provides "to reduce to a minimum the suffering caused by unemployment resulting therefore" "shall be construed liberally" "declared purpose to mitigate the evils and burdens which fall on the disabled worker and his family" . . . ; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation to amend Section 2627 (b) of the Unemployment Insurance Code to provide that benefits shall be payable from the first day of illness for any illness extending beyond seven days.

Referred to Committee on Legislation.
Filed, p. 51. See Policy Statement VI.

Stenographic Reporting of Proceedings

Resolution No. 39 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The California Unemployment Appeals Board in some of the hearings held before its Referee is using recording equipment in lieu of stenographic reporting; and

Whereas, A task force has recommended that the Employment Development Department also use such electronic recording equipment in interviews; and

Whereas, Such equipment does not necessarily provide an adequate transcript due to the often occurring multiplicity of voices on the recordings; and

Whereas, In order to provide due process, a detailed and complete record of any proceedings should be maintained; therefore be it

Resolved, That the offices of the California Labor Federation, AFL-CIO, seek the enactment of legislation to provide that all proceedings before the California Unemployment Appeals Board and any two party proceedings at the level of the department be reported by stenographic process.

Referred to Committee on Legislation.
Adopted, p. 29

Legal or Illegal Detention

Resolution No. 40 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1253 (c) of the Unemployment Insurance Code requires a claimant to be available for work during the entire week which benefits are claimed; and

Whereas, An interpretation has been rendered which holds that if a claimant is unavailable for one or more days during any given claim week said claimant shall be disqualified; and

Whereas, This interpretation of availability has been applied to those situations where the claimant is illegally detained although he is subsequently found to be not guilty or that the legal detention has been improper; therefore be it

Resolved, That the officers of the California Labor Federation, AFL-CIO, seek the enactment of legislation to amend Section 1253 (c) of the code providing that if the claimant is illegally detained or is legally detained and subsequently found not to be guilty, said detention shall not render him unavailable for the period during which the detention took place.

Referred to Committee on Legislation.
Adopted, p. 32.

Unavailability Due To Personal Restrictions

Resolution No. 41 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1253 (c) of the unemployment code provides that a claimant must be able and available for work; and

Whereas, This Section of the code has been interpreted by the Appeals Board to mean that the claimant cannot restrict himself in any way and must meet what the Board considers to be community standards without regard to actual job potential; and

Whereas, The intent of the code is to provide benefits for those unemployed through no fault of their own who are seeking work; now therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation providing for an amendment to Sec. 1253-C of the Unemployment Insurance Code requiring that for a disqualification to be issued for unavailability due to personal restrictions or preferences of the claimant there must be a showing of a loss of specific work opportunities due to said restriction or preference.

Referred to Committee on Legislation.
Adopted, p. 32.

Restoring Fairness to Workers Compensation Premium Rates

Resolution No. 42 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Because of the method that

Workers' Compensation insurance premiums are computed, there is presently a disparity between Workers' Compensation Insurance premium rates paid by union and non-union contractors; and

Whereas, The premium at the present time would be twice the amount for a union roofer who is making \$500.00 a week as it would be for a non-union roofer who is making \$250.00 a week while the benefits would be the same for both; and

Whereas, The current system for setting Workers' Compensation premiums gives an unfair competitive advantage to contractors who pay less than union scale; and

Whereas, This competitive advantage can be equalized by changing the current system for setting Workers' Compensation premiums; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation as follows:

1. The current system for charging premiums at a certain rate per \$100.00 of payroll without maximum limits be nullified by action of the State Legislature; and
2. A new statute be enacted which would limit premium charges per \$100.00 of payroll for Workers' Compensation, to that weekly wage which is equal to the earnings that produce a maximum rate for Workers' Compensation Temporary Disability in accordance with Labor Code Section 4453.
3. That Workers' Compensation premium charges be strictly fixed and set by an appropriate State agency following public hearings.

Referred to Committee on Legislation.
Adopted, p. 52.

Provision of Reason for Discharge in Writing

Resolution No. 43 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, As a matter of civil rights and due process, an employee, summarily discharged from his place of employment should be advised immediately upon such discharge as to the reasons and circumstances believed by the employer to be the conditions causing such discharge; and

Whereas, Such information should be presented in writing (either English or Spanish) to such discharged employee; therefore be it

Resolved: That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment

of legislation calling for an amendment to the UI Code requiring employers at the time of the severance of an employee's service, to present to the employee a statement defining the reason and or circumstances of dismissal or severance from employment.

Referred to Committee on Legislation.
Adopted, p. 32.

Benefits Determination Guide

Resolution No. 44 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is in operation at the local offices of the E.D.D. determination sections a compilation manual known as the Benefits Determination Guide which is used in making disqualification determinations when the facts in the case of a particular claimant relate to a previous California Unemployment Insurance Appeals Board Benefit Decision; and

Whereas, There is nothing in the U.I. Code which gives the right to the Administration of E.D.D. the adjudicative or quasi-judicial powers to go beyond the scope of such Benefit Decisions; and

Whereas, Such extensions of Appeals Board Decisions have been unilaterally and arbitrarily implemented into the Benefits Determination Guide as is evidenced by V.Q. 500.1-1 (B.D.G.), 5/13/1960 as it applies to Benefit Decision 5742, resulting in the actual disqualifications of tens of thousands of claimants by this violation of due process, civil and moral rights of the claimants; and

Whereas, It is not the province of the Administration of E.D.D. to set biased standards as to whether good cause for voluntarily quitting exists, of as to what constitutes substantiality of a breach of agreement; and

Whereas, The Administration, by such adjudication further obviated the position and status of the California Unemployment Insurance Appeals Board and negated neutrality, impartiality, due process and civil rights of claimants and literally given an employee the right to breach an agreement through the gimmick of "Substantiality", by adding the following:

"However, even though the breach of agreement is substantial, the claimant will not have good cause for quitting if the wage he is receiving is equal to or more than the wage he probably could expect to receive with a new employer for like work after a like period of service"; which is a move towards unfair labor practices and unjust wage fixing; all predicated by the fact that the employer, the obvious

moving force, has misrepresented and committed a falsehood; and

Whereas, This usage of such B.D.G. is still going on, unjustly disqualifying claimants falling under this prejudicial and discriminatory concept; therefore be it

Resolved: That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek enactment of legislation which will abolish and make illegal the continued use or application of the present Benefits Determination Guide, and direct the Director of EDD to issue a new Benefits Determination Guide based solely and exclusively on the existing Precedent Benefit Decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.
Adopted as amended, p. 32.

E.D.D. Job Bank Utilization

Resolution No. 45 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, One of the confirmed important functions of the Employment Development Department is employment service, i.e., job referrals and placement through the Job Bank; and

Whereas, It is counter productive to any industry, community or the unemployed to have the Job Bank utilized for the purposes of undermining established standards in wages and working conditions; and

Whereas, Indiscriminate circumventive practices have been used in order to secure help through insufficient, misleading and erroneous information given to the Job Bank; and

Whereas, The deprivation of the use of the Job Bank to those employers who have abused this free privilege as a means to secure help, is not rigorously applied; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation to amend the U.I. Code so that acceptance of a job referral by the Job Bank may not be less than the prevailing wage for that job nomenclature, area and industry; and be it further

Resolved, That the U.I. Code be amended to provide that the abuse of the Job Bank by employer misrepresentation, erroneous information, or failure to pay the wages stipulated in the Job Bank order shall automatically deprive the employer from use of the Job Bank for a period of not less than two years.

Referred to Committee on Legislation.
Adopted, p. 32.

Liaison Efficiency Between Related State Agencies

Resolution No. 46 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Labor and management working conditions, provisions and responsibilities as stipulated in the California Labor Code, and in the California Unemployment Insurance Code of necessity ought to be, interrelated with reference to adherence and compliance; and

Whereas, In the daily pursuits of processing complaints as to compliance, it becomes evident to one agency that there was a transgression, alleged or prima facie, committed that falls under the jurisdiction or code of another agency; and

Whereas, Disclosure of such a transgression should, as a matter of due course and regulatory procedure, be reported to the related governmental agencies; and

Whereas, Such efficiently functioning inter-agency liaison does not presently exist or is stopped by contradictory procedural or quasi-judicial decisions; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the establishment of an ongoing program for liaison between the Employment Development Department and the Division of Labor Standards Enforcement.

Referred to Committee on Legislation.
Adopted as amended, pp. 32-33.

Waiver of Waiting Period

Resolution No. 47 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The inclusion of a waiting period in the unemployment procedure for any new claim was specifically designed to save fund monies from being quickly dissipated with one week temporary layoffs; and

Whereas, Another one of the so-called justification for the waiting period has been the presumption that a short one week layoff does not seriously endanger the economic status of such short term unemployed individual; and

Whereas, In reality an unemployed worker is just as unemployed the first day as he is the fourth week or as long as such unemployment lasts; and

Whereas, The financial burden of the unemployed compounds itself with each passing week with unpaid debts, and unemployment insurance compensation rep-

resents only a minimum base existence; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the UI Code that would waive the waiting period if claimant is unemployed for five consecutive weeks or more.

Referred to Committee on Legislation.
Adopted, p. 33.

Variable Disqualifications

Resolution No. 48 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The imposition of a rigid disqualification such as defined in Section 1256 of the U.I. Code is diametrically contrary to the entire concept and practice of American jurisprudence; and

Whereas, Ongoing proven practices in criminal law, and remedial law, utilize individual merits of the case, mitigating circumstances, judgmental errors, questions of premeditation, contributory factors, to name a few, thus taking into consideration necessary variables in our judicial systems; and

Whereas, Not even in felony cases involving possible capital crimes and punishment is the ultimate sentence so stringent as that which is contained in Section 1256 for a voluntary quit or discharge for misconduct; and

Whereas, With the recent rate of unemployment in the vicinity of over 1,000,000 in California, the chances of securing new employment to satisfy this disqualification is minimal, thus increasing the likelihood that claimant will become a welfare case; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to Section 1256 of the U.I. Code to change the disqualification penalties to a variable type ranging from two to eight weeks, depending on all of the circumstances that precipitated an individual leaving his or her job voluntarily or being discharged.

Referred to Committee on Legislation.
Filed, p. 33. Subject matter referred to Executive Council.

D.I. Payments at 2/3 Wages

Resolution No. 49 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Disability insurance is a totally employee funded program and was designed to reduce to a minimum the suffering caused by unemployment resulting

from sickness or injury and to construe liberally in aid of its declared purpose to mitigate the evils and burdens which fall on the unemployed and disabled worker and his family; and

Whereas, Disability benefits at present at the highest level of payment, constitute at best a fraction of over 50% in compensation as compared with loss of earnings, which is woefully inadequate and certainly does not reduce to a minimum the financial suffering caused by unemployment resulting from sickness or injury; and

Whereas, Disability benefit payments in the amount of 2/3 of average weekly earnings is a more logical and true figure in line with the intent and portend of the legislature as spelled out in the Unemployment Insurance Code Part 2, Disability Compensation, Chapter 1, Section 2601; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would set disability compensation at 2/3 the average weekly earnings.

Referred to Committee on Legislation.
Filed, p. 51. See Policy Statement VI.

Repeal a Strike Against One Is a Strike Against All

Resolution No. 50 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, In all interpretations covering unemployment insurance eligibility brought on by voluntary quits, discharges, trade disputes, etc., the main governing factor applied in making a determination to pay or to disqualify the claimant is primarily the answer to one question, "who was the moving party?"; and

Whereas, This basic guideline, as applied to a trade dispute identifies an action of a strike vote as an in concert, arbitrary position and establishes the workers, through their union representation as the moving party with the resultant disqualification of unemployment insurance benefits; and

Whereas, On the other hand such an arbitrary, in concert position of employers through their association representation (an employer union) in their declaration that a strike against one is a strike against all, a prima facie initiatory action, is not interpreted as determined that the employers and their association is the moving party; and

Whereas, Such double standards of legal interpretive application totally nullifies the neutrality status of the Employment Development Department, a government

agency, and blatantly aids and abets management against labor, making a mockery out of collective bargaining as the true economic highway; and

Whereas, Such a flagrant miscarriage of justice can only be corrected through legislative action; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would clearly spell out that an employer/association pronouncement or activity that a strike against one is a strike against all constitutes a clear case that the employer/association is the moving party in such action, mandating that unemployment insurance benefits be paid to all employees affected by such action.

Referred to Committee on Legislation.
Adopted, p. 33.

Abolish U.I. Experience Rating System

Resolution No. 51 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The experience rating system for unemployment insurance tax purposes is archaic patronage and a tax evasion loophole placing an unfair and undue burden on 10% of the employers who out of 375,000 employers are the only ones paying all or close to the full unemployment insurance tax for its employees; and

Whereas, By its existence, the public at large is hoodwinked into the belief that all employers are really taxed 4.9% of their employees' gross wages up to \$7,000 each; and

Whereas, There is no justice, equity or equality any more in the concept that lower or higher percentages of tax for the benefit of employees out of work through no fault of their own, should prevail for selective groups of employers; and

Whereas, If all employers were to pay the same percentage of tax, that percentage necessary to maintain a viable, solvent and efficient fund could reduce the tax percentage at least in half due to the fact that so many employers are not even paying one half of what other employers are paying; and

Whereas, The excuse that those employers who pay a smaller tax have less unemployment is a fallacy and actually takes place because those employers usually utilize big powerful consultants who fight every case so that the employers' reserve account, which is the guideline for experience rating taxation, is not charged; and

Whereas, There is no experience rating system for Disability Insurance tax which is totally funded by employees; and

Whereas, Profits are gleaned by the employers from the work of their employees for every hour worked and every dollar earned and not up to \$4,200 or \$7,000 or \$9,000, or \$15,300; and

Whereas, To excessively charge employers who operate a seasonal business is a loss incentive for such employers to maintain and go into and stay in seasonal industries even though, especially in California, such seasonal enterprises are a vital and necessary adjunct to the State's entire economy; and

Whereas, The administrative cost of bookkeepers, auditors, accountants, computers, computer time, paper work and paper, both at the employer's level but especially in the State Tax Department could be reduced by untold millions of dollars if there would be a flat, fixed percentage of tax for unemployment insurance for all employers; and

Whereas, The increase in revenue and the savings in revenue costs, by the abolition of the experience rating system could be utilized for greater benefit and less stringency of application of the U.I. Code; thus lessening also the tremendous load of appeal cases and the ever rising cost of the judicial system involving the Administrative Law Judges and the California Unemployment Insurance Appeals Board, paving the way to making the California Employment Development Department operate with greater intent and portent of what unemployment insurance is supposed to be; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would abolish the California Unemployment Insurance Experience Rating Tax System and replace it with a flat uniform equal percentage of tax to be paid by all employers for their employees.

Referred to Committee on Legislation.
Adopted, p. 33.

U.I. Confidentiality Laws

Resolution No. 52 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The confidentiality sections of the California Unemployment Insurance Code are much too narrowly and stringently applied to the point that they work to the disadvantage of claimants in 1) thwarting, on behalf of their members, queries by union representatives concern-

ing claims, dates, disqualifications, discussions, interviews, etc., 2) abuses in the utilization of the job bank, 3) unemployment insurance tax payments or failure to pay such taxes; and

Whereas, All to the point that strict censorship rather than confidentiality prevails and operates contrary to the principles of the Federal Freedom of Information Act; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation that would more liberally interpret the confidentiality sections of the U.I. Code so that information sought for on behalf of a claimant/member be not denied, delayed or circumvented with technicalities as is presently interpreted by the existing confidentiality laws.

Referred to Committee on Legislation.
Filed, p. 33. Subject matter referred to Executive Council.

Repeal Precedent Benefit Decision PT-125

Resolution No. 53 — Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is now a Precedent Benefit Decision of the California Unemployment Insurance Appeals Board #PT-125 Case #T-70-61, which in effect exempts and gives employers relief of their obligations of unemployment insurance tax for their employees who work at home; and

Whereas, This type of decision is obviously biased, and prejudicial by discriminating one type of worker from another, thus affording a tax loophole to such employers who employ industrial homeworkers; and

Whereas, Although this case dealt with homework on plumbing parts and identified these homeworkers as independent contractors; nevertheless the Benefits Payment and Tax Collections Department, responsible to collect unemployment insurance taxes claims estop on all industrial homeworkers, including those prohibited by law, and operating illegally, such as garment homeworkers, from tax collections by the employers of such illegal homeworkers, due to existence of Precedent Benefit Decision PT-125, thus giving greater credence and inducement to garment employers to violate the law with the use of industrial homeworkers; therefore be it

Resolved, That Precedent Benefit Decision PT-125 is wrong, unfair and discriminatory and should be repealed; and be it further

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO,

authorize its officers to seek the enactment of legislation to repeal Precedent Benefit Decision P.T.-125.

Referred to Committee on Legislation.
Filed, p. 33. Subject matter referred to Executive Council.

Advisory Group Expenses

Resolution No. 54—Presented by Sacramento Central Labor Council, AFL-CIO, Sacramento.

Be It Resolved, By the Twelfth Convention of the California Labor Federation, AFL-CIO, that Article XV, F (Political Recommendations and Endorsements), Section 7, on page 49 of the Constitution of the California Labor Federation, AFL-CIO, be amended by adding the following sentence after line 7 of Section 7:

“For their services the members of the advisory group shall receive expenses in the same amount as that listed in Article XI, Section 1.”

Referred to Committee on Constitution.
Filed, p. 58. Subject matter referred to Executive Council.

Hubert H. Humphrey

Resolution No. 55—Presented by Glass Bottle Blowers No. 81, Tustin.

Whereas, on January 13, 1978, organized labor lost one of the best friends it ever had in Congress, by the death of Hubert Humphrey; and

Whereas, He will long be remembered for the stand he took on civil rights issues, health care, social security, aid to farmers, and the guarantee of rights to the American worker; and

Whereas, He fought to the end for the passage of the Humphrey-Hawkins Bill, designed to combat unemployment, and for the Labor Reform Bill, to protect the rights of the American worker; and

Whereas, At the Minnesota State AFL-CIO Convention in 1977, he stated, “The History of the labor movement needs to be taught in every school in this land . . . America is a living testimonial to what free men and women, organized in free democratic trade unions can do to make a better life . . . We ought to be proud of it!”; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge the State Legislature to take the initiative and pass legislation to allow labor history to be taught in our schools in honor of this great Senator from Minnesota, Hubert Humphrey; and be it further

Resolved, That this resolution be sub-

mitted to the National AFL-CIO Convention for its adoption; and be it finally

Resolved, That copies of this resolution be sent to President Carter and members of Congress.

Referred to Committee on Resolutions.
Adopted, p. 24.

Board of Dental Examiners

Resolution No. 56—Presented by So. Calif. Dental Technicians & Assistants No. 100, Los Angeles.

Whereas, Union dental plans are expanding in California at a great rate; and

Whereas, It is estimated that three quarters of a million union employees and their dependents are now covered by such plans; and

Whereas, Unions are probably the largest group of consumers of dental services in the State; and

Whereas, Dental assistants and technicians working in this occupation are inadequately paid; and

Whereas, The State Board of Dental Examiners, with an overwhelming majority of employer-dentists, issues various directives which affect union members in wages, as an employee or as a patient, in prices; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, demand that the public representative on the State Board of Dental Examiners be a member of Organized Labor familiar with the problems in this field and that Governor Brown be so notified.

Referred to Committee on Resolutions.
Adopted, p. 39.

Uniforms

Resolution No. 57—Presented by So. Calif. Dental Technicians & Assistants No. 100, Los Angeles.

Whereas, The price of uniforms for dental assistants has tripled with the past two years; and

Whereas, it has become a major item in the budget of people working at or close to the state minimum wage; and

Whereas, The Department of Industrial Relations of the State of California persists in reading into the law criteria which do not appear in the Code in defining the meaning of a uniform; and

Whereas, Their interpretation is based upon administrative rulings which make the criteria of design, style, and material binding against all common sense; and

Whereas, Their arbitrary and unfair

ruling is working great hardship on the working poor, and in the case of dental assistants which is a 100% women's occupation, upon women; therefore, be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, demand that the Department of Industrial Relations review its policy of defining uniforms and safeguard the interests of the working poor by requiring the dentist to furnish all apparel other than street clothes.

Referred to Committee on Resolutions.
Adopted, p. 39.

Minimum Wages

Resolution No. 58—Presented by So. Calif. Dental Technicians & Assistants No. 100, Los Angeles.

Whereas, The recent increases in the Federal and State minimum wages did not reach the real value in terms of purchasing power of the state minimums in the 1940's; and

Whereas, The rate of current inflation has eaten up even the 1977-78 increase and will more than eat up the scheduled increases in the minimum wages; and

Whereas, The Jarvis victory shows what disasters excessive taxation brings; and

Whereas, Calculations by the State do not even figure taxes in contemplating minimum wages; and

Whereas, The Department of Labor says categorically that more than 80% of all women work at the lowest paid jobs, that is clustering around the Federal or State minimum; therefore be it

Resolved, That in view of the September meetings called by the State on minimum wages in preparation for further hearings that the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record

1. To have the Research Department of the Federation determine a minimum wage based not only upon factors considered in the past but also taxation and the automatic indexing of the minimum wage based upon the cost of living.

2. To have those people appointed to represent Labor organizations on the Wage Board to meet at least once jointly to have a common position on this matter before the State fixes the next round of minimum wages.

Referred to Committee on Resolutions.
Adopted, p. 53.

Arbitration

Resolution No. 59—Presented by So.

Calif. Dental Technicians & Assistants No. 100, Los Angeles.

Whereas, The cost of arbitration continues to escalate averaging over \$1,000 per case; and

Whereas, Quite often the sums that may be collected on individual cases sent to arbitration may be much lower than this amount; and

Whereas, Many employers force arbitrations to bankrupt small local unions; and

Whereas, The Division of Labor Law Enforcement refuses to hear cases in which a union contract with an arbitration clause as the final grievance step is in effect, and orders the parties to go to arbitration, thus helping the employer force many arbitrations; and

Whereas, Since the limit in Small Claims Court is \$750; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, call upon the Division of Labor Law Enforcement in those cases where both the union and individual, because the amount of money that might be recovered is below \$750, ask to waive the arbitration clause and submit the grievance to the Division of Labor Law Enforcement that the Division be required to take the case; and be it finally

Resolved, That if there be a legal barrier to this procedure in the State Labor Code that the Code be amended to allow for such procedure.

Referred to Committee on Legislation.
Adopted, p. 25.

Jewish Labor Committee

Resolution No. 60—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U., Los Angeles.

Whereas, The Jewish Labor Committee (JLC) has, since its founding in 1933, been unswervingly committed to common goals and shared mutual aspirations with organized labor and cooperated in joint programs with organized labor; and

Whereas, The JLC aids the labor movement in efforts to organize the unorganized; and

Whereas, The JLC has endeavored to enlist community support for labor law

reform and other priority projects of organized labor; and

Whereas, The JLC has sought to promote recognition of and reciprocal support for common concerns of community groups and organized labor; and

Whereas, The JLC has supported the U.S. labor movement in its international programs to advance trade unionism and democracy in every area of the world; and

Whereas, The JLC has backed the free labor movement in its opposition to Communism, Fascism and other totalitarian and ultra-reactionary movements, institutions and states which stifle free trade unionism, repress democracy and exploit the working people; and

Whereas, The JLC leadership, membership, staff and affiliated organizations are drawn from organized labor and labor oriented movements; and

Whereas, The JLC engages in far-flung programs of education, public relations, and social action to advance civil rights, equal opportunity and improved living and working conditions for all; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, endorse the Jewish Labor Committee, commend it for its enduring forward looking philosophy and program, and urge support for its activities.

Referred to Committee on Resolutions.
Adopted, p. 36.

Health Care

Resolution No. 61—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U., Los Angeles

Whereas, Illness, disease, disability—occasional and/or protracted and/or chronic and/or catastrophic—are a major problem of American life; and

Whereas, Health care costs are an intolerable burden on most Americans; and

Whereas, Health plan coverage achieved through collective bargaining and by other means can neither by itself meet all exigencies nor reach all people's needs; and

Whereas, Present health care systems discriminate against and impose disproportionate costs on the families of minori-

ties, the low income and the working poor; and

Whereas, The primary standard for measuring the success and adequacy of a health care program should be the physical, mental, and financial well-being of the patients; and

Whereas, Federal government umbrella planning and funding is essential to provide adequate health care for all Americans; and

Whereas, Such Federal programming should be directed to promoting research, providing health personnel, expanding facilities, and controlling the quality of health care delivery and above all assuring availability of funds to pay for the health needs of every individual American; and

Whereas, Such a program should include preventive as well as remedial medical care; and

Whereas, Such a federal umbrella health plan should involve existing public and private, local and state, health projects and institutions; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, favor enactment of federal legislation to assure adequate, comprehensive health care for every American; and be it further

Resolved, That any such health security plan should meet at least the standards of the Kennedy-Corman bill.

Referred to Committee on Resolutions.
Adopted, p. 19.

Labor Law Reform

Resolution No. 62—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U., Los Angeles

Whereas, Under present federal labor law, loopholes, deficiencies and shortcomings have permitted employers' unfair interference in and obstruction of workers' rights to freedom of speech, assembly, organization, and collective bargaining; and

Whereas, Employers have all too frequently succeeded in circumventing workers' manifest will to join organizations and bargain collectively; and

Whereas, Repressive employers have

found the means to use gimmicks, subterfuges, stalling, intimidation, and spying and other blatantly illegal practices (since the penalties for violating the present law are often milder than the costs of collective bargaining), for flouting the wishes of employees, thwarting union organization and undermining collective bargaining; and

Whereas, Section 14(b) of the Taft-Hartley Act has been a particularly pernicious instrument to prevent workers from bargaining for union security provisions in contracts in some areas by allowing State laws against the union shop to pre-empt federal labor law which provides the opportunity for workers to vote for the union shop; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, favor labor law reform and support the pending labor law reform bill in the U.S. Senate (S.2467), the companion bill in the House of Representatives having already been adopted, as a major and indispensable starting for winning justice for American workers.

Referred to Committee on Resolutions.
Adopted, p. 23

A. Philip Randolph Institute

Resolution No. 63—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U., Los Angeles

Whereas, A. Philip Randolph's life and works are an historic contribution to and symbol of cooperation of black community and organized labor idealism and practical activism for the advancement of civil rights, human rights and all working people everywhere; and

Whereas, The A. Philip Randolph Institute is an institution which carries on his work through systematic organization, membership of working people and labor leadership concern with the problems of black people and other disadvantaged people; and

Whereas, The A. Philip Randolph Institute works within the councils of the labor movement at every level; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, endorse the A. Philip Randolph In-

stitute and urge affiliated unions to cooperate with it in its programs.

Referred to Committee on Resolutions.
Adopted, p. 36.

**Labor Council for
Latin American Advancement**

Resolution No. 64—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, San Francisco; Southern California District Council, San Francisco Joint Board and the Los Angeles Joint Board, I.L.G.W.U., Los Angeles

Whereas, The Labor Council for Latin American Advancement (LCLAA) is an authentic voice of the Hispanic-American community in the U.S.; and

Whereas, LCLAA is devoted to the cause of trade unionism as the best hope for Hispanic-American progress; and

Whereas, LCLAA believes in expanding Hispanic-Americans' participation in the labor movement and its processes for promoting equality, opportunity and dignity for all; and

Whereas, Hispanic-Americans are a numerous and important element in the life of California and the Southwest U.S.; and

Whereas, Hispanic-Americans encounter discrimination and various impediments and barriers to equal access to jobs, education, and housing; and

Whereas, LCLAA believes in working with organized labor as a vital ally in public education, social action, and community cooperation to help Hispanic-Americans and all other groups and individuals in America; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, applaud the LCLAA for ideals, far-reaching programs and cooperation with trade unionism; and urge affiliated bodies to support its efforts.

Referred to Committee on Resolutions.
Adopted, p. 36.

N.A.A.C.P.

Resolution No. 65—Presented by International Ladies Garment Workers, Locals 55, 84, 96, 97, 270, 271, 293, 451, 482, 497, 512, Los Angeles; Ladies Garment Cutters No. 213, Dressmakers No. 101, Office & Distribution Workers No. 214, Cloakmakers No. 8, San Francisco; Southern California District Council, San Francisco Joint

Board and the Los Angeles Joint Board, I.L.G.W.U., Los Angeles

Whereas, The National Association for the Advancement of Colored People (NAACP) is the most representative mass membership organization of the black community in the U.S.; and

Whereas, The NAACP has become a constructive force and lasting tradition for unifying action in the black community; and

Whereas, The NAACP has over the years enlisted the cooperation and support of organized labor in activity and program planning; and

Whereas, The NAACP pursues education, legislation and community action to promote civil rights and equal opportunity and to oppose discrimination based on race, color, creed, national origin and sex; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, extend its support and cooperation to the NAACP.

Referred to Committee on Resolutions.
Adopted, pp. 36-37.

Support Union Dental Services

Resolution No. 66—Presented by Dental Technicians and Allied Workers No. 99, San Francisco.

Whereas, Large numbers of AFL-CIO members are now covered by dental plans negotiated as a part of their collective bargaining contracts; and

Whereas, Many of these union members patronize dentists whose offices are non-union and who get their laboratory work done in non-union laboratories; and

Whereas, It is an established policy of the AFL-CIO to urge union members to buy union products and use union services; and

Whereas, There are two unions of dental technicians and other workers in the dental field in California affiliated with the International Jewelry Workers Union, AFL-CIO (Local 99 in Northern California and Local 100 in Southern California); and

Whereas, These unions are attempting to organize non-union dental offices and laboratories and meeting with the vigorous opposition of the owners; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, urge all affiliates to take the following steps:

1. Wherever possible, take action to help insure that the services provided un-

der union-negotiated dental plans be performed in offices and laboratories under union contract.

2. Do everything possible to educate the membership to the importance of "Buying Union" on dental services just as on other services and products.
3. Support the "We Do Not Patronize" campaign whenever directed against all anti-union dentists and laboratories.
4. Give any possible assistance to organizing non-union dental offices and laboratories in areas where organization does not yet exist.

Referred to Committee on Resolutions.
Adopted, p. 38.

Excessive Insurance Costs

Resolution No. 67—Presented by California State Branch Amalgamated Meat Cutters & Butcher Workmen of North America, AFL-CIO, San Francisco.

Whereas, There have been outrageous increases in the premium charges for all types of insurance; and

Whereas, Those affiliated with organized labor and particularly the elected representatives of organized labor have been assessed disproportionate increase; and

Whereas, This has occurred in every line of insurance from workers' compensation, auto, home and comprehensive to insurance applicable to organizations themselves; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for a complete investigation of the rate structure of all types of insurance, including specifically the relationship between the amount of premium, claims paid, commissions paid, administrative charges of all kinds and identification of any alleged expenditures with respect to the coverage beyond those items.

Referred to Committee on Legislation.
Adopted, p. 25.

Protection of Workers from Toxic Chemicals

Resolution No. 68—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, the health and safety of American workers are under increasing attack from chemicals which are produced by some of the nation's giant corporation, and

Whereas, These corporate giants have shown little concern for the health and safety of their workers or the workers

in the employ of companies who buy their chemical concoctions; and

Whereas, The Department of Labor's OSHA program and California's OSHA program which are administered by the Department of Industrial Relations are crucial to the protection of working people in the face of much corporate irresponsibility; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, meeting in convention in 1978 call on the President and Congress and the Governor and the Legislature to fund these OSHA programs at a more adequate level so that the working people of America can be more effectively protected from cancer, sterility and other diseases caused by toxic chemicals in the work place.

Referred to Committee on Resolutions.
Adopted, p. 19.

AID-United Givers

Resolution No. 69—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, During the year 1951, the labor movement in Southern California, in cooperation with leading citizens of the community, formulated a fund-raising organization known as AID-United Givers for the purpose of supporting health and welfare agencies; and

Whereas, The AID concept, a federation of givers with control remaining in the hands of the donors themselves, welcoming and encouraging each donor, if he desires, to designate where his charity dollar should go or not go, has proven to be a highly satisfactory and successful organization as a method for the labor movement to fulfill its obligation to the less fortunate in the community; and

Whereas, Labor's participation has been and will continue to be an integral part of the AID program, not only being instrumental in the formation of AID, but actively contributing to its decision-making process through its full 1/3 representation on all AID boards and committees, side by side with management and the public, and

Whereas, The employees of AID are members of the Office and Professional Employees International Union, Local No. 30, AFL-CIO, CLC, and are working under favorable conditions of a union contract with that organization in Southern California totally unionized and using union label materials; and

Whereas, AID is the only federated fund-raising organization in Southern California whose employees are totally organized, it

is not only worthy and deserving but should receive the unanimous support of all organized labor in the areas served, in the tradition of organized workers supporting each other; and

Whereas, AID, in its 27 years of existence has raised and distributed more than 290 million dollars for charitable purposes, and

Whereas, AID's origination of the payroll deduction plan for charitable giving in the Southern California area has brought order and efficiency in fund-raising, resulting in AID having had the lowest fund-raising costs in the nation for 25 years and AID's continuing low fund-raising costs of approximately 8%; and

Whereas, The full-time staff members of the Labor Relations Department of AID provide a year-round program working as liaison with all of Organized Labor, advocating charitable giving, with the full support of the unions and employee associations, thus giving well deserved recognition to all organized employees for their contributions; and also work cooperatively with labor representatives of other federated fund-raising and charitable organizations, to provide referral service to all people in time of need; and

Whereas, Contributions through AID cover the entire spectrum of human need with its undesignated funds now providing support for not only those health agencies associated with AID but the United Way Agencies and its partners; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, endorse the AID-United Givers program and reaffirm its position in support of AID-United Givers and pledge complete support to its continuance; and be it further

Resolved, That the California Labor Federation, AFL-CIO, advise its affiliated unions of the total unionizing of the AID-United Givers staff and its use of the union label and urge increased participation of its affiliated unions and their members in cooperation with the AID staff in those industries now having AID chapters; and be it further

Resolved, That affiliated unions cooperate with the AID staff in bringing into the AID program those industries or offices not now in the AID program; and be it finally

Resolved, That the Los Angeles County Federation of Labor, AFL-CIO, has adopted a like resolution.

Referred to Committee on Resolutions.
Adopted, p. 37.

Support for 1978-79 United Way Campaign

Resolution No. 70—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, For many years the labor movement in California as well at nationally has advocated the principle of federation in fund raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of Organized Labor; and

Whereas, The National AFL-CIO Community Services Committee has, with the approval of the AFL-CIO Executive Council, adopted as basic principles that the union member has a responsibility to his community, that he must be concerned about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for United Way and other united campaigns should be buttressed by participation of union members in the activities, plans, and programs of all voluntary health and welfare agencies through serving on the policy-making boards, councils and other committees of United Way and their federated service agencies; and

Whereas, The AFL-CIO, through its Department of Community Services on the staff of United Way has worked together with the United Way and its member agencies for the benefit not only of union members, but also for the total community; and

Whereas, In California several central labor bodies have labor representation on the staff of United Way and Red Cross in established Community Service Departments as a permanent part of the full-time staff members on the United Way payroll and the Red Cross payroll, devoted to a year-round program of education, health and welfare referral services, strike assistance, etc., to union members and their families; and

Whereas, In Southern California, 250 United Way agencies and the American Red Cross, with 13 local chapters, have

now joined together in a campaign partnership with local affiliates of the American Cancer Society, American Diabetes Association, American Heart Association (excluding Long Beach), City of Hope, Crippled Children's Society of Los Angeles County, Hospital Care Fund, Lung Association of Los Angeles County (excluding the Long Beach and Pasadena Chapters), Mental Health Association, Myasthenia Gravis Foundation, and Multiple Sclerosis Society of America, as an example of how a cooperative relationship can exist on an equal partnership basis, combining community services at the local level with national programs directed to curing crippling and life threatening diseases for the good of the community, thus representing the largest federated campaign in California, and one of the largest in the country; and

Whereas, It is United Way policy, by action taken by the National Assembly of Voluntary Health and Social Welfare Organizations, a federation of 37 national voluntary health and social welfare organizations, including the United Way and Red Cross, to respect the right of their employees of member agencies to join unions of their own choosing for the purpose of collective bargaining in good faith; and

Whereas, It is United Way policy to honor all designations of individual donors, allowing each freedom to choose, and is a continuing program, to be made available to all donors for as long as they elect to make designations; and

Whereas, The support of labor is extremely important to United Way in planning for the future social needs of our community; and

Whereas, Hundreds of thousands of residents in the community, including many members of Organized Labor and their families, will be served through the United Way Campaign and the agencies and services it supports; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where United Way or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, and provided that these agencies adhere to accepted labor-management policies with respect to their own employees, urging the participation of Organized Labor in these activities, and loyally, actively and generously to support

the local United Way or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 37.

Restoring Fairness to Workers' Compensation Premium Rates

Resolution No. 71—Presented by United Slate, Tile & Composition Roofers, Damp & Waterproof Workers' No. 36, Los Angeles.

Whereas, Because of the method that Workers' Compensation insurance premiums are computed, there is presently a disparity between Workers' Compensation insurance premium rates paid by union and non-union contractors; and

Whereas, The premium at the present time would be twice the amount for a union roofer who is making \$500.00 a week as it would be for a non-union roofer who is making \$250.00 a week while the benefits would be the same for both; and

Whereas, The current system for setting Workers' Compensation premiums given an unfair competitive advantage to contractors who pay less than union scale; and

Whereas, This competitive advantage can be equalized by changing the current system for setting Workers' Compensation premiums, therefore be it

Resolved, that the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation as follows:

1. The current system for charging premiums at a certain rate per \$100.00 of payroll without maximum limits be nullified by action of the State Legislature; and
2. A new statute be enacted which would limit premium charges per \$100.00 of payroll for Workers' Compensation, to that weekly wage which is equal to the earnings that produce a maximum rate for Workers' Compensation Temporary Disability in accordance with Labor Code Section 4453.
3. That Workers' Compensation premium charges be strictly fixed and set by an appropriate State agency following public hearings.

Referred to Committee on Legislation.
Filed, p. 52.

Apprenticeship for Health Care Workers

Resolution No. 72—Presented by San Francisco Labor Council, San Francisco.

Whereas, There are often substantial shortages of skilled workers in the health delivery system; and

Whereas, Lack of trained personnel deprives the consumers, the sick and the aged of good quality health care; and

Whereas, The untrained people who do this work are locked into dead-end jobs and are not able to advance to better paying jobs; and

Whereas, Career ladders based on the apprenticeship approach to training would resolve these problems, would increase the supply of skilled workers, would improve the quality of care and provide upward mobility opportunities to health care workers; and

Whereas, Pilot projects have already been negotiated and implemented between local unions and management in the Bay Area; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, meeting in 1978 does call for all-out support of further development of apprenticeship in the health care field, including:

The provision of State funds to the Division of Apprenticeship Standards to develop such programs;

The mandatory allocation of funds to support such programs within the same guidelines as the Apprenticeship programs presently established;

The requirement by the Governor (and if necessary the Legislature) that the Department of Health, as currently reorganized, cooperates with and supports this effort.

Referred to Committee on Resolutions.
Adopted, p. 38.

Support the National Commission for Stabilization of Workers' Compensation Laws

Resolution No. 73—Presented by Retail Store Employees No. 428, San Jose.

Whereas, Most states do not provide sufficient Workers' Compensation pay nor adequate medical protection to workers who suffer work-related injuries, while a few states have achieved accepted standards of medical, hospital and weekly pay compensation; and

Whereas, The existing disparity has become so great that some states are at a distinct competitive disadvantage to other states creating untold suffering and abuse to millions of workers; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, commit itself and affiliated locals to the urgent task of convincing state and federal legislators to legislate acceptable minimum state and federal standards in

the field of workers' compensation laws; and be it further

Resolved, That said minimum standards include medical benefits and compensation for all industrial accidents on a total acceptance coverage basis to include all workers in every type of work; and be it finally

Resolved, That copies of this resolution be mailed to President George Meany urging AFL-CIO support and action.

Referred to Committee on Resolutions.
Adopted, p. 23.

Extend Solar and Geothermal Power Preference to Publicly Controlled Utilities

Resolution No. 74—Presented by Retail Store Employees No. 428, San Jose.

Whereas, The Federal Power Act rightfully gives a preference to municipalities and other public uses on the energy derived by falling water utilized by the governmental generation; and

Whereas, The rights to energy generated by using falling water is recognized as a preference to license to develop such facilities to public agencies and an appropriate energy source deserving preference; and

Whereas, Geothermal energy is a similar natural energy source and is particularly suited to the needs of small public utilities; and

Whereas, The growth of the private sector and the energy crisis is threatening the existence of small public utilities; and

Whereas, The continued vigor of publicly controlled utilities is the only way to preserve the pluralistic utility system so vital to the consumer; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, endorse and support an amendment to the Geothermal Power Act of 1970 to include solar energy and expressly extend the preference clause now existing in the Federal Power Act and the other preference laws to solar and geothermal power; and be it further

Resolved, That a copy of this resolution be forwarded to the American Federation of Labor and Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted, pp. 24-25.

Support the Federal Equal Rights Amendment and the Extension of the Ratification Date

Resolution No. 75—Presented by Retail Store Employees No. 428, San Jose.

Whereas, The U.S. Congress has enacted an amendment to the United States Constitution implementing equal rights for all its citizens (with particular reference to females), and it is the stated intent of this legislation to end discrimination in the United States; and

Whereas, The Congress, in its implementation of said amendment, set a date by which two-thirds of the state legislatures must ratify the amendment; and

Whereas, Some wealthy, socially conservative and largely anti-union elements have been able to temporarily disrupt the orderly procedure of adoption in a number of states, and

Whereas, The undue disruption by the financially powerful and influential coalition has endangered adoption of the Equal Rights Amendment by the required number of states by the statutory date of 3/22/79; therefore be it

Resolved, that the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record in support of extending the statutory date for ratification; and be it further

Resolved, That copies of this resolution be sent to AFL-CIO President George Meany and to all affiliated unions urging them to take affirmative action with their respective U.S. Representatives and Senators.

Referred to Committee on Resolutions.
Adopted, pp. 18-19.

Insure Maximum Efficiency of Power Utilities

Resolution No. 76—Presented by Retail Store Employees, No. 428, San Jose.

Whereas, American society has recognized that utility companies have special governmental powers illustrated by the granting of charters and franchises; and

Whereas, Utilities, both public and private, have unique social and economic obligations to provide vital electric energy at the lowest possible cost consistent with the fuels available and the economic and ecological good; and

Whereas, They have a further duty to provide this service at high standards of reliability; and

Whereas, This must be accomplished without unnecessary degradation of the environment and with the most efficient utilization of our precious natural resources; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-

CIO, urge the Congress to enact legislation that will require that in order to obtain a site or equity in a site to be used for power generation, the most efficient use of existing and planned generation and transmission capacity be accomplished. To insure this most efficient use, power pooling by all utilities in any regional area, is required. This shall be accomplished by joint generation, transmission and sharing of reserves. Transmission services on surplus capacity, where it exists, must be available to all at compensatory rates. Where such capacity does not exist, enlargements of such facilities must be accomplished when feasible. If such enlargements are not feasible, joint planning, pooling and construction of new facilities must be a requirement for site use; and be it further

Resolved, That the California Labor Federation encourage and support legislation which would place the enforcement and administration of such an act within the appropriate federal agency; and be it finally

Resolved, That a copy of this resolution be forwarded to the American Federation of Labor and Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted, p. 25.

Support Coalition of Labor Union Women (CLUW)

Resolution No. 77—Presented by Retail Store Employees No. 428, San Jose.

Whereas, Trade union women in the U.S. who comprise approximately 22% of the total union membership, have demonstrated again and again how effective they can be when they participate as stewards and officers, in COPE activities, community service and other union-oriented civic enterprises; and

Whereas, Their loyalty to the trade union movement has been especially noted in the several public opinion polls sponsored by the AFL-CIO and others; and

Whereas, The participation of women is urgently needed now more than ever when we face perhaps the most critical moments in our national history; and

Whereas, This Convention should note with great interest that the National Coalition of Labor Union Women was founded in March 1974, the first organization of its kind in the history of the AFL-CIO to be composed exclusively of female members of the trade union movement; and

Whereas, This Convention acknowledges the Coalition of Labor Union Women's ob-

jectives of organizing unorganized women, affirmative action in the workplace, political action and increased participation of women in their unions as vital to the growth and strength of the trade union movement; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, acknowledge the many contributions of labor union women and express its gratitude to them for their social efforts, their work, and their potential; and be it further

Resolved, That this Convention lend its support to the continued organization of the Coalition of Labor Union Women (CLUW) and urge participation of all women members of organized labor in California.

Referred to Committee on Resolutions.
Adopted, p. 18.

Support the United Way of America

Resolution No. 78 — Presented by Retail Store Employees No. 28, San Jose.

Whereas, The organized labor movement understands the value of helping private agencies, dedicated to the social and welfare needs of the Citizens wherever labor unions exist to come to the economic aid of our communities and their citizens by financially supporting such private agencies; and

Whereas, Years of experience have proven that the most successful method of achieving maximum support for all such agencies is through a united community effort by persons and organizations in a community, commonly known as United Way of America; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO commend AFL-CIO President George Meany and the Executive Council for the outstanding leadership and support of the United Way of America; and be it further

Resolved, That the California Labor Federation aid the growth of the United Way of America by establishing a policy of support only to those organizations in the social welfare and health field which are willing to become part of the United Way wherever it exists.

Referred to Committee on Resolutions.
Filed, p. 37.

Support & Initiate Programs on Prevention of Alcoholism

Resolution No. 79 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, Millions of wage earners' hours are lost each year due to alcoholism; and

Whereas, National clinical reports show that this disease has now reached epidemic proportions, including even minors, causing much economic and social hardship; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge our State and National legislators to support proposed legislation and to initiate legislation where none is being proposed on the imperative need of alcoholism prevention programs as the most effective way to combat the dread disease of alcoholism; and be it further

Resolved, That all such prevention programs include labor participation.

Referred to Committee on Resolutions.
Adopted, p. 37.

Support Universal Registration Law

Resolution No. 80 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, Voter apathy has been on the increase causing all indicators to show a steady decline in voter participation in national elections in the last three decades; and

Whereas, Much of the apathy is rooted in cumbersome outmoded or discriminatory registration laws which not only frustrate the efforts of many eligible voters but confuse many others who move from one state to another; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge our national legislators to work diligently for prompt passage of a national universal voter registration law; and be it further

Resolved, That copies of this resolution be sent to AFL-CIO President George Meany.

Referred to Committee on Resolutions.
Adopted, p. 39.

Public Financing of All Federal Elections

Resolution No. 81 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, Private financing of Federal elections has proven to be wasteful and corrupting; and

Whereas, In order to safeguard the best interests of the electorate, a majority of whom are wage earners, the AFL-CIO has given high priority to legislation for public financing of all Federal elections; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge our congressional legislators to promote and support legislation mandat-

ing that all Federal elections be publicly financed; and be it further

Resolved, That copies of this resolution be mailed to AFL-CIO President George Meany.

Referred to Committee on Resolutions.
Adopted, p. 39.

Unemployment Insurance Benefits to Disabled or Unemployed Pregnant Workers

Resolution No. 82 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, Unemployed pregnant workers may not receive Unemployment Insurance benefits if they must quit work due to the pregnancy; and

Whereas, Disabled pregnant workers may not receive disability benefits if the disability is in any way related to the pregnancy; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, urge all affiliated chapters to commit themselves to the following action:

- (a) Prevail upon the federal government and the legislatures to amend Unemployment Insurance regulations so that upon the recommendations of a physician, pregnancy may be considered a compelling reason to quit a job.
- (b) Prevail upon the legislature to amend the disability regulations to allow disability benefits to disabled workers who incur a disability related or due to pregnancy.
- (c) Until such time as the legislature effects the needed changes, affiliated local unions shall pledge to make appeals from pertinent disqualification of pregnant unemployed or disabled members to the local administrative law judge, the State Appeals Board and the courts.

Referred to Committee on Resolutions.
Adopted, p. 23.

Prohibit Use of Polygraph, Chemical and Electronic Detectors

Resolution No. 83 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, Studies made by the AFL-CIO and other public minded organizations have reliably exposed tests by devices, such as the polygraph, sodium pentothal and voice detectors as devices used for entrapment, coercion and discrimination; and

Whereas, Use of such devices has caused irreparable damage to countless numbers of citizen workers; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO urge Executive Secretary-Treasurer John Henning and the Executive Board to organize a legislative campaign at the Congressional level for the purpose of outlawing use of mechanical, chemical and electronic devices under all circumstances in all areas of employment; and be it further

Resolved, That copies of this resolution be sent to the Executive Council of the AFL-CIO urging them to continue the fight against use of mechanical, chemical and electronic devices.

Referred to Committee on Resolutions.
Adopted, p. 24.

Health Security

Resolution No. 84 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, An adequate health care delivery system is a right of all American citizens; and

Whereas, The present American system of health care is intolerable and an injustice to the American people in general and to certain minority groups in particular; and

Whereas, In past sessions, the U.S. Congress has considered legislation to revamp the present health delivery system, but to the present time, has been unsuccessful in this endeavor; and

Whereas, The latest and most comprehensive health care proposal in the Congress is the Corman-Kennedy Health Security Bill which is the only program that would provide quality health care as a right for all Americans (including laid off workers who are presently cut off from coverage) comprehensive, simple standards of benefits; strong cost and quality controls; no deductibles and no coinsurance; reform of the health care delivery system; and strong consumer representation; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, support a speedy passage of the Corman-Kennedy Health Security Bill; and be it further

Resolved, That all affiliated unions here present, activate their support of this important legislation, which will affect us all, by writing to our representatives, urging them to enact into law the Corman-Kennedy Health Security Bill; and be it finally

Resolved, That copies of this resolution be sent to AFL-CIO President George Meany informing him of our action.

Referred to Committee on Resolutions.
Filed, p. 19.

Support Economic Action as a Means of Obtaining Union Contract

Resolution No. 85 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, The National Labor Relations Act has properly been labeled a slave labor law because it prohibits organized workers from expressing their freedom of speech through the picket line as a means for expansion of their union; and

Whereas, Such denial to workers has successfully inhibited the natural growth of the United States Labor Movement; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, commit itself and affiliated chapters to the task of organizing a national effort among affiliates of the AFL-CIO to prevail upon Congress to repeal all sections of the National Labor Relations Act which restrict the use of peaceful picketing or boycotts in efforts to organize non-union workers and obtain union contracts.

Referred to Committee on Resolutions.
Filed, p. 23.

Support the Study and Evaluation of the Unemployment Insurance Codes in the United States

Resolution No. 86 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, The present economic depression has brought on the most serious demands upon our Unemployment Insurance system since its inception; and

Whereas, Each succeeding demand upon the system has only served to reveal the inability of the system and codes to deal adequately with massive unemployment of long duration; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, support the creation of a Presidential Commission empowered to thoroughly review our present Unemployment Insurance system; and be it further

Resolved, That President George Meany be requested to effect AFL-CIO involvement with and participation in the work of such Commission.

Referred to Committee on Resolutions.
Adopted, p. 24.

Promote Organizing the Unorganized

Resolution No. 87 — Presented by Retail Store Employees No. 428, San Jose.

Whereas, The trade union movement holds the true promise of a bright future for each and every worker in the form of higher living standards, greater security

on the job and a firm voice in the determination of working conditions; and

Whereas, The future strength of the labor movement in large measure depends on the success of organizing the unorganized; and

Whereas, The rapid changes in the make-up of the labor force have resulted in little progress in the field of labor organization. The ranks of organized labor today are proportionally smaller compared to the total work force; and

Whereas, The Constitution of the AFL-CIO mandates it "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"; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, emphatically declare that the major unfinished business of the labor movement is to organize the unorganized; and be it further

Resolved, That the California Labor Federation urge the National AFL-CIO to implement the organizing mandate in its constitution by instituting and financially assisting effective organizing programs through its affiliated local central labor bodies; and be it finally

Resolved, That copies of this resolution be forwarded to President George Meany and members of the Executive Council of the AFL-CIO.

Referred to Committee on Resolutions.
Filed with statement, p. 39.

Strikebreakers

Resolution No. 88 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Many employers support agencies whose business it is to recruit and maintain a mobile force of strikebreakers, and whose principal source of income is from employment in struck plants; and

Whereas, The use of strikebreakers has been expanded to include virtually every industry, including trucking, construction, service trades and many others; and

Whereas, Such strikebreakers have been moved from site to site by employers for the purpose of taking the jobs of regular employees; and

Whereas, Such strikebreakers have been used, and in many instances continue to be employed in struck plants in areas throughout the entire State of California; and

Whereas, Strikebreakers and their masters have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, does hereby endorse the amendment of existing state law to prohibit employment of strikebreakers to take the place of employees involved in a labor dispute under any circumstances.

Referred to Committee on Legislation.
Adopted, p. 25.

United Farm Workers of America

Resolution No. 89 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The United Farm Workers of America, after years of struggle against overwhelming odds, has succeeded in organizing thousands of farm workers into a union which truly represents them and covers them with collective bargaining contracts; and

Whereas, These contracts have improved the job security, safety, health and working conditions of farm workers as well as providing pesticide control of the fruits and vegetables we eat; and

Whereas, This historic accomplishment was brought about by the heroic struggle of the farm workers and their leaders in alliance with people and organizations all over the world; and

Whereas, There is a continuing need to help the United Farm Workers of America with its organizational drive, particularly as it expands its efforts from California into other states; and

Whereas, Help will be needed on the legislative front to defeat all attempts to emasculate the Agricultural Labor Relations Board and to fight for a law to protect farm workers from the effects of unlimited mechanization; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, reaffirm its continued active support of the United Farm Workers of America; and be it further

Resolved, That all member unions and locals be encouraged to directly assist the United Farm Workers of America through fund raising, boycott activity when needed and active legislative support; and be it further

Resolved, That the AFL-CIO nationally and other national and international union organizations be urged to continue their support for the United Farm Workers of America; and be it further

Resolved, That copies of this Resolution be sent to George Meany, President of the American Federation of Labor and Congress of Industrial Organizations and to Cesar Chavez, President of the United Farm Workers of America.

Referred to Committee on Resolutions.
Adopted with explanation, p. 24.

Child Care Services and Summer School Programs

Resolution No. 90 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, More children in California are being raised by single parents than ever before; and

Whereas, The difficulties of finding and keeping regular employment are greater for single parents; and

Whereas, One of the first results of the passage of Proposition 13 was the cancellation of summer school programs, and it is feared that Proposition 13 will also result in the cutting of funds for child care programs; and

Whereas, The present situation is a desperate one for many single working parents; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, call for the introduction of appropriate legislation both at the state and federal levels, to broaden in scope and quality child care services and summer school programs, with special attention being given to the immediate emergency faced by single working parents.

Referred to Committee on Resolutions.
Adopted, p. 19.

Picketing Rights

Resolution No. 91 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The right of organized labor to use secondary boycotts through peaceful picketing is restricted by the National Labor Relations Act, thereby granting management broad immunity in strike situations; and

Whereas, The prosecution of sanctioned strikes by labor unions has become more difficult because of the added protection to industrial conglomerates, merged industries, and monopoly arrangements; and

Whereas, The severe limitations imposed

by the law prevents reciprocal aid within the labor fraternity aimed at preserving a decent standard of living for wage earners; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, reiterate its demand for repeal of all boycott sections of the National Labor Relations Act, and that no state law be passed which would prevent a labor organization from using the means of peaceful picketing against any firm allied with an employer involved in a bonafide labor dispute.

Referred to Committee on Resolutions.
Adopted, p. 23.

Respect for Picket Line Not Disqualifying

Resolution No. 92 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, In the event a labor dispute exists, referrals by Human Resources Development Department to alleged job openings at such place are not deemed suitable employment and no referrals are to be made; and

Whereas, Such policy is indicative that the State is acting in a neutral manner, and is not, nor does it intend to aid or interfere in a trade dispute; and

Whereas, Crossing or refusing to cross an established picket line by people unrelated to the dispute should, at the very least, have the same rights of opinion as the State has in their interpretation of suitability, without the threat of denial of Unemployment Insurance benefits, if so exercised; and

Whereas, By such interference with the individual's right of decision through denial of Unemployment Insurance benefits to those refusing to cross a picket line, the State is aiding and abetting the breaking of strikes; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the amendment of the Unemployment Insurance Code to provide that persons engaged in a bonafide labor dispute or persons who are respecting an established picket line shall not, for that reason alone, be declared ineligible for Unemployment Insurance benefits.

Referred to Committee on Legislation.
Adopted, p. 33.

Social Security Revision

Resolution No. 93 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Much public outcry is directed toward continuing unemployment, with many suggested remedies but little beneficial action forthcoming; and

Whereas, Many people are being laid off because of automation and a faltering economy; and

Whereas, Millions of our young people are working short weeks, have been laid off or can find no jobs at all; and

Whereas, Unemployment compensation is of no value to an older worker who has exhausted his credits and is of no benefit at all to a young person who has no opportunity to accumulate credits; and

Whereas, Social Security can, with simple revisions, be made to provide full retirement benefits at age 60 sufficient to stimulate mass retirement at decent and dignified levels of benefits, thus providing immediate job openings; and

Whereas, A national campaign to lower the retirement age to 60 and boost benefits for the retiree and spouse regardless of age, would not interfere with campaigns to retrain workers, or to shorten the work week; and

Whereas, Such revision of existing Social Security laws would offer a quick and nationwide program that would help put the unemployed back to work while making life easier for those who retire; and

Whereas, Such revision of Social Security would affect the entire work force, and not just the 20% covered by Union contracts; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, endorse and actively pursue the objectives of this Resolution; and be it further

Resolved, That copies of this Resolution be sent to President James Carter, the Senators and Congressmen representing the people of the State of California; AFL, CIO President George Meany; and all affiliates of this Federation, calling for the introduction and support of legislation to accomplish the objectives of this Resolution.

Referred to Committee on Resolutions.
Filed, p. 19.

Overtime

Resolution No. 94 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Unemployment in the State of California remains at a high level in spite of Federal and State programs aimed at having it reduced; and

Whereas, The passage of Proposition 13

is being interpreted as a demand that government cut its budget, and government planners have begun to reduce the number of persons employed in the public sector; and

Whereas, Many workers are presently being forced to work overtime against their wishes, while the pool of unemployed workers continues to grow; and

Whereas, A growing and alarming trend has been developing in many industries throughout the State whereby employers are demanding that employees work stipulated amounts of overtime as a condition of continued employment; and

Whereas, In those industries where overtime is voluntary on the part of the worker the overtime is reduced to a minimum resulting in greater employment in these industries, which is shared with competent workers who were either unemployed or underemployed, providing more workers have earned income, vacations and medical coverage, thus relieving the State and County governments of additional welfare costs; therefore be it

Resolved, By this Twelfth Convention of the California Labor Federation, AFL-CIO, that the Federation introduce at the next Legislative session a change in the State Labor Code that would permit workers to refuse to work overtime without fear of reprisal from the employer, and be it finally

Resolved, That the California Labor Federation, AFL-CIO, circulate information through its affiliates regarding the proposed change in law forbidding mandatory overtime and requesting the support of all unions, and their active participation in developing programs to assist in its passage.

Referred to Committee on Legislation.
Adopted, p. 26.

Shorter Work Week

Resolution No. 95 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The All Unions Committee to Shorten the Work Week was founded in Detroit in October, 1977; and

Whereas, The purpose of the Committee is to help initiate in every local union a national movement to create jobs by reducing the hours of labor through the processes of education, legislation, and collective bargaining; and

Whereas, The Committee emphasizes a flexible program of varying initiatives to suit the needs of individual unions, and unites the membership, local leaders, and the leaders of international unions; and

Whereas, Success toward such a goal would greatly help in ending the blight of unemployment for American workers; and

Whereas, Supporters of the Committee represent a large cross-section of American labor including numerous AFL-CIO Unions, the United Auto Workers; United Mine Workers and the International Longshoremen's and Warehousemen's Union; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, hereby endorse the All Unions Committee to Shorten the Work Week in its efforts and objectives, and urges all local union affiliates within the Federation to support the Committee.

Referred to Committee on Resolutions.
Filed, pp. 19-20.

Federal Criminal Code

Resolution No. 96 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The United States Senate has adopted Senate Bill 1437 as the proposed "Criminal Code Reform Act"; and

Whereas, Senate Bill 1437 is currently before the House of Representatives as HR 6869; and

Whereas, Senate Bill 1437 is really a reincarnation of Senate Bill 1, the anti-civil libertarian bill drafted by former Attorney Generals John Mitchell and Richard Kleindeinst, which was pigeonholed by Congress because of aroused public concern; and

Whereas, Most of the changes made in the newer version are cosmetic in nature; and

Whereas, Several of the potentially dangerous provisions in Senate Bill 1437 would directly affect organized labor; and

Whereas, The key anti-labor provision is Section 1722 on "Extortion," which makes it a crime to obtain another's property (including wages from an employer) by threatening violence to persons or property or merely placing another in "fear" of the same; and

Whereas, This would subject workers on strike to criminal penalties in possible altercations with strikebreakers; and

Whereas, The even more repressive features on this point in Senate Bill 1, were amended only in a minor sense by adding as escape hatch language an "affirmative defense" to the charge: That the threatened damage or injury was minor and otherwise incidental to the course of a legitimate labor dispute; and

Whereas, The difficult burden of proving an "affirmative defense" lies with the defendant; and

Whereas, The new bill makes no provision to delete the government's right to impose forced "use" immunity on individuals who refuse to testify before grand juries or other official bodies, as embodied in proposed Sections 3111-3115; and

Whereas, These dangerous anti-civil libertarian statutes have been used to jail people for exercising their right against self-incrimination as intended in the Bill of Rights to the United States Constitution; and

Whereas, This self-same repressive weapon has been used against union officers and members in the past; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record in active opposition to Senate Bill 1437, and urges that any future criminal code reform act that is drafted, rigorously observes the spirit and letter of the United States Constitution to safeguard the basic freedoms of union members and of all the American people; and be it further

Resolved, That this Convention go on record in support of HR 1066, whose co-sponsors include Representatives Ted Weiss, John Burton, Ron Dellums and Fortney Stark, which urges the Committee on the Judiciary to disapprove of Senate Bill 1437 and to conduct full and complete hearings regarding the revision of the Federal Criminal Code; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge the Executive Board and Convention of the AFL-CIO to strongly oppose Senate Bill 1437/HR 6869, and to support HR 1066.

Referred to Committee on Resolutions.
Adopted, p. 38.

Support Union Workers at Vallejo Times-Herald

..Resolution No. 97 — Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Employees of the Vallejo Times-Herald, represented by five AFL-CIO newspaper unions, have been forced to strike due to the heartless tactics of the Donrey Media Group, an out-of-state chain, which is attempting to eliminate working conditions that have existed in the plant for decades; and

Whereas, Members of the Graphic Arts International Union Local 280, Mailers Local 18, Newspaper Guild Local 52, Typographical Union Local 21, and Web Press-

mens' Union Local 4, have been subjected to the employer's stonewalling in negotiations to force a union-busting strike, and have worked without a contract for eighteen months; and

Whereas, Some of the employer's demands would:

- Eliminate severance pay which has been in Newspaper Guild contracts for 29 years;

- Cut half the Typographical workers off the payroll without consideration of seniority in the remaining jobs;

- Insist that Pressmen work a longer work week without compensating pay;

- Provide that display advertising employees agree to \$85.00 a week pay cuts; and

Whereas, In the past few years the Times-Herald has increased subscription rates twice and has raised ad rates ten per cent; and at the same time channels considerable of its profits to its Arkansas corporate headquarters to purchase newspapers elsewhere; and

Whereas, The Donrey Group is an expanding empire which includes 33 newspapers, billboard companies, radio and television stations and Hawaiian shopping center interests, with only four of these newspapers represented by unions; and

Whereas, Donrey Media reflects a national pattern by newspaper chains, conglomerates and multinationals to swallow up locally-owned papers all over the country as well as in California; and

Whereas, Such industry giants have no roots in these localities where they gobble up independent newspapers for purposes of cash profits only, in contrast to the local employees whose lives are a vital part of the community; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, condemn the union smashing program of the Donrey interests, and give its complete support to the newspaper unions in their strike at the Vallejo Times-Herald; and be it further

Resolved, That the Federation support an investigation of the impact upon union conditions and the state's economic health of these powerful out-of-state media monopolies in buying up locally-owned newspapers in California.

Referred to Committee on Resolutions.
Adopted, p. 38.

Transfer Amendments

Resolution No. 98—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The labor movement is proposing increases in President Carter's 1979 Budget in order to provide jobs, health insurance, aid to the cities, Treasury support of the Social Security Fund and welfare reform; and

Whereas, President Carter's 1979 Budget adds 10 billion dollars to the already tremendous military budget, in a total military budget of 128 billion dollars; and

Whereas, Such an inflated military budget leaves insufficient money to finance labor's urgent legislative programs; and

Whereas, The military budget is bloated with billions of wasteful spending, and as pointed out in a Resolution adopted by the Industrial Union Department, AFL-CIO, there are continuous revelations of waste and inefficiency in the military; and

Whereas, The United Auto Workers pointed out in its testimony before the House Budget Committee that expenditures by the military produce a much smaller number of jobs than expenditures for any of the people's programs. Furthermore, that military spending is the most inflationary kind of federal outlay; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, support the Mitchell-McGovern Transfer Amendments, which will transfer 12 billion dollars from the military to various programs and economic conversion; and be it further

Resolved, That we support the McGovern Defense Economic Adjustments Act, to facilitate economic conversion; and be it further

Resolved, That copies of this Resolution be sent to our Congressmen, United States government to guarantee full financial compensation at previously prevailing pay scales to all workers who might be displaced during such conversion, until they are retrained and/or placed in comparable non-military employment, and that the federal government underwrite all retraining and relocation costs; and be it further

Resolved, That copies of this Resolution be sent to our Congressmen, United States Senators and the Trade Union Committee for a Transfer Amendment.

Referred to Committee on Resolutions.
Filed, p. 18. See Policy Statement III.

Transferring Funds From the Military to People's Programs and Economic Conversion

Resolution No. 99 — Presented by Retail Store Employees Union No. 428, San Jose.

Whereas, The labor movement is propos-

ing multi-billion dollar increases in President Carter's 1979 budget in order to provide jobs, health insurance, aid to the cities, Treasury support of the Social Security Fund and welfare reform; and

Whereas, President Carter's 1979 budget adds 10 billion dollars to the already tremendous military budget, resulting in a total military budget of 128 billion dollars; and

Whereas, With such an inflated military budget, there is little or no money left to finance Labor's urgent legislative program; and

Whereas, As S.E.I.U. pointed out in its AFL-CIO resolution, the military budget is bloated with billions of wasteful spending. As AFSCME pointed out in its resolution, (adopted by the Industrial Union Department, AFL-CIO), there are continuous revelations of waste and inefficiency in the military. As the San Francisco Examiner-Chronicle pointed out in an editorial on March 12, 1978, the Government could take \$15 billion out of the military budget for railroad tracks and roadbeds, and it would hardly be missed; and

Whereas, As UAW pointed out in its testimony before the House Budget Committee, expenditures by the military produce a much smaller number of jobs than expenditures for any of the people's programs. Furthermore, military spending is the most inflationary kind of federal outlay. In other words, any increase of military spending increases prices, and thereby results in a wage cut for all wage earners; and

Whereas, As the IAM has pointed out, every time the Government cancels or reduces a defense contract the result is unemployment and loss of income for defense workers; which it is the obligation of the Government to deal with by conversion of plants, retraining of workers, searching for new employment and cushioning the adjustment period; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, support the Mitchell-McGovern Transfer Amendment, which will transfer 5 billion dollars from the military to various labor programs and economic conversion; and be it further

Resolved, That we support the McGovern Defense Economic Adjustment Act, to facilitate economic conversion; and be it further

Resolved, That copies of this resolution be mailed to President George Meany urging AFL-CIO support and action.

Referred to Committee on Resolutions.
Filed, p. 18. See Policy Statement III.

National Priorities/Arms Expenditures

Resolution No. 100—Presented by Retail Store Employees Union No. 428, San Jose.

Whereas, The military budget is growing even faster than the rate of inflation—which is not the case with many vital domestic programs—and the human needs of the American people, particularly the residents of our cities, will not receive the needed share of national resources until there is a reordering of budget priorities; and

Whereas, The President's stated goal of achieving a balanced budget for Fiscal Year 1981 will cause more intense competition for scarce funds; and

Whereas, The Administration has committed itself to major new social initiatives such as welfare reform, national health insurance and urban redevelopment; and

Whereas, The nuclear arms race poses an increasing threat to the survival of world civilization and distorts national priorities and there are continuing revelations of waste and inefficiency in the military; and

Whereas, A re-examination of the U.S. Forces' deployment in relation to real national security needs is long overdue; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, support the President's goal of negotiating "drastic reductions" in nuclear weapons and call upon the President and Congress to transfer from the military budget funds saved through arms reduction agreements, reorganization of forces and other economy measures to fund vital domestic programs meeting human needs; and be it further

Resolved, That copies of this resolution be mailed to President George Meany urging AFL-CIO support and action.

Referred to Committee on Resolutions.
Filed, p 18. See Policy Statement III.

Apprenticeship Programs

Resolution No. 101—Presented by San Francisco Building and Construction Trades Council, San Francisco.

Whereas, Due to the relationship of related classroom instructions and on-the-job training, the apprenticeship programs in California are the best programs in the world; and

Whereas, The State of California has always budgeted for classroom space and reimbursement for apprenticeship instructors; and

Whereas, The technical skill required to

survive in today's skilled industries, it is necessary to intensify, not diminish, classroom instruction; and

Whereas, The skilled blue collar workers in California have been able to maintain a high wage level because of their skills, and therefore pay high taxes, making this one of the few financial investments repaid to the State of California many times over; and

Whereas, Due to the Jarvis-Gann initiative where apprenticeship programs are funded through the local high school district, there is no guarantee of continued funding; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record to continue full support of all skilled blue collar apprenticeship programs, regardless of numbers in individual classes.

Referred to Committee on Resolutions.
Adopted as amended, p. 38.

Lower Retirement Age

Resolution No. 102—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, For many years the labor movement has been in the forefront in an effort to reduce the age for retirement; and

Whereas, A recent court decision ruled that private pension plans and/or employers can no longer enforce retirement at 65 years of age; and

Whereas, This court decision has encouraged various suggestions and, in some cases, legislative enactment which would increase to age 70 the eligibility for Social Security and/or pensions; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, use all its energies in defeating this type of legislation; and be it further

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, reaffirm its position by reintroducing or supporting legislation that will lower the retirement age of eligibility for Social Security and/or pensions.

Referred to Committee on Resolutions.
Adopted, p. 19.

Support for California Trade Union Council for Histadrut

Resolution No. 103 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, The Israel Federation of Labor, popularly known as Histadrut, has been the architect of the State of Israel importing to its people a zeal to build a

new kind of society based on the highest ideals of justice and democracy; and

Whereas, The American labor movement through the American Trade Union Council for Histadrut, consisting of ranking labor leaders, has extended to Histadrut inspiring labor solidarity by means of moral and financial support to enable Histadrut to carry on its wide and varied social welfare, educational and cultural programs; and

Whereas, AFL-CIO Trade Union Councils for Histadrut have been set up throughout the country as a means of expressing their sympathy with their fellow trade unionists in Israel; now, therefore, be it

Resolved, That the Convention of the California Labor Federation, AFL-CIO go on record in expressing continued support of the California Trade Union Council for Histadrut.

Referred to Committee on Resolutions.
Adopted, p. 47.

Statewide Propositions

Resolution No. 104 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, "Rules Governing AFL-CIO State Central Bodies" provide it shall be "the responsibility of the State COPE to prepare appropriate recommendations concerning . . . statewide ballot issues for consideration by the State AFL-CIO," therefore be it

Resolved, The Constitution, California Labor Federation, AFL-CIO, be amended as follows:

In Article XV-F, Section 2, on page 48, strike line seven and substitute in lieu thereof, "Court and the California Courts of Appeal, and to make recommendations concerning statewide ballot propositions." Be it further

Resolved, The Constitution, California Labor Federation, AFL-CIO, be amended as follows:

In Article IX, Section 7, line 14, on page 26, following the first two words, "political office" insert "or statewide ballot proposition."

Referred to Committee on Constitution.
Adopted, p. 58.

Board of Equalization

Resolution No. 105 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, It is now provided that the Central Labor Bodies' COPEs shall make recommendations jointly for the four Board of Equalization district candidates; and

Whereas, It is logistically not feasible for the large number of Central Labor Bodies COPEs to confer and come to a common recommendation as required; and

Whereas, It is the responsibility of the Standing Committee on Political Education of the Federation to make recommendations on certain other candidates for state office, be it

Resolved, The Constitution, California Labor Federation, AFL-CIO, be amended by striking from Article XV-F, Section 3, on page 48, line 13 of that section, the words "the State Board of Equalization." Be it further

Resolved, The Constitution be further amended to amend Section 2 of the Article herein cited by adding immediately after line 5 of page 48 the words, "The State Board of Equalization."

Referred to Committee on Constitution.
Adopted, p. 58.

Federation Officers

Resolution No. 106 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, A Resolution is pending before the Convention to create a new At Large Vice President; and

Whereas, It is necessary to make various technical amendments to the Constitution to reflect this change, if one is made:

Now, therefore, be it Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, adopt the following amendments:

1. Page 9 of the printed Constitution, Article IV, Section 1, is amended by deleting subdivision (a) in its entirety and relettering each of the following subdivisions.

2. Page 9, Article IV, Section 1, subsection 3(c) of the printed Constitution, the word "Nine" is stricken and the number "10" is inserted.

3. Page 9, Article IV, Section 1, of the printed Constitution, subdivision (d) is deleted in its entirety.

4. Page 10, Article IV, Section 3, line 2, of the printed Constitution, the word "nine" is deleted and the word "ten" is inserted.

5. Page 12, Article V, A. Officers (2) Nomination Procedure, commencing at line 23 of the printed Constitution, strike (c) General Vice President, in its entirety and reletter each of the following subsections.

6. Page 14, Article V, Officers (3) Elec-

tion Procedures, section 2 of the printed Constitution, commencing at line 7, strike out:

"For General Vice President
John Doe
John White"
in its entirety.

7. Page 22, Article VIII, Powers and Duties of the General Vice President, of the printed Constitution, strike out the Article in its entirety and renumber the following Articles commencing at page 23.

8. Page 25, Article IX, Section 6, commencing with line 16 of the printed Constitution, insert a period after the word "Federation" and strike the balance of the sentence.

9. Page 32, Article XII, Compensation, Section 3, Commencing at line 4 of the printed Constitution, strike out the section in its entirety and renumber Section 4 to Section 3.

Referred to Committee on Constitution.
Adopted, p. 58.

At Large Vice President

Resolution No. 107 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Under Article IV, Section 1 of the Constitution of the Federation, the office of General Vice President terminates immediately prior to the commencement of the 1978 Regular Biennial Convention and the number of Vice Presidents will be reduced from 35 to 34; and

Whereas, It is the desire to maintain the number of Vice Presidents at 35;

Now, therefore be it Resolved, That Article IV, Section 3, page 11, of the Constitution be amended to add a new At Large Vice President by striking in the next to the last line the words "and I," and inserting ", I and J,".

Referred to Committee on Constitution.
Adopted, p. 58.

Political Endorsements

Resolution No. 108 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

The Executive Council of the California Labor Federation, AFL-CIO, recommends to the Twelfth Convention of the California Labor Federation, AFL-CIO that the Constitution be amended by adding to Article XV, subdivision F, Political Recommendations and Endorsements, at the bottom of Page 49 of the printed Constitution the following:

"Section 8. The Executive Council shall

have full power to act and make endorsements after consultation with the local COPE in any particular area whenever and wherever an office is left open.

"Section 9. The Executive Council shall be authorized to withdraw the endorsement of any candidate should the actions of a candidate be detrimental to the labor movement."

Referred to Committee on Constitution.
Adopted, p. 58.

Program for Offender Career Placement and Diversion, Inc.

Resolution No. 109 — Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Statistics reveal that crimes committed by youth in America have continued to rise at an alarming rate and studies indicate that once an individual has been convicted and incarcerated the possibility of returning to crime rises; and

Whereas, It has been found that the best solution is to keep the youthful offender out of jail by giving the individual personal attention, job counseling and jobs that allow personal accomplishment, adequate food, clothing and shelter; and

Whereas, The California AFL-CIO Program for Offender Career Placement and Diversion, Inc. (POCPD) was established through a grant from the Governor's 4 percent Manpower Discretionary Fund and the Federal Comprehensive Employment and Training Act; and

Whereas, The program has the endorsement of the AFL-CIO under its Human Resources Development Institute with a pilot program established to divert first offenders from the criminal justice system, by providing counseling, training, education and employment preparation so the individual may become a productive law abiding citizen. The program seeks to save the criminal justice system time and expense, benefitting the community by reducing the likelihood of repeated offenses; and

Whereas, Individuals considered for diversion must be charged by the district attorney's office with having committed a first offense misdemeanor and limited to those over the age of 18 years; therefore be it

Resolved, That the Twelfth Constitutional Convention of the California Labor Federation, AFL-CIO, does hereby endorse and support the California AFL-CIO Program for Offender Career Placement and Diversion, Inc.; and be it further

Resolved, That local central labor bodies in the jurisdictions served by the POCPD are encouraged to assist in every appropriate manner to assist the POCPD in counseling and job placement.

Referred to Committee on Resolutions.
Adopted, p. 47.

**Support I.B.E.W. Members Employed
by The United States Bureau of
Reclamation**

Resolution No. 110 — Presented by the California State Assn. of Electrical Workers, I.B.E.W., Sacramento.

Whereas, Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, and its predecessor organization, the Central Valley Trades Council have enjoyed sound labor-management relations with the Mid-Pacific Region of the United States Bureau of Reclamation since 1953; and

Whereas, These labor-management relations have lead to rates of pay and related wage matters fully comparable to those in effect in the private sector; and

Whereas, In the recent past, the Bureau of Reclamation has challenged the legality of these related wage matters and has refused to enforce provisions of the collective bargaining agreement with respect thereto; and

Whereas, The Controller General of the United States in Decision 57 Controller General 259 (February 3, 1978) indicated serious problems with the provisions of the agreement between Local Union 1245, I.B.E.W. and the Mid-Pacific Region of the U.S.B.R. as well as collective bargaining agreements between other I.B.E.W. local unions and other regions of the U.S.-B.R.; and

Whereas, The Controller General, at the behest of International President Charles H. Pillard, under date of June 23, 1978, delayed implementation of Decision 57 Controller General 259 until the end of the second session of the 96th Congress in order that legislation may be introduced permitting the continued negotiation of the contract provisions in question; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, direct its officers to correspond with Senators Cranston and Hayakawa and all members of the California Congressional Delegation urging their support of legislation to authorize the U.S.B.R. to continue negotiations of related wage matters, i.e. overtime pay, holiday pay, call back provision, rest periods, etc. on a prevailing rate basis.

Referred to Committee on Resolutions.
Adopted, p. 47.

Employee License Fee (Tax)

Legislation No. 111 — Presented by The California State Assn. of Electrical Workers, I.B.E.W., Sacramento.

Whereas, The City of Oakland adopted an employee license fee over the objections of the Alameda County Central Labor Council; and

Whereas, In litigation undertaken by the Alameda County Central Labor Council, the California State Supreme Court ultimately upheld the legality of employee license fees; and

Whereas, Such an employee license fee is repugnant to the principles of organized labor; and

Whereas, Other cities within the State of California as a result of the passage of Proposition 13, have undertaken to adopt employee license fees; and

Whereas, Such employee license fees are being levied on public employees who are subject to the loss of wage increases due to the passage of SB 154 in addition to having a loss of income resulting from such employees license fees; now, therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record as opposing all such employee license fees; and be it further

Resolved, That the California Labor Federation, AFL-CIO, take all steps available to it to oppose the implementation of any employee license fee; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, be requested to introduce legislation before the California State Legislature to make the imposition of such employee license fees illegal.

Referred to Committee on Legislation.
Adopted, p. 51.

Grand Jury System

Resolution No. 112 — Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Recent activities of federal grand juries have had the appearance of an organized conspiracy against the labor movement; and

Whereas, Certain disgruntled, dissident members of labor unions have gained the attention of special grand jury prosecutors to the extent that indictments have been brought against union officials on flimsy evidence; and

Whereas, These witch hunting tactics have brought general discredit to the entire organized labor movement; and

Whereas, If the grand jury system is to remain a part of the American judicial system, the unlimited powers of special prosecutors must be curtailed at least to the extent that accused individuals can be adequately represented by legal counsel if brought before a grand jury; now therefore be it

Resolved, That individual rights must be protected under the grand jury system, as in other courts of law; and be it further

Resolved, That this organization, representing 100,000 members of hospitality crafts unions in California go on record as supporting the efforts of coalition to end grand jury abuse, and any others, including certain segments of the American Bar Association in advocating grand jury reform or abolishment; and be it finally

Resolved, That copies of this resolution be sent to all Congressmen representing California, and U.S. Senators Alan Cranston and S. I. Hayakawa urging them to support such legislation as may be proposed to reform or abolish the grand jury system to the extent that the rights of every citizen will not be violated by unlimited special grand jury powers.

Referred to Committee on Resolutions.
Filed, p. 47. Subject matter referred to Executive Council.

Implement Minimum Wage Increase

Resolution No. 113 — Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, The California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees do not consider federal minimum wage increases which are scheduled to be applied over the next three years to be inflationary, as all the stepped increases are minimal, and far from a cost-of-living benefit to the workers covered; and

Whereas, It is the opinion of the California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees that any potential inflationary pressure such increases could make would be insufficient to be worthy of consideration over the long-term; now, therefore be it

Resolved, by the Twelfth Convention of the California Labor Federation, AFL-CIO, that recent public statements made by Treasury Secretary Michael Blumenthal and G. William Miller, Chairman of the Federal Reserve Board, that the scheduled minimum wage increase should be delayed are not responsible, with full consideration of the facts; and be it finally

Resolved, That the California Labor Federation, AFL - CIO, make this resolution publicly, to announce its opposition to any such move.

Referred to Committee on Resolutions.
Adopted, pp. 47-48.

Banquet Employees' Wages

Resolution No. 114 — Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, In that Board of Equalization Regulation 1603 (f) is discriminatory against employees who work banquets in the Hotel and Restaurant Industry, 1603 (f) TIPS AND SERVICE CHARGES. Effective January 1, 1976, no employer shall collect, take, or receive any gratuity or a part thereof, paid, given to, or left for an employee by a patron, or deduct any amount from wages due an employee on account of such gratuity, or require an employee to credit the amount, or any part thereof, of such gratuity against and as a part of the wages due the employee from the employer. (Labor Code Section 351). If this prohibition is violated, tax applies according to the provisions of this regulation in effect prior to January 1, 1976. (See Appendix B.); and

Whereas, In that said regulation adversely affects the total income of employees who work banquets by 6%; and

Whereas, In that employees and employers are subject to the normal payroll taxes and deductions on said gratuities and service charges; and

Whereas, In that in NO other industry is sales tax paid on labor; therefore be it

Resolved, By the Twelfth Convention of the California Labor Federation, AFL-CIO, that that the Federation initiate legislation that would put an end to this unfair regulation, 1603 (f) of the State Board of Equalization.

Referred to Committee on Legislation.
Adopted, p. 51.

Hotel and Restaurant Employees and Bartenders International Union

Resolution No. 115 — Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Organized business associations are becoming more active and successful in their anti-labor and anti-union activities, particularly in the field of politics and opposition to union organizing efforts; and

Whereas, Organized labor has been suc-

cessful in the past often because powerful International Unions have been active politically and because anti-union forces had not been so numerous and active as at the present; and

Whereas, Present day politics call for an organized front by labor, whether or not goals of individual unions are identical, but support should be given by all to one in their political battles; and

Whereas, The Hotel and Restaurant Employees and Bartenders International Union's political efforts must often be in a special direction better known by members and officers of the crafts represented by this International Union; now therefore be it

Resolved, By this Twelfth Convention of the California Labor Federation, AFL-CIO, that Hotel and Restaurant Employees and Bartenders International Union General President, Edward T. Hanley and General Secretary-Treasurer John Gibson, be commended by the California Labor Federation, AFL-CIO, for their foresight in establishing the International Union's political action office in Washington, D.C., with Bob Juliano as legislative representative; and be it further

Resolved, That the California Labor Federation, AFL-CIO, endorse the International Union's T. I. P. program, and the manner in which the funds raised by this means are utilized; and be it further

Resolved, That General President Hanley and General Secretary-Treasurer Gibson be commended by the California Labor Federation, AFL-CIO, for their active efforts politically, with the hope nothing will deter the International Union from receiving further recognition as being a moving force in legislation of benefit to our crafts and unionism in general; and be it further

Resolved, That the California Labor Federation, AFL-CIO, decries the harassment to which various governmental agencies have subjected the International Union and officers on both national and local levels; and be it further

Resolved, That the California Labor Federation, AFL-CIO, go on record as expressing its deepest appreciation of the efforts in our behalf, and all of organized labor, of those Congressmen and Senators who have introduced and supported legislation vitally needed by organized labor; and be it finally

Resolved, That this resolution be made a portion of the minutes of the meeting of the Twelfth Convention of the California Labor Federation, that copies be sent to

General President Hanley and General Secretary-Treasurer Gibson; Honorable Frank Thompson, Congressman from New Jersey; Honorable Daniel K. Inouye, Senator from Hawaii; Honorable Jacob Javits, Senator from New York; Honorable Harrison A. Williams, Jr., Senator from New Jersey; Honorable John Dent, Congressman from Pennsylvania; and Honorable Ray Marshall, Secretary of Labor.

Referred to Committee on Resolutions. Filed, p. 48. Subject matter referred to Executive Council.

Automobile Insurance

Resolution No. 116 — Presented by California State Theatrical Federation, Hollywood.

Whereas, Actors and other performing artists, as well as other groups are discriminated against by the automobile insurance companies in the State of California; and

Whereas, It is the policy and practice of automobile insurance companies in the State of California to require that such persons pay higher personal insurance premiums, or be denied insurance coverage, based solely on their occupation and not on their individual driving records; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, endorse and support legislation eliminating occupation as a condition for which a higher rate, premium, or charge for personal automobile insurance may be required.

Referred to Committee on Legislation. Adopted, p. 51.

Prevailing Wages & Fringes in Government Audiovisual Work

Resolution No. 117 — Presented by California State Theatrical Federation, Hollywood.

Whereas, Millions of dollars of taxpayers' money is spent by the combined agencies and departments of the United States Government for audiovisual productions; and

Whereas, The present Government bidding system of cheapest bids results in poorest production quality and at the same time is unfair and inequitable to professional union employees working under fair and established wages and working conditions provided through their collective bargaining agreements; and

Whereas, The Lisset Report shows tremendous waste and duplication in Government audiovisual productions; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, declare its determined support for all efforts and legislation that would open Government audiovisual work to the free market and would require contracts of the various departments and agencies engaged in the production and processing of motion pictures and audiovisual aids to pay the prevailing wages and fringe benefits on all bids.

Referred to Committee on Resolutions.
Adopted, p. 48.

HRDI Performing Arts Program

Resolution No. 118 — Presented by California State Theatrical Federation, Hollywood.

Whereas, Employment and underemployment problems of members of the arts, media, and entertainment industry unions are among the most severe in the country (more than 38% unemployment rate in 1977 vs. a national unemployment rate of less than ¼ that amount); and

Whereas, The Department for Professional Employees (AFL-CIO) in conjunction with the AFL-CIO's Human Resources Development Institute (HRDI) has this year launched a pilot program in Los Angeles, N.Y. & Chicago to help devise ways and means to increase employment for professional performing artists and support personnel; therefore be it

Resolved, That this Twelfth Convention of the California Labor Federation, AFL-CIO, endorse the HRDI Performing Arts Program and urge its continuation and expansion.

Referred to Committee on Resolutions.
Adopted, p. 48.

Create National Program for Performing Artists

Resolution No. 119 — Presented by California State Theatrical Federation, Hollywood.

Whereas, Members of the arts, media and entertainment industry unions are among the most severely unemployed and underemployed workers in our nation; and

Whereas, The employment and underemployment problems of members of these unions are typified by persistent high unemployment, low earnings, and a job market that is national rather than local in nature; and

Whereas, Because most government programs designed to reach unemployed and underemployed workers do not reach members of the performing arts unions; therefore be it

Resolved, That the Twelfth Convention of the California Labor Federation, AFL-CIO, go on record as being strongly in favor of the creation of a separate national program for performing artists under Title III of the Comprehensive Employment and Training Act (as requested by the Department for Professional Employees, AFL-CIO, in written testimony regarding S. 2570, on March 27, 1978); and be it further

Resolved, That copies of this resolution be sent to all California members of the House of Representatives and both California Senators.

Referred to Committee on Resolutions.
Adopted, p. 48.

Appreciation Extended to Manuel Dias, Retired General Vice President

Resolution No. 120 — Presented by the Executive Council California Labor Federation, AFL-CIO, San Francisco.

Whereas, Manuel Dias retired as General Vice President of the California Labor Federation, AFL-CIO, July 1, 1978; and

Whereas, He had served in that capacity for 20 years with dedication; and

Whereas, He has been active as an officer in the California Trade Union Movement since 1942 when he was elected as Financial Secretary of his Local Union of the United Automobile Workers; and

Whereas, Manuel Dias was for eight years President of the California CIO before the merger with the California AFL; now therefore be it

Resolved, That the Twelfth Constitutional Convention, California Labor Federation, AFL-CIO, go on record as expressing appreciation to Delegate Manuel Dias for his long service to Labor in California, and as extending to him best wishes for his future in retirement.

Referred to Committee on Resolutions.
Adopted, p. 48.

Equal Rights Amendment

Resolution No. 121—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, Under present procedures 38 states have to approve the ERA Amendment before deadline which is March 22, 1979, it is clear at this date that the necessary number of states will not be ratified by that date; and

Whereas, Time after time State legislatures have put off voting or tabled ERA; and

Whereas, Women are not legally persons under the Constitution, and will not be

until ERA becomes part of the Constitution; and

Whereas, Working women today comprise more than 47% of the labor force and their skills and talents are essential to a healthy economy; and

Whereas, Working women are one of the most exploited groups in this country earning an average wage equal to roughly 60% of the male average; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record in support of HJ 638 which will extend the time limit for ratification of the ERA and, further that the California Labor Federation work vigorously for the extension of time for the ratification of the Equal Rights Amendment.

Referred to Committee on Resolutions.
Adopted, p. 52.

Rents

Resolution No. 122—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, only $\frac{1}{3}$ of the property affected by the Jarvis-Gann initiative is "owner-occupied" housing; and

Whereas, No current legal provision requires landlords to share any portion of the savings on property tax; and

Whereas, The average wage-earner will bear the brunt of the burden under most of the new tax packages being proposed; and

Whereas, The average wage-earner has already and will continue to be affected by the loss of services and/or increased cost of services; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, shall introduce legislation which would require a roll-back of rents in proportion to the property tax cut and shall further propose a tax reform package that will close loopholes at the top, rather than continuing to gouge the working person.

Referred to Committee on Resolutions.
Re-referred to Committee on Legislation, p. 37.
Adopted as amended, p. 55.

Medi-Cal Program

Resolution No. 123—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, The Senate Finance Committee has reduced the Medi-Cal budget by 1.24 million dollars; and

Whereas, SB 1883 recommending the reduction of county hospitals to ambulatory care facilities only is now pending before the legislature; and

Whereas, A cutback of \$87 million is

being recommended from the proposed budget for local mental health programs; and

Whereas, These and other proposed budget reductions will have a severe impact upon health care services; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, shall exert its full influence in defense of the Beilenson Act which calls for no detrimental cuts in health care services and for public hearings to determine the potential impact of any proposed cuts, and further, the California Labor Federation shall introduce legislation to extend this same procedure to other social services.

Referred to Committee on Legislation.
Adopted, p. 51.

Childcare

Resolution No. 124—Presented by Office & Professional Employees Local No. 3, San Francisco.

Whereas, The electorate has mandated that state and local governments reduce expenditures, publicly funded childcare programs as a whole should not be considered "fat" to be cut from the budget; and

Whereas, Diminished availability of such public facilities as swimming pools, museums, parks, playgrounds, and libraries will severely affect the quality of program offered at many private daycare homes and centers; and

Whereas, Existing childcare programs are the barest beginning in addressing the need for comprehensive programs which will provide quality nurturant care of children as well as meeting the needs of the working family's schedule; and

Whereas, The limited focus of income eligibility requirements for such public programs as do exist often frustrates and restricts the growth potential of the women in the job market; therefore be it

Resolved, By this 12th Convention of the California Labor Federation, AFL-CIO, that such organization shall work to preserve the quality of existing childcare programs, and prevent the deterioration of recreational facilities during this period of budget slashing; and shall work for the development of more flexible and reasonable regulations to facilitate the licensing and development of additional daycare homes and centers to meet the ever increasing need; and, further, shall call upon the National AFL-CIO to introduce federal legislation to address this need on the national level.

Referred to Committee on Legislation.
Adopted, p. 51.

REPORTS OF OFFICERS

Report of the Executive Council

San Francisco, July 7, 1978

To: The 12th Convention of the California Labor Federation, AFL-CIO.

Greetings:

By authority of the constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular sessions on eight occasions during the interim period following the September 20-23, 1976 convention in Sacramento and on two other occasions when the Executive Council convened as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council were as follows: December 14-15, 1976 at the Riviera Hotel in Palm Springs; March 3-4, 1977 at the TowneHouse Hotel in San Francisco; June 8-9, 1977 at the Kona Kai in San Diego; September 27-28, 1977 at the Hyatt Regency in Los Angeles; December 15, 1977 at the Hyatt Regency in Los Angeles; March 9-10, 1978 at the Barrett Motor Hotel in San Francisco; June 1, 1978 at the Barrett Motor Hotel in San Francisco; and July 5-7, 1978 at the Sheraton Palace Hotel in San Francisco.

The meetings of the Executive Council convened as the Standing Committee on Political Education were held on April 3-5, 1978 at the Sheraton-Palace Hotel in San Francisco and on July 5-7, 1978 at the Sheraton-Palace Hotel in San Francisco.

LEGISLATIVE PROGRAM

Little more than a week after the November 2, 1976 general election, the Executive Council's Legislative Committee met with its Advisory Committee at the TowneHouse Hotel in San Francisco on November 10 to develop recommendations on legislative priorities for the 1977 legislative session to be submitted to the Federation's full Executive Council.

Both the Legislative Committee and its Advisory Committee, which had been appointed by the Federation's president and executive secretary-treasurer, were guided in drafting these recommendations by the provisions of the Legislative Review authority granted to the Executive Council

by Section 4 of Article IX of the Federation's constitution which reads in part as follows:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the secretary-treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believe desirable and proper at the time the session of the Legislature commences; provided that the sponsor or sponsors of the resolution shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution adopted by the convention by at least a two-thirds vote in which resolution it is expressly provided that such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

The Advisory Committee's assistance in helping to determine legislative priorities is in line with a policy statement adopted at the Federation's Fifth Convention in 1964.

The Legislative Committee and its Advisory Committee were faced with the task of considering the scores of resolutions and policy statements adopted at the Federation's Eleventh Convention and recommending a category of priority for each proposed legislative measure.

Procedurally, the Advisory Committee made its recommendations to the Legislative Committee which in turn made its recommendations to the Federation's Executive Council. The final determination of the Federation's legislative program was made by the Executive Council itself.

In cases where the Legislative Committee recommended that legislation should not be introduced even though the resolution under consideration had called for the introduction of legislation, letters were sent to each of the responsible officers of the organization sponsoring the resolution to inform them of the Committee's recommendation and invite them to appear before the Executive Council at a designated time if they wanted to oppose the Committee's recommendation.

Sponsors Informed

Sponsors of such resolutions were also informed that if no representation was made before the Executive Council at the time designated, it would be assumed that their organization agreed with the Committee's recommendation to withhold the introduction of legislation.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council at the Council's two-day meeting at the Riviera Hotel in Palm Springs on Wednesday, December 15.

California trade union officials serving on the Advisory Committee included:

James Van Houten, legislative advocate of the CWA; Joseph Van Pool, representing Wesley Bromberg of the Glass Bottle Blowers; John F. Crowley, executive officer of the San Francisco Labor Council; J. O. Jones, representing Jim Evans of the United Transportation Union; Ken Irwin, representing Dale Marr of Operating Engineers Local 3; John W. Meritt, of the Culinary Workers; Sal Minerva of the Laborers Union; R. R. Richardson, executive officer of the San Diego-Imperial Counties Labor Council; Loretta Riley, of the State Council of Culinary Workers; Jerry Cremins, executive officer of the Los Angeles Building and Construction Trades Council; Al Whitehead of the Fire Fighters; Mike Linfield of the United Farm Workers; and Bob Hanna, legislative advocate of the State Council of Carpenters, who represented Anthony Ramos of the State Council of Carpenters; and James Lee of the State Building and Construction Trades Council of California.

1976 ELECTIONS

Before taking up the Legislative Committee's report, the Council heard a report on the results of the 1976 general election by the executive secretary-treasurer.

The report noted that the Federation had distributed about 1.5 million COPE endorsements pamphlets listing COPE-endorsed candidates for both state and national offices as well as its stand on the 15 statewide ballot propositions in 27 regional variations through a computer mailing.

The Federation also gave support to the San Francisco Labor Council's fight against several propositions placed on that city and county's ballot that were aimed at crippling organized labor. It extended aid to organized labor in Los Angeles county to help defeat a measure (Proposition F)

which would have created a new rural county from a portion of Los Angeles county to the great detriment of several public employee unions, particularly the Fire Fighters.

On the positive side, the election report noted that California Labor COPE candidates were victorious in six key congressional districts—the fourth, the 13th, the 16th, the 34th, the 35th, and the 38th.

In the State Senate there were 26 AFL-CIO endorsed members out of 40.

In the Assembly there were 57 AFL-CIO endorsed members out of 80.

On the negative side, President Carter who won the national AFL-CIO COPE endorsement, lost the state by 127,705 votes and Senator Tunney was defeated by S. I. Hayakawa by a 226,953 vote margin. In addition the Farm Labor initiative which was supported by COPE and the United Farm Workers' union was defeated.

In view of the strengthened liberal majorities in both houses of the State Legislature, the Executive Council reviewed the recommendations of the Legislative Committee and subsequently adopted a forward-looking 1977 legislative program which, among other things, called for an extension of collective bargaining rights to all public employees, state action to create jobs to cope with the state's unemployment crisis, and major improvements in the state's three basic social insurance programs — unemployment insurance, workers' compensation and unemployment disability insurance.

Details of the Federation's program were published in the California AFL-CIO News prior to the opening of the 1977 session and were widely reprinted by labor publications throughout the state.

1976 SESSION

In view of the fact the 1976 legislative session was concluded after the Federation's last convention, a brief review of the results of that session is in order.

Major accomplishments included the achievement of the State Labor Federation's 30-year struggle to extend unemployment disability insurance benefits to pregnant working women and record increases in the benefits accorded California workers suffering job-connected disabilities.

Here is a brief description of the 14 measures enacted in the 1976 session:

AB 3881 (Fazio) Provides pregnancy benefits under the State's unemployment disability program for up to three weeks

before delivery and three weeks after delivery.

AB 467 (McAlister) increases both the maximum temporary disability benefit and the maximum permanent total disability benefit by \$35 a week—from \$119 to \$154. This was the largest boost in temporary disability benefits in the 63-year history of the State's workers compensation program. The bill also boosted the death benefit for a widow from \$40,000 to \$50,000 and for a widow with one or more dependents from \$45,000 to \$55,000. In addition it increased the minimum weekly benefit for permanent partial disability from \$20 to \$30. The new benefits applied to job-connected disabilities incurred after January 1, 1977.

AB 2812 (Lockyer) Requires that California's minimum wage be kept at least as high as the federal minimum.

AB 3249 (Foran) authorizes union bargaining representatives to handle union members' wage claims before the State Labor Commissioner.

SB 1341 (Alquist) makes any collective bargaining agreement existing between an employer and a labor organization binding on any successor employer for the duration of that agreement or up to three years.

SB 1615 (Rodda) protects the tenure and seniority rights of teachers and other employees of the California State Universities and Colleges.

SB 1588 (Roberti) gives State employees the right to see material in their personnel files and to request an amendment of errors in such files.

SB 1684 (Stiern) requires owner-operators to withhold state income taxes from wages due just as other employers are required to do. It specifies that such wages shall include all remuneration other than equipment rent, which is paid to individuals who are owner-operators of their equipment or tools used in the performance of services for their employer.

AB 3603 (Lockyer) requires farm workers to be paid once every two weeks and bars employers from forcing farm workers to forfeit their vested vacation time if they quit or are terminated.

AB 3730 (Lockyer) requires farm labor contractors to supply growers with a payroll list containing data on all employees working for a grower.

AB 1522 (Berman) gives the State Labor Commissioner authority to issue a final order for payment of wages due workers, with the order enforceable by filing in Superior Court. It requires employers to go to court to challenge the court-backed judgment.

SB 1051 (Rodda) strengthens the State's equal pay laws which forbids pay differential based on sex for jobs requiring equal skill, effort and responsibility, and performed under similar working conditions. It also permits class action suits on behalf of workers discriminated against and extends to two years the statute of limitations on legal action to recover wages.

AB 2238 (Goggin) requires the State Industrial Welfare Commission to be comprised of two labor, two management and one public representative and stipulates that members of both sexes shall serve on the commission.

AB 3368 (Robinson) prohibits the State Public Utility Commission from granting telephone companies the right to charge customers for directory assistance services.

These legislative successes were subsequently printed in a 22-page booklet titled "Force For Progress 1976" which noted that although the California legislature in 1976 "continued the progressive course it had set in the previous year . . . the cancer of unemployment continues as the dread disease of the state."

It also noted that the 1976 legislature had failed to enact a collective bargaining law for public employees and that the State Compensation Insurance Fund had assumed a "new and dangerous role" in calling for removal of workers' injury rights won by labor in the courts.

1977 SESSION

The 1977 session witnessed the enactment of 21 measures sponsored or supported by the California Labor Federation, including a major boost in benefits in the State's unemployment disability program estimated to provide about \$37 million more in benefits for California workers suffering off-the-job disabilities and a long-sought measure to assure workers injured on the job the right to choose their own doctor from the first day of injury instead of only after 30 days.

But the session was also marked by the increasing influence of corporate and conservative interest groups on liberals within the legislative process. This was reflected in the failure of the 1977 legislature to provide property tax relief for homeowners and renters and in passage of legislation weakening the commitment of the workers' compensation program to protect the victims of industrial injury or disease. For example, AB 155 slashed an employer's liability for occupational disease and cumulative injuries suffered by

workers from the existing five years to just one year by January 1, 1981.

Passage of this measure, which was pushed by the private insurance industry, the State Compensation Insurance Fund and the Brown administration, signaled an on-going assault on compensation protection for workers crippled by industrial carcinogens and other long-term, slow-to-show-up, on the job health hazards.

The session was also marked, however, by passage of legislation extending the essentials of collective bargaining rights to state employees after a number of amendments sought by the California AFL-CIO were written into the bill.

The session also resulted in the enactment of legislation providing a "one-stop" permit procedure to spur authorizations for construction of industrial development projects, a two-year extension of the state's item pricing law, and authorization for the construction of the state's first liquefied natural gas facility to help the state cope with a predicted energy crisis in the 1980's.

The Executive Council is proud of these and other progressive accomplishments of the 1977 session and wishes to thank the representatives of local unions and central bodies as well as those of many national and international unions whose assistance and prompt support helped bring them about.

Here, for the record, is a rundown on the 21 major Federation bills enacted in the 1977 session that benefit all California workers:

AB 1379 (Fazio) increases the maximum weekly benefit under the State Unemployment Disability program from \$119 to \$146 and raises the minimum weekly benefit from \$25 to \$30.

AB 1628 (Greene) counts tips as wages in determining unemployment disability insurance benefits if they are greater than \$20 during any calendar month.

SB 520 (Foran) assures workers suffering on-the-job disabilities under the workers' compensation law the right to be treated by their personal physician from the first day of injury rather than after 30 days.

AB 1044 (Torres) alters the method used to compute average annual earnings for temporary disability benefits under the workers' compensation law and increases the minimum temporary benefit from \$35 to \$51.33 a week.

AB 968 (Alatorre) extends unemployment insurance and unemployment disability

benefits to individuals who do work at home according to specifications of employers on materials or goods furnished by the employer which are required to be returned to the employer or the employer's agent.

SB 876 (Holden) increases the amount of money an unemployed person may earn without incurring a reduction in unemployment insurance benefits from \$18 to \$21 per week.

SB 224 (Behr) make ex-offenders who have worked at a state prison job or participated in a vocational education program eligible for unemployment insurance benefits upon their release from prison.

SB 839 (Dills) extends the essentials of collective bargaining rights to some 90,000 state employees. As amended by AFL-CIO proposals, this law provides for unit determination, maintenance of membership, listing of unfair labor practices, and administration by an independent board.

SB 671 (Garcia) eliminates an existing law requiring the approval of the Director of Consumer Affairs for the State Board of Barber Examiners before additional duties could be assigned to an examiner-field representative.

AB 114 (Deddeh) requires public utilities to pay prevailing wages when they contract for custodial or janitorial services.

AB 2022 (Gualco) requires that basic wage for employees of the Office of State Printing be the prevailing hourly wage paid by private printers in major metropolitan areas in California.

SB 1081 (Alquist) authorizes the construction of the state's first liquefied natural gas facility to avert a predicted energy shortage that could jeopardize hundreds of thousands of jobs in California within the next several years.

AB 557 (Montoya) expands the legal definition of the term "contractor" under the Contractors' License Law to include those who undertake the cleaning of grounds or structures.

AB 65 (Greene) provides a five-year total of \$4.26 billion in additional state aid to schools and changes the way the state allocates funds to California's 1,046 local school districts.

AB 18 (Rosenthal) extended the state's item pricing law from April 1, 1977 to January 1, 1978.

SB 32 (Roberti) extends the state's item pricing law from January 1, 1978 to January 1, 1980.

AB 399 (McCarthy) provides a \$375 mil-

lion bond issue for planning and constructing water treatment facilities. This measure required, and received, the voters' approval at the June, 1978, primary election.

AB 884 (McCarthy) speeds up the permit approval process for construction and industrial development projects by creating a lead agency to serve as a one-stop permit authority.

SB 650 (Nejedly) enacts a statewide litter control and recycling plan for bottles and cans.

SB 1099 (Rains) nullifies a law requiring certain organizations, including labor unions, to pay taxes where expenditures were made to influence or attempt to influence legislation, ballot measure or a recall procedure during the taxable year beginning on or after January 1, 1977. This measure also excludes severance pay from gross income under the personal income tax law and from wages for compensation for purposes of calculating the eligibility date for Unemployment Insurance benefits of workers who may be terminated as a direct result of federal legislation enacted in 1978 expanding the Redwood National Park in Humboldt County.

SB 792 (Dunlap) enacts the California Library Services Act to expand library services and facilitate the exchange and coordination of library resources and services between library systems.

A report on these and other accomplishments of the 1977 session were published in a 22-page booklet titled "Force For Progress 1977."

This report also cites a number of anti-worker bills defeated last year, including: measures aimed at undermining the vital worker access rule in California's 1975 Agricultural Labor Relations Act; a move to repeal the right to strike of workers for the Southern California Rapid Transit District; and a measure to require bargaining for wages and conditions between public employees and employers to be held in public sessions. The booklet also carried the voting records of legislators on key issues affecting California workers.

1978 SESSION

Since November 27, 1978, is the last day for the Governor to veto bills passed during the last half of the 1977-78 legislative session, a complete report on legislation enacted in 1978 is not possible in this report.

The Executive Council would, however, like to note that, for the second year in a

row, the Federation has succeeded in defeating legislation aimed at denying local governments the right to decide for themselves whether or not to adopt rent control ordinances, and has also successfully fought off a number of measures aimed at weakening the 1975 Agricultural Labor Relations Act.

In addition, last January Governor Brown signed a measure strongly supported by the California AFL-CIO (**AB 644**) which extends unemployment insurance protection to public employees and brings California's unemployment insurance law into conformity with federal statutes. The bill was an urgency measure and took effect on January 27, 1978.

PUSH FOR TAX REFORM

Recognizing the growing need for major tax reform and the inequity of California's heavy reliance on property taxes and sales taxes, the Executive Council was active in mobilizing workers to take part in a rally held in Sacramento on January 31, 1977, to urge support for **SB 154**, the California AFL-CIO-backed Tax Justice Act of 1977, authored by Senator Nicholas Petris (D-Oakland).

The bill, which called for a major progressive revision in the state's personal income tax law in light of the devastating impact of excessive reliance on property taxes and sales taxes on low and middle income workers, would have provided \$925 million in property tax relief to both homeowners and renters.

Among other things it would have applied the fundamental principle of fair taxation — the ability to pay — to regressive property taxes and added nine additional brackets to the state income tax schedule to make the income tax heavier for the wealthy.

Hundreds of California workers took part in the rally and separate versions of the bill subsequently won passage by both houses of the state legislature. But it died in the Senate on September 15, 1977 when the Senate refused to adopt the conference committee's report which attempted to resolve differences.

Use of Volunteers Hit

The Governor and his Administration in the Spring of 1977 introduced a program to promote use of volunteer aides in state mental hospitals. The Executive Council condemned this proposal and directed the Executive Secretary-Treasurer to meet

with Dr. Jerome Lackner, director of the State Department of Health, to discuss the "flooding of state mental institutions with untrained, incompetent workers at no cost to the state which would lower the quality of hospital care and displace hundreds of state employees during a period of massive unemployment in California."

The Council stressed the need for increased quality medical and psychiatric health care which can only be accomplished by dedicated professionals. Reliance upon volunteers would expose mental patients to amateur and inconsistent practices, denying them services essential to provide the proper environment for treatment and recovery.

In denouncing the program, which was reminiscent of Governor Reagan's suggestion that state employees volunteer to work for nothing on holidays, the Executive Council said:

"There have already been ample studies and reports of the warehousing of mental patients in California. The state's mental hospitals clearly need more professionals and skilled personnel."

REDWOOD PARK FIGHT

Strong opposition to federal legislation proposing an expansion in the boundaries of the Redwood National Park was voiced by the Executive Council at its March 3-4, 1977 meeting in San Francisco.

The Council pointed out that such an expansion was unneeded and would result in the loss of about 3,000 jobs and an annual payroll loss of about \$50 million in an already job-depressed area.

In a statement issued March 4, the Council said:

"HR 3813 would expand the existing 28,000-acre Redwood National Park created in 1968 by as much as 74,000 acres. On the surface that may sound desirable. But the truth is there are already 283 square miles of Redwoods preserved in federal and state lands and the proposed expansion of the Redwood National Park would remove a vital, fast-growth area of timber production from both the present and future economic base for job creation in the Humboldt-Del Norte Counties area where unemployment is already running close to 15 percent.

"Moreover, most of this area is not conducive to recreational development or use by the public.

"Just last September (1976) the Deputy Director of the State Department of For-

estry, Larry Richey, testified that there was no need for additional land to protect the existing Redwood National Park from accelerated erosion due to logging.

"The fact is that expansion of the park would sharply reduce the property tax base in Humboldt and Del Norte Counties and compound the unemployment and welfare problems already confronting citizens in that area."

After a long and vigorous fight that included two major protest meetings in Eureka, a massive rally at the Federal Building in San Francisco and a transcontinental trip involving a caravan of over 100 logging trucks to Washington, D.C., the size of the park expansion was slashed to 48,000 acres and the bill was amended to provide benefits for workers displaced as a result of job losses created by the bill. The measure was finally enacted early in 1978.

Among other things, the benefits for workers with five years in the industry affected by park expansion receive six years coverage, full benefits as of the last job held in the industry, the highest wage received in 1977 or 1978, and all fringe benefits. At age 54 these benefits will extend for 11 years. If the employee elects to enter another industry the above benefits will be received, less half the amount received in the new employment, and fringe benefits are protected.

If early retirement is selected at 62, the worker is eligible for medical insurance coverage to age 65 plus up to 72 weeks severance pay at the highest rate received in 1977-78.

In case of relocation out of Humboldt or Del Norte County, severance will be paid for 72 weeks at highest wages for 1977-78. Moving costs and guaranteed market value of home sale are underwritten.

Tuition costs if training for any alternate job or profession will be paid, plus regular rates and benefits received in the industry, for six years.

Moreover, just last month Al Lasley, former business representative of Lumber and Sawmill Workers Local 2592 of Eureka, was appointed as consultant and liaison to the U.S. Labor Dept. in its administration of the Redwood Employee Protection Program set up by the bill.

SHIP SUBSIDIES URGED

In light of the continuing high unemployment problem both nationally and in California where more than 800,000 workers were jobless in March of 1977, the Execu-

tive Council urged the Carter Administration on March 4, 1977 to renew the subsidies for U.S.-flag passenger ships—the S. S. Mariposa and the S. S. Monterey—for five years.

The Council pointed out that:

“The loss of more than 500 jobs on these two vessels coupled with the loss of hundreds of additional jobs in the longshore and shipyard industries would have a catastrophic impact on employment in seagoing and other maritime related industries throughout the West Coast at a time when the nation is already suffering from the worst depression since the 1930’s.”

The Council directed the Executive Secretary-Treasurer to urge U. S. Senators Alan Cranston and S. I. Hayakawa and the state’s Congressional delegation to renew the subsidies, pointing out that such action “would save more than 1,000 jobs at a time when the national administration is desperately seeking ways to create jobs to cope with the nation’s jobless crisis.”

RESTORE DAM FUNDS

In the wake of reports from Washington early last year that the Carter Administration was planning to slash millions of dollars in funds earmarked for the Auburn and Warm Springs Dams from the 1978-79 budget, the Executive Council sharply protested the action and urged President Carter “to provide for proper industrial development and the preservation of adequate water supplies for California’s drought-stricken economy.”

And at its March 1977 meeting, in light of the Carter Administration’s announcement that funding for some 32 dam and water projects, including the Auburn Dam and Warm Springs Dam, had, in fact, been suspended, the Executive Council directed the Executive Secretary-Treasurer to contact President Carter, to urge restoration of the funds, and to point out that such dams are essential to the economic life of the nation.

Subsequently, in July 1977, Congress approved and sent to the President a compromise version of the Public Works Appropriation bill which included funds for nine of the 18 water projects initially opposed by the President, including funds for the Auburn Dam.

The public works bill which Congress approved and President Carter accepted, included \$39.7 million for the Auburn Dam, contingent upon completion of studies showing that the dam could withstand a major earthquake. More than \$230 million

has already been spent by the U. S. Bureau of Reclamation on foundation and other work for the dam on the American River 32 miles northeast of Sacramento.

Just two months ago, a \$118.7 million contract for work on the Warm Springs Dam northwest of Healdsburg in Sonoma County was awarded by the U. S. Army Corps of Engineers after an appellate court refused to issue an order sought by environmentalists to bar the contract.

ANTI-PUBLIC EMPLOYEE INITIATIVE

Just a month after efforts surfaced in August of 1977 to place an initiative constitutional amendment on the June, 1978 ballot, the Executive Council at its September 27-28, 1977 meeting in Los Angeles authorized the appointment of a special committee of the Council—with the power to act—to direct its efforts to the defeat of the initiative and to consider the desirability of developing a statewide coalition with representatives of all organizations involving public employees.

Subsequently a coalition was formed with the California State Employee Association and the California Teachers Association. The Coalition Committee also included strong representation from the AFL-CIO organizations including the executive officers of the Central Labor Bodies of San Francisco and Los Angeles as well as the State Building and Construction Trades Council and the Metal Trades Council. Also included were representatives of the Teamsters and the International Longshoremen and Warehousemen Union.

Supporters of this anti-public workers’ initiative included the State Chamber of Commerce, the League of California Cities, and the Republican State Central Committee as well as other employer-backed conservative groups. The measure was also endorsed by former Governor Ronald Reagan and other right-wing political figures.

The initiative measure would have:

- Outlawed the union shop and the development of effective unions in the entire field of public employment;
- Prohibited the use of public employee dues for political purposes;
- Subjected all public employees—about 1,506,900 or one out of every six California workers—who engaged in a strike or “directly or indirectly” tried to induce or encourage a strike against a public employer to mandatory dismissal and loss of tenure and seniority;

- Outlawed the use of binding arbitration to settle disputes; and,

- Prohibited any public agency from agreeing to increase public employee benefits or compensation in response to a strike.

Thanks in part to effective publicity carried in the state's labor press against the initiative as well as public statements opposing the measure issued by the Governor, and by the Mayors of Los Angeles, San Francisco, Oakland, Sacramento and San Jose, the measure failed to obtain enough signatures to qualify for the June 1978 ballot and what could have become a bitter, expensive and divisive political battle was averted.

PROPOSITION 13

Recognizing the devastating impact that passage of Proposition 13, the Jarvis-Gann Property Tax Limitation Initiative, would have on the jobs of public employees and newly employed disadvantaged workers and on jobs in the private sector of the state's economy, the Executive Council adopted a statement at its March 9-10, 1978 meeting urging the defeat of Proposition 13 on the June 6 Primary election ballot and approval of Proposition 8, a California AFL-CIO-backed alternative measure that would have limited property tax relief to owner-occupied homes.

Here is the text of that statement:

"Passage of Proposition 13, the Jarvis-Gann Initiative, would cause massive cutbacks in social services, destroy local governments' ability to provide for their communities, and give most of the property tax relief to business and landlords.

"Proposition 13, by reducing the property tax rates to one percent of assessed value, would cause a \$7 to \$8 billion loss of local revenues, severely reducing police and fire protection, school and hospital services, sewage repairs, public transportation and health and welfare programs as well as other social services.

"Working families in California need and demand these vital services, as do the aged, the disabled and the low and middle income public.

"To maintain a current level of local services, the state legislature would be required to dramatically increase other taxes such as sales, income and business taxes. Local governments would lose autonomy over their functions and become nothing more than administrators of state programs.

"The reductions in services will result

in severe cutbacks in jobs, both in the public and private sectors.

"Thousands of jobs, particularly for fire fighters, police, teachers, sanitation workers, hospital workers, and city and county employees will be lost.

"The indirect effects in private employment will destroy jobs in industries with government contracts, including construction, manufacturing, lumber and wood products, stone, clay and glass, heating and plumbing equipment, and their suppliers.

"Capital outlays for new construction and improvements will be among the first expenditures eliminated.

"Although the principal need for property tax relief is for over-burdened low and middle income homeowners, Proposition 13 gives 65 percent of the total tax relief money to business and owners of income-producing property. Further, it gives no relief at all to the millions of renters in the state.

"But defeat of Proposition 13 is not enough. Property tax relief recently enacted by the legislature depends upon the approval of Proposition 8 as well as the defeat of Proposition 13—the Jarvis-Gann Initiative—before it can go into effect.

"Proposition 8 will properly permit commercial and industrial property to be taxed at higher rates than owner-occupied homes. It will allow property tax rates for owner-occupied homes to be reduced while still maintaining the existing rates on commercial and industrial property.

"In light of the urgent need for action on this critical issue, the Executive Council of the California Labor Federation, AFL-CIO, recommends defeat on June 6 of Proposition 13 and the approval of Proposition 8."

This stand was unanimously endorsed by delegates to the California Labor Federation's Pre-Primary COPE Endorsement Convention held at the San Francisco Civic Auditorium on April 6, 1978.

The concerns expressed by the Executive Council's statement last March on Proposition 13, have, unfortunately, been amply confirmed by the massive layoffs that have occurred in city and county governments throughout the state in the wake of passage of Proposition 13 on June 6.

Immediately after passage of Proposition 13, representatives of the Executive Council met with Governor Brown in Sacramento to discuss ways to cope with implementation of the measure.

Following that meeting, the Federation spelled out its stand on actions to be taken

to cope with the impact of Proposition 13. These stands call for:

1—Full use of the state's present surplus to sustain local government employment and services, with the surplus to be used until exhausted. In the interim, the Governor and the legislature should devise new methods of funding.

2—No reduction in funding of present state programs and no reduction in proposed budget additions for required economic and social action by state agencies such as schools, hospitals and fire fighting services.

3—No elimination of state jobs.

4—No freeze on state government hiring.

5—No freeze on state employees' wages.

6—No freeze on state merit wage increases or on automatic step advances.

7—Opposition to any elimination of provisions calling for cost-of-living increases.

While the Governor has committed use of the state's \$5.5 billion surplus to help ease the impact of Proposition 13, it is abundantly clear that unity within the labor movement and strengthened alliances with like-minded groups will be essential to protect the job rights of public employees and the vital services they provide at every level of government.

The Executive Council is acutely aware that cutbacks in local government capital expenditure programs, many of which have already been announced, mean the elimination of thousands of job opportunities in the building and construction industries and that cutbacks in other useful social services signal the loss of jobs for thousands of newly hired disadvantaged workers.

Efforts to minimize these job losses and their adverse impact on social services and the state economy will require the active participation of every trade unionist in the state.

In response to the passage of the state budget by the legislature which provided for a 2.5 percent wage increase for state employees which will also affect local government workers, the Executive Council sent the following message to Governor Brown:

"Executive Council of California Labor Federation representing more than 1.7 million AFL-CIO union members urges you approve the meager anti-inflationary 2.5 percent wage increase for state employees contained in budget adopted by legislature. Because veto of increase will also relate to all local government em-

ployees, it will be a cruel disservice to more than 1.5 million public workers caught in the present inflationary spiral now exceeding an annual rate of 10 percent. Veto action would represent an intolerable imposition of a wage freeze on one out of every six workers in California."

SUNDESERT NUCLEAR POWER PLANT

Strong support for construction of the Sun Desert Nuclear Power Plant in Riverside County was voiced by the Executive Council in a resolution adopted at its March 9-10, 1978 meeting in San Francisco.

Here is the text of that resolution:

Whereas, The Governor, the State Energy Commission, and the Legislature recognize there is a need for major increases in electrical energy supply in Southern California by the mid-1980's, and

Whereas, The best means of providing some of this needed energy is currently the proposed Sundesert Nuclear Power Station at Blythe, and

Whereas, Beneficiaries of the Sundesert project include the residents of the cities of Los Angeles, Burbank, Pasadena, Glendale, Anaheim and Riverside, and

Whereas, While various non-nuclear alternatives to Sundesert have been proposed — such as a state-owned coal-fired plant — air quality considerations and other factors make construction of coal-fired plants or other alternatives in Southern California highly unlikely, and

Whereas, State law regarding disposal of nuclear wastes has been interpreted by the State Energy Commission in such a way that there is now in California a moratorium on the construction of nuclear power plants,

Now, Therefore Be It Resolved, That the California Labor Federation, AFL-CIO urges:

1. The California State Assembly to enact legislation to exempt the Sundesert facility from the state's nuclear power laws, and
2. The Governor and State Administration publicly support construction of the Sundesert facility, and
3. That copies of this resolution be sent to the Governor, Legislative leaders, and the media.

LNG PLANT URGED

To spur the selection of a site for the construction of a liquefied natural gas ter-

minal to help avert a predicted energy shortage in Southern California that could threaten the jobs of upwards of 700,000 workers in the early 1980's, the Executive Council adopted the following resolution at its March 9-10, 1978 meeting at the Barrett Motor Hotel in San Francisco:

Whereas, It is generally accepted that Southern California faces a natural gas crisis in the early 1980's unless existing gas supplies are significantly augmented, and,

Whereas, In recognition of this the California Labor Federation, AFL-CIO, helped secure enactment of special legislation in 1977 to bring about the construction of a terminal to receive liquefied natural gas (LNG) from Alaska and Indonesia, and,

Whereas, The on-shore location at Point Conception is the only location where the needed terminal facility can be constructed in time to avoid drastic natural gas curtailments in Southern California,

Now, Therefore Be It Resolved, That the California Labor Federation, AFL-CIO urges:

1. The Governor to publicly indicate his support for construction of an LNG-receiving terminal at Point Conception, and,

2. The California Coastal Commission rank the Point Conception site first in the list of possible sites it submits to the California Public Utilities Commission in May 1978, and

3. The California Public Utilities Commission, in rendering the decision it by law must make by July 31, 1978, recognize that the Point Conception LNG terminal must be in operation no later than 1982 if Southern California's looming natural gas crisis is to be averted, and

4. That copies of this resolution be sent to the Governor, legislative leaders, the California Coastal and Public Utility Commissions and the media.

SUPPORT FOR MINE WORKERS

The Executive Council also went on record at its March 9-10, 1978 meeting in San Francisco in support of the United Mine Workers strike against coal mine operators throughout the United States.

In announcing the State AFL-CIO's support for the striking miners, the Executive Council condemned President Carter for invoking the Taft-Hartley Act against the mine workers and urged federal seizure of the mines to prevent the mine op-

erators from profiting at the workers' expense.

The Council also called on all State Federation affiliates to support the mine workers' cause.

EDUCATION

The passage of Proposition 13 last month has already resulted in the abandonment of summer school programs in school districts throughout the state, spawned the dispatch of thousands of dismissal notices and touched off serious discussions of the imposition of tuition and sharply higher fees at the University of California and other institutions of higher education throughout the state.

This constitutes a major threat to the basic concept of free public education long championed by the California Labor Federation and its predecessor organizations going all the way back to the Workingmen's Party early in the nineteenth century.

Actions to cope with this assault will be spelled out in the policy statements to be submitted by the Executive Council to the delegates to the Federation's 12th convention.

In the immediate area of worker education, the Executive Council has authorized a number of educational conferences that were subsequently sponsored by the Federation during the period covered by this report, including:

✓ A two-day educational conference on "California's Industrial Future" held at the TowneHouse Hotel in San Francisco on March 29, 1977;

✓ A statewide conference on Women in the Workforce held at the Holiday Inn-Golden Gateway Hotel in San Francisco on April 23, 1977;

✓ A three-day Joint Legislative Conference held at the Woodlake Inn in Sacramento May 23-25, 1977;

✓ A two-day conference on the growing attack on existing protections for California workers under the state's workers' compensation program held at the Fairmont Hotel in San Francisco November 14-15, 1977;

✓ A special Women-in-the-Workforce Occupational Health and Safety Conference held at the Senator Hotel in Sacramento February 18, 1978;

✓ A Joint Legislative Conference held at the Quality Inn Woodlake in Sacramento May 22-24, 1978.

In addition the Executive Council has au-

thorized "Women-in-the-Workforce" summer school geared to organizing and collective bargaining to be held August 4-6, 1978 on the campus at UCLA.

The Executive Council also helped publicize a number of other conferences including the National AFL-CIO COPE Conference for delegates from Arizona, California and Nevada which was held at the Sheraton-Palace Hotel in San Francisco on April 15, 1978.

The Executive Council also authorized the Federation to co-sponsor a special course for "Women in the Workforce" that was held at the Labor-Management School at the University of San Francisco from March 7 through May 2, 1978.

This course was designed to familiarize working women with the basic elements of collective bargaining, equal employment opportunity, non-traditional employment, the importance of organizing, and health and safety for women in the workforce.

SCHOLARSHIP PROGRAM

Thanks to the cooperation of Federation affiliates, the Federation has been able to award a total of 61 \$500 scholarships to graduating seniors in public and private high schools who competed in the California Labor Federation's annual scholarship awards program in 1977 and 1978.

In 1977, 30 scholarships were awarded and this year 31 scholarships were made available.

In both years, more than 2,000 students submitted applications to take the exam and more than 1,200 competed each year.

The contest is designed to broaden public understanding of the American labor movement, its structure, function and goals and spur greater interest in organized labor among high school seniors while providing assistance to students seeking higher educational goals.

SPECIAL ELECTIONS

The election of State Senator Anthony Beilenson to the U. S. House of Representatives in the November 1976 election created a vacancy in the 22nd State Senate District and Governor Brown set a special election to fill the seat for March 8, 1977.

Convened as the Federation's Standing Committee on Political Education, the Executive Council unanimously endorsed Assemblyman Alan Sieroty, who had amassed a strongly pro-worker voting rec-

ord during his 10 years in the Assembly, as the California Labor COPE candidate for the seat.

Sieroty subsequently polled 55.7 percent of the total vote cast in the March 8 special election thereby defeating both his Republican opponent and a conservative Democrat and eliminating the need for a special runoff election.

Sieroty's election, however, created a vacancy in the 44th Assembly District and Governor Brown set a special election for June 28 to fill that seat.

The Federation's Standing Committee on Political Education endorsed Democrat Mel Levine for that seat over Republican Dana Reed and Levine was victorious.

Another Assembly vacancy occurred when Assemblyman Charles Warren resigned to accept a position in the Carter Administration in Washington.

The Executive Council's Standing Committee on Political Education endorsed Democrat Mike Roos to fill that vacancy in the 46th Assembly District in Los Angeles County. Roos won in the special election held June 21, 1977.

COMMUNITY SERVICES

In addition to its traditional involvement in community service work through support of the AFL-CIO's Human Resources Development Institute and united fund efforts and other activities in communities throughout the state, the Executive Council last year authorized the Federation to sponsor the development of a new program to give first offenders opportunity to straighten out their lives without incurring the stigma of a criminal record.

This program, which took more than 10 months to develop, was finally initiated barely two months ago with funding for 18 months through Governor Brown's discretionary Comprehensive Employment and Training Act (CETA) funds obtained from the State Manpower office.

It is being directed by Charles Paul, who directed a similar successful program in Oregon last year, and is known as the Program For Offender Career Placement and Diversion, Inc.

It is primarily designed to help some young people charged for the first time with minor crimes to find employment and obtain the educational help and social services necessary to keep them out of jails and prisons.

AFL-CIO unions throughout the State will help program participants qualify for and obtain jobs.

Headquartered at 199 California Drive, Oxnard Plaza, Suite 210 in Millbrae, the program is designed to intervene in the criminal justice process at a time when young people can benefit the most.

Here is how it works:

The District Attorney in the County involved will offer the young person charged with a crime a choice of being prosecuted or diverted into the POCPD.

If young persons choose POCPD, they sign a contract which generally calls for restitution to the victim, the location of a job or training, social service work, and regular check-ins with the program's staff.

If the person completes the contract over a four-to-six month period to the judge's satisfaction, the charges will be dropped.

The program is an outgrowth of growing recognition that the stigma of a criminal record can prolong unemployment and add drastically to the likelihood of repeated offenses by first offenders.

Diversions into POCPD are expected to save taxpayers over two-thirds of the cost of prosecution and incarceration.

AID TO AFFILIATES

As in the past the Executive Council has continued to exert every effort possible to assist affiliates both in strike situations and in other matters of concern to California workers.

Within the past two years, such efforts have included:

✓ An appeal issued in December 1976 to all affiliates and councils to support a San Diego taxi drivers' union affiliated with the Seafarers International Union which had been on strike for more than five months.

✓ Support to the San Francisco Labor Council in its fight against a series of anti-worker propositions placed on the November 1976 ballot. Proposition T, a San Francisco Labor COPE-backed measure providing for the district election of members of the Board of Supervisors was enacted and provided San Francisco workers an opportunity to replace several anti-labor Board members, which they did when the measure went into effect last year.

✓ Assistance to the Los Angeles County Federation of Labor in defeating Proposition F, a measure that would have created a new rural county from a portion of Los Angeles County to the detriment of a number of public employee unions, particularly the fire fighters.

✓ Authorization of a contribution of \$5,000 to the San Francisco Labor Defense Committee in a case involving Joseph P. Mazzola, business manager-financial secretary of Plumbers Local 38 and a former vice president of the Federation who was dismissed from the San Francisco Airport Commission in connection with the San Francisco City and County workers' strike. This so-called "conflict of interest" case involved fundamental rights of trade unionists to serve on public agencies.

✓ At its June 9, 1977 meeting while convened as the Standing Committee on Political Education, the Council authorized a \$5,000 contribution to San Francisco Labor COPE for voter registration and get-out-the-vote activities in the special election held August 2, 1977.

✓ Authorized a contribution to aid members of the American Federation of Teachers on strike at the Lakeland School District in New York State.

J. P. STEVENS BOYCOTT

In its efforts to advance the boycott launched by the Amalgamated Clothing and Textile Workers Union against the J. P. Stevens Co. with the support of the National AFL-CIO, members of the Executive Council met with representatives of Governor Brown prior to the Executive Council's December 14-15, 1976 meeting to urge the State Administration to determine whether the state had any contracts with J. P. Stevens or whether the J. P. Stevens firm was involved in any sub-contracts to supply the state with its products.

Just prior to the December, 1976 Council meeting, it was learned that a \$40,000 contract was outstanding. This contract was subsequently cancelled.

In addition, representatives of the Executive Council have contacted all hotels with which the Federation does business to assure that J. P. Stevens' products are not used. One of the upshots of this activity was a report presented to the Executive Council's December 15, 1977 meeting in Los Angeles that the General Manager of the Hyatt Regency in Los Angeles had taken steps to see that Stevens products are neither purchased nor used at that hotel.

"WE DON'T PATRONIZE" LIST

In the interim since the Federation's 1976 Convention, a number of firms have been added to the Federation's "We Don't Patronize" list.

At its March 3-4, 1977 meeting, the Board placed the "Bay Guardian" of San Francisco on the List.

At the Council's June 8-9, 1977 meeting, the Council approved the placement of all products of the Adolph Coors Brewing Co. of Golden, Colo., on the list; and also instructed the executive secretary-treasurer to advise all affiliates of "the destructive policies of the State Compensation Insurance Fund" in view of the State Fund's support of legislation that undermines workers benefits under the state's workers compensation program.

Four other firms were placed on the list at the council's September 27-28, 1977 meeting. These are: Norbert Cronin Co., a San Francisco insurance firm; Rylock Co., Ltd., of Union City; Iowa Beef Processors; and Sacramento Inn in Sacramento.

At its March 9, 1978 meeting, the council directed the placement of two additional firms on the list, namely: the Holiday Inn at 1612 Dale Rd. in Modesto; and the Masonite Corp. plant in Cloverdale in Sonoma County.

Removed From List

Perhaps the most notable firm removed from the list in the interim since the last convention was the Los Angeles Herald Examiner. This action was taken on August 19, 1977 after the Council was informed by the Los Angeles County Federation of Labor that it had been removed from the County Federation's list, ending a 10-year fight to protect the rights of union workers at the Los Angeles Herald-Examiner.

Employees at the paper, which had been non-union for eight and a half years, voted by overwhelming margins to be represented by a new local created by the International Printing and Graphic Communications Union (IPGCU) in 1976. This action returned nearly all of the workers at the paper to the fold of the AFL-CIO.

The 11 unions that had been involved in the strike at the Hearst paper had disclaimed their jurisdictions at the paper two years earlier to facilitate creation of the new local.

Here, for the record, are unfair firms remaining on the Federation's "We Don't Patronize" List as of the date of this report:

HOTELS & RESTAURANTS

Fresno Area

Fresno Townhouse, 2220 Tulare St., Fresno.

Los Angeles Area

Newporter Inn, Newport Beach

The following San Diego area motels:

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

Sacramento Area

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

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

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Dell

The Godfather

Mingai-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all);

Colonel Sanders Kentucky Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo;

Head Hunter Amusement Park of San Francisco;

Kau Kau Gardens;

Carol Doda's;

Mabuhay Restaurant; and

The Casbah.

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn - Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Shirtail Restaurant, 2515 El Camino Real, Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

William Flagg's Restaurant, Homestead Road & Lawrence Expwy., Santa Clara.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

Stockton Area

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Otto's Place, 7824 Thornton Rd.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurants, 3950 E. Waterloo Rd. & 642 W. Charter Way.

Sambo's Restaurant, 11 N. Center.

Jolly Tiger Restaurant, 4747 Pacific Ave.

Modesto Area

Holiday Inn, 1612 Dale Road, Modesto.

MANUFACTURING

Coors Beer

Gaffers & Sattler products

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville, Calif.

Rylock Company, Ltd, 1285 Atlantic Ave., Union City.

Tennessee Plastics of Johnson City, Tennessee.

Charles Manufacturing Co. (Fox Mfg. Co.), Dothan, Ala., furniture.

PRINTING

San Francisco Bay Guardian

San Rafael Independent-Journal.

Vallejo Times-Herald

THEATRES

Broadway Theatre, 4th and Broadway, Santa Ana.

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

Cinema 70 in Monterey;

Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;

Cinema Theater in Soquel; and, Twin I & II in Aptos.

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

Sea World, San Diego

OTHERS

Norbert Cronin & Co., insurance agents, San Francisco.

Hertzka and Knowles, San Francisco architects.

Montgomery Ward in Redding.

* * *

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the **J. P. Stevens Co.** and **The Kingsport Press** of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

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

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

EXONERATIONS

During the two years since the Federation's last convention, the Executive Council has continued the policy authorized by Section 2 of Article XIV of the Federation's Constitution of granting exonerations in the payment of per capita taxes to locals involved in labor disputes or for other good causes.

Assistance of this kind was granted in response to requests received from the following Federation affiliates:

✓ **Rubber Workers Local 100** of Southgate was exonerated for the period May 1976 through August 1976.

✓ **Rubber Workers Local 131** of Los Angeles was exonerated for the period March 1976 through August 1976.

✓ Rubber Workers Local 726 of Salinas was exonerated for the period May 1976 through August 1976.

✓ Retail Clerks Local 1364 of Redding was exonerated for the period September 1970 through January 1977.

✓ Rubber Workers Local 721 of Rowland Heights was exonerated for the period August 1976 through October 1976.

✓ Rubber Workers Local 428 of Los Angeles was exonerated for the period of November 1976.

✓ Transportation and Allied Workers of California, an affiliate of the Seafarers International Union involving taxi cab drivers in San Diego, was exonerated for the period of March, April and May of 1977.

✓ Printing Specialties and Paper Products Local 659 of San Jose was exonerated for the month of September 1977.

✓ Local 51 of the National Association of Broadcast Engineers and Technicians of San Francisco was exonerated for the months of August and September 1977.

✓ International Union of Electrical Workers Local 1507 of San Jose was exonerated for the months of August and September 1977.

✓ Glass Bottle Blowers Local 177 of Tracy was exonerated for the month of October 1977.

✓ Missile and Electronics Local 2230, an affiliate of the International Association of Machinists of Sunnyvale, was exonerated for the months of October and November 1977.

✓ Machinists and Aerospace Workers Lodge 1178 of Santa Rosa was exonerated for the six month period extending from April 1978 through September 1978.

UNION LABELS, SHOP CARDS & BUTTONS

Beyond any doubt, the 33rd AFL-CIO Union-Industries Show held in Los Angeles from May 12 through May 17, 1978 did more to advance public awareness of the importance of looking for the union label, shop card and button than any event ever held in the state.

The show attracted a record 200,000 visitors to the Los Angeles Convention Center and featured more than 600 booths manned by union members and union employers. The State Federation also was represented with a booth.

In addition to providing an opportunity to showcase the high degree of skill and

training of union members, the show was utilized by a number of exhibits to heighten public awareness of the advantages of union membership and of the high-handed and undemocratic tactics of such anti-union employers as the J. P. Stevens textile firm and the Adolph Coors brewing company.

The International Ladies Garment Workers' Union's booth, for example, helped heighten visitors' awareness of the union label by engaging them in a search for it in union-made garments.

The Executive Council helped publicize the show through the state's labor press and was heartened by its success.

The Executive Council was also represented at the Union-Industries Show held in Kansas City last year and has continued the Federation's practice of sponsoring a union label booth at the State Fair each Labor Day.

But the Executive Council believes that the need to heighten the recognition of union members as well as the general public of the importance of buying and demanding union products and using union services to protect U.S. workers' living standards and jobs is becoming more important than ever in light of the continuing practice of U.S.-based multinational corporations to seek to maximize profits by closing U.S. plants and moving their production operations to low-wage nations abroad without regard to the economic or social impact of their moves on the jobs of U.S. workers or the U.S. economy.

The failure of existing federal and tax regulations to stem the flood of imports in such a basic industry as steel is, for example, threatening the jobs of hundreds of west coast steel, iron and other metal workers.

Recent reports indicate that steel imports captured about 50 percent of the western states' steel mill receipts during the first fourth months of 1978 alone. This suggests that the government's trigger pricing system is providing no help at all and that increasing job losses will occur at western domestic mills unless more effective federal action to protect U.S. jobs is taken.

The Executive Council cites this as just one example of the direct impact on U.S. workers' jobs of the laxity and inadequacy of existing federal and tax trade policies. Many other examples could be cited in such fields as the electronics and textiles industries.

The Executive Council is convinced the heightened public awareness of the impact of their own purchasing policies and those

of their elected officials at all levels of government could become a more effective tool to combat foreign imports and help save U.S. jobs as well as assist in organizing unorganized workers.

The development of such increased awareness, of course, will require the active efforts of all trade unionists.

For the information of Federation affiliates, the Executive Council is including in this report the following list of where to look for the union label on specific items of apparel:

Shoes — in insole, in front of heel, on outer sole or inside upper lining.

Neckties — small end.

Gloves — inside upper edge.

Suits — inside right breast pocket.

Overcoats and topcoats — lining of side pocket.

Trousers — inside right back pocket.

Shirts — bottom of front tail.

Pajamas — front hem of coat.

Work pants — inside right front pocket.

Overalls — right hip pocket.

Heavy outdoor, rainwear, sportswear — lower pocket.

Slacks, knickers, kneepants, riding britches — inside right hip pocket.

It is also pertinent to note in this report that the period of **September 4-9, 1978 and September 3-8, 1979** has been designated as **Union Label Week** for 1978 and 1979 by the AFL-CIO Union Label and Service Trades Department.

OTHER COUNCIL ACTIONS

The Executive Council voted to support the AFL-CIO Maritime Trades Department in their efforts to obtain the enactment of H.R. 3350 pertaining to "Deep Sea Mining."

The Federation's Standing Committee on Public Employees was formally appointed and organized as an advisory committee to the Executive Council. Several meetings of the committee have been held since its first meeting in March of 1977.

The Executive Council authorized the Executive Secretary-Treasurer to contact the Governor, requesting the expediting of preliminaries leading to early completion of the Century Freeway in Los Angeles County.

The Executive Council voted in favor of the proposed private development of the Mineral King recreational area.

The Executive Council voted to support Representative Harold T. "Bizz" John-

son's Public Works Appropriation Bill H.R. 7553 as reported out of Committee, without amendments.

The Executive Council adopted a resolution commemorating the 40th Anniversary of the National Apprenticeship Training Act. The resolution commended the Federal apprenticeship program.

ELECTION OF NEW MEMBERS

At its September 27-28, 1977 meeting at the Hyatt Regency in Los Angeles, the Executive Council elected Frank Souza, directing business representative of Machinists Local Lodge 1305 to replace Vice President Stanley Jensen in District 9-C, who had resigned due to his election to a higher office in the IAM which required him to move out of the Federation's jurisdiction.

At the Council's December 15 meeting at the Hyatt Regency Hotel in Los Angeles, Vice President Frank S. McKee in At Large District I resigned as a result of being elected to international office in the United Steelworkers union which required him to move out of California. Cass Alvin of Steelworkers Local 2018 in Los Angeles was elected to succeed him.

At the Council's March 9-10, 1978 meeting at the Barrett Motor Hotel in San Francisco, Edward Flores, of Laborers Local 585, was elected to succeed Bennie Arellano who resigned as vice president in District 5.

At the same meeting, William Waggoner, of Operating Engineers Local 12, was elected to succeed J. J. Twombly, who resigned, as Vice President At Large D, and Val Connolly, of Culinary Workers Local 340 in San Mateo, was elected as Vice President in District 8 to succeed the late Thomas A. Small who died January 4, 1978.

At the Council's June 1, 1978 meeting at the Barrett Motor Hotel in San Francisco, Justin Ostro, a general vice president of the International Association of Machinists and a member of IAM Lodge 727-A, was elected to succeed Hal Shean, who resigned as Vice President At Large in District E.

At the same meeting, Dean Cofer, business manager of IBEW Local 1245, was elected to succeed Leo Mitchell, who resigned, as Vice President in District 11.

COMMITTEE CHANGES

Since the Federation's 1976 convention, the Executive Council has been assisted

in its work by its seven regular standing committees.

Due to death and resignations, the composition of these committees has changed during this period.

Prior to the meeting on July 5, 1978, the composition of these committees was as follows:

LEGISLATION

Max J. Osslo, chairman; M. R. Callahan; William G. Dowd; Richard K. Groulx; Loretta Mahoney; Morris Weisberger; Alfred K. Whitehead; and Ray Wilson.

EDUCATION

Fred Fletcher, chairman; Dina Beaumont; Val Connolly; John F. Crowley; Steve Edney; Chester Migden; Paul Miller; and William Robertson.

SAFETY AND OCCUPATIONAL HEALTH

Alfred K. Whitehead, chairman; Dean Cofer; Jerry Cremins; John F. Crowley; Joseph R. Garcia; Justin Ostro; Joseph Pinto; and William Waggoner.

HOUSING

Jerry Cremins, chairman; Edward Flores; C. A. Green; Richard K. Groulx; Paul Miller; Ray Nelson; Willis Simons; and William Ward.

COMMUNITY SERVICES

Dina Beaumont, chairperson; Cass Alvin; Fred Fletcher; Lloyd J. Lea; Chester Migden; William Robertson; and William Ward.

CIVIL RIGHTS

Ray S. Mendoza, chairman; Steve Edney; Harry Finks; James P. McLoughlin; Loretta Mahoney; Frank Souza; and Cornelius Wall.

UNION LABELS, SHOP CARDS AND BUTTONS

Harry Finks, chairman; Edward Flores; Joseph R. Garcia; James P. McLoughlin; Joseph Pinto; Frank Souza; and Cornelius Wall.

1978 CONVENTION

Selection of San Francisco as the convention city for 1978 was determined by action taken at the 1976 convention.

Although the Federation's constitution provides that the biennial convention shall be held during the week of the third Monday of August in even-numbered years, it also contains a provision that the Executive Council may change that date if it deems necessary.

In view of the extension of the state legislative session into August and other factors, the Executive Council at its September 27-29, 1977 meeting in Los Angeles approved a motion for the convention to be held during the week of July 10-14, 1978, at the Civic Auditorium in San Francisco.

The Council scheduled its pre-convention meeting to begin at 1:30 p.m. on Wednesday, July 5, 1978, at the Sheraton-Palace Hotel in San Francisco, which will serve as the headquarters hotel for the Federation's Twelfth Convention.

The convention itself is scheduled to open at 10:00 a.m. Monday, July 10 at the San Francisco Civic Auditorium.

In the course of its pre-convention meeting starting July 5, 1978 the Executive Council will be developing and approving proposed policy statements to be submitted to convention delegates for their consideration and attending to other pre-convention details, including the consideration of recommendations to be made to convention delegates on the endorsement of candidates for the November 7, 1978 general election.

Fraternally submitted,

The Executive Council
California Labor Federation, AFL-CIO,
John F. Henning, *Executive Secy-Treas.*
Albin J. Gruhn, *President*

Cass Alvin
Dina G. Beaumont
M. R. Callahan
Dean Cofer
Val Connolly
Jerry P. Cremins
John F. Crowley
William G. Dowd
Steve Edney
Harry Finks
Fred D. Fletcher
Edward Flores
Joseph R. Garcia
C. Al Green
Richard K. Groulx
Lloyd Lea
James P. McLoughlin
Loretta Mahoney
Ray S. Mendoza
Chester L. Migden
Paul Miller
Raymond K. Nelson
Max J. Osslo

Justin Ostro
Joseph Pinto
William Robertson
Willis Simons
Frank Souza
William Waggoner

Cornelius Wall
William Ward
Morris Weisberger
Alfred K. Whitehead
Ray Wilson
—*Vice Presidents*

Report of the Executive Secretary-Treasurer

San Francisco, California

July 10, 1978

To the Twelfth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

This report reviews the activities of the Federation for the two years following the 1976 Convention held in Sacramento. Federation activities since 1976 have been wide ranging from legislative successes in public employee collective bargaining and social insurance programs to assistance to affiliates in various struggles to protect jobs and improve wages and conditions.

Economic Overview

In terms of unemployment and wage and salary levels, working men and women have never fully recovered from the recessions which have plagued the state and national economies in the 1970's. Over 800,000 workers in California, 7.7 percent of the labor force, remain unemployed. This tragic waste of human resources which breeds frustrations and hardship among the families which are affected, have been compounded by the passage of Proposition 13, the Jarvis-Gann Initiative. While the impact of Proposition 13 on unemployment may be temporarily ameliorated by redistribution of the mammoth state surplus to local governments, an estimated 300,000 public employees could be laid off during the next few years. An additional 100,000 workers in the private sector, particularly in construction, could be out of work because of the sharp decline in public construction.

The entire American economy is still operating far below its potential. With industrial production at only 83 percent of capacity, 6.1 percent of the national labor force, representing over six million workers, were unemployed as of May, 1978.

Although the number of jobs has increased, the increases have not been enough to make up for the job losses of the recession and the increase in the number of job seekers. While women continue to join the labor force in greater numbers out of economic necessity, jobs at decent wages must be developed to provide all

new entrants to the labor force with opportunities to provide for themselves and their families.

Coincident with these high unemployment conditions is a new surge in prices which threaten to wipe out wage gains and push the purchasing power of individuals on fixed incomes to even lower levels. Real net spendable earnings, that is earnings adjusted for taxes and price increases, are down to the same level they were in 1968.

Rising costs of energy, food, health care and housing continue to hold down living standards. These price increases were not caused by excessive demand for goods, shortages of workers or excessive wage increases. In fact, major collective bargaining settlements were lower in 1977 than in 1976 according to the U.S. Department of Labor. The total "effective wage rate adjustment," including current settlements and prior settlements with cost of living adjustments, was down from 8.1 percent in 1976 to 7.8 percent in 1977.

The major causes of persistent inflation have been rising prices of food, fuel, health care and interest rates. Aggravating this situation has been the slowdown in the rate of productivity growth which results from recession and lagging economic recovery. High interest rates and tight monetary policies of the Federal Reserve have also contributed significantly to slow economic growth and continuing unemployment, as has the nation's international trade and investment policies which spur the outflow of U.S. jobs, technology and capital.

To reverse these trends and provide stimulus for growth which will create jobs, it is necessary to seek leadership in our executive branches of state and federal governments which will institute those economic policies designed to benefit the working majority of our citizenry.

We are in dire need of comprehensive economic management which is directed toward restoring health to our private enterprise system through full employment. Congress must enact the Humphrey-Hawkins Full Employment and Balanced Growth Act. This bill would establish the right to employment. To support that right

the act would commit the U.S. Government to fundamental reform in the management of the economy to achieve and sustain full employment and balanced growth.

On the budget, social insurance and welfare programs can be financed easily, without inflation, if there is true tax justice. In addition, a fully employed economy would turn tax users into tax payers. For every 1 percent drop in unemployment, according to the Congressional Budget Office, \$19.5 billion is added to the Treasury, \$15 billion in added tax receipts and \$4.5 billion in lower unemployment-related social welfare costs.

Increased industrial production means lower unit costs which reduces inflationary pressures. Inflation cannot be conquered by purposefully incurring a recession and holding down purchasing power. The real key to ultimate control of inflation is a healthy, fully employed economy.

A greater distribution and increased level of the purchasing power of workers' wages and salaries is another prerequisite for economic health. Gains in wages and salaries provide workers with a share in the benefits of economic expansion of consumer markets. An adequate level of consumer expenditure which businesses must have in order to prosper can only be maintained by increases in the real income level of working men and women.

LEGISLATIVE ACTIVITIES

1977 SESSION

California workers have benefited substantially from labor's achievements in the 1977 session of the State Legislature. Twenty-one measures, sponsored or supported by the Federation, became law during the session. They follow in important and useful ways the history-making advances of the 1975-76 sessions. They effectively sustain the high level of social and economic progress for working men and women that the state AFL-CIO has achieved in recent years.

The session, however, was not without its disappointments. One enacted measure (AB 155) effectively weakens the commitment of workers' compensation laws to the victims of industrial injury or disease. In itself, it was a step backward. More important, though, it signaled a still-developing attack on compensation protection for workers felled by industrial carcinogens and other long-term job hazards. Efforts to weaken the law's obligations in this vital area are sure to mount in the months ahead.

The session failed to deal fairly and sensibly with collective bargaining rights of public employees. Nor was it able to complete the efforts to provide property tax relief for homeowners and renters as a major phase of long-overdue income tax reforms.

A major increase in benefits under the unemployment disability insurance program was, however, enacted, raising the weekly maximum to \$146.00 from \$119.

Under safeguards demanded by the state AFL-CIO, the 1977 session did extend a form of collective bargaining rights to state employees.

The 1977 session also gave a worker injured on the job the right to choose his own doctor from the first day of injury, instead of after 30 days.

It renewed for another two years the law requiring item prices in supermarkets where automation takes over the check-out stand.

It provided a "one-stop" permit procedure to speed clearances for construction and industrial development projects.

It provided California with its first liquefied natural gas facility as an answer to the menacing energy crisis.

The far-reaching legislation achieved in the 1975-76 sessions of the Legislature fulfilled many of labor's long-standing goals. The follow-up in this year's session closed gaps, erased inequities, moved constructively forward on many fronts.

Governor Edmund G. Brown, Jr. signed into law 21 of the 24 AFL-CIO sponsored or supported bills adopted by both houses of the Legislature. Vetoed were SB 96 (Nejedly) requiring the California Highway Commission to allocate funds for the development of public mass transit guideway and state highway purposes; and AB 860 (Lockyer) which would have provided grants to encourage the establishment of recycling centers. However, the Governor did sign SB 650 (Nejedly) setting up a statewide recycling program. He also vetoed AB 638 (Vicencia) which would have repealed the requirement that workers' compensation benefits be deducted from allowances payable under the State Teachers Retirement System.

However, the Governor's record for the 1977 session is essentially a progressive one.

Particular thanks must be given to legislators who introduced and carried measures proposed and supported by the Federation. In certain instances, labor will undoubtedly take a closer, more critical look at individual records where commit-

ments on vital issues may have been compromised to labor's disadvantage under pressures that were unreasonable and anti-union.

Credit must be given to local union and central body representatives who were as always a strong source of support for the Federation's efforts in the legislative process. Their increasingly effective organization and activity in the electoral process, too, provides a sturdy strength that has counted measurably in the Federation's legislative gains.

Following are summaries of the 21 measures enacted by the 1977 session:

Social Insurance

- a bill to increase the maximum weekly benefit under the employee-financed State Disability Insurance Program from \$119 to \$146 and raise the minimum weekly benefit from \$25 to \$30;

- inclusion of tips and gratuities as wages in determining unemployment disability insurance benefits if they are greater than \$20 during any calendar month;

- assurance for workers suffering on-the-job disabilities under the workers' compensation law of the right to be treated by their personal physician from the first day of injury rather than after a 30-day period under current law;

- alteration of the method used to compute average annual earnings for temporary disability benefits, increasing the minimum temporary disability benefit from \$35 to \$49 per week;

- extension of unemployment insurance and unemployment disability insurance benefits to individuals who do work at home according to specifications of employers on materials or goods furnished by the employer which are required to be returned to the employer or employer's agent;

- increase in the amount of money an unemployed person may earn without incurring a reduction in unemployment insurance benefits from \$18 to \$21 per week;

- enable ex-offenders who have worked at a State prison job or participated in a vocational education program to be eligible for unemployment insurance benefits upon their release from prison.

Labor Relations

- extension of essentials of collective bargaining rights to some 90,000 state employees. The law, as amended by AFL-CIO proposals, provides for unit determination,

maintenance of membership, listing of unfair labor practices, and administration by an independent board;

- elimination of an existing law requiring the approval of the Director of Consumer Affairs for the State Board of Barber Examiners before additional duties could be assigned to an examiner-field representative. It authorizes the Board to assign such additional duties "as it deems necessary."

Working Conditions

- requirement that public utilities pay prevailing wages when they contract for custodial or janitorial services;

- requirement that the basic wage for employees of the Office of State Printing be the prevailing hourly wage paid by private printers in major metropolitan areas in California.

General

- authorization of construction of the state's first liquefied natural gas facility to avert a predicted energy shortage that could jeopardize hundreds of thousands of jobs in California within the next several years;

- expansion of the legal definition of the term "contractor" under the Contractors License Law to include those who undertake the cleaning of grounds of structures;

- provision for a five-year total of 4.26 billion in additional state aid to schools and changes the way the state allocates funds to California's 1,046 local school districts. It provides funds for a wide range of school programs, bolsters the teachers' pension system and provides cash incentives for districts that give more authority to councils of parents and teachers at the school level;

- extension of the state's item pricing law from January 1, 1978, to January 1, 1978;

- extension of the state's item pricing law from January 1, 1978, to January 1, 1980;

- provision, approved by the voters in the June, 1978 primary election, for a \$375 million bond issue for planning and constructing water treatment facilities;

- expedition of the permit approval process for construction and industrial development projects by creating a lead agency to serve as a one-step permit authority;

- enactment of a statewide litter con-

trol and recycling plan of such things as food and beverage containers including but not limited to bottles and cans;

- nullification of law requiring certain organizations, including labor unions, to pay taxes where expenditures were made to influence or attempt to influence legislation, ballot measures or a recall procedure during the taxable year beginning on or after January 1, 1977. The bill also excluded severance pay from gross income under the personal income tax law, and from wages or compensation for purposes of calculating the eligibility date for unemployment insurance benefits, of workers who may be terminated as a direct result of federal legislation in 1978 expanding the Redwood National Park in Humboldt County;

- the California Library Services Act to expand library services and facilitate the exchange and coordination of library resources and services between library systems. The Governor reduced the funding for this measure from \$6.46 to \$5.3 million;

- unanimously approved resolution calling on the President, the Congress and the Commissioner of Immigration and Naturalization "to protect the inherent rights of United States workers in the entertainment industry."

Anti-Worker Bills Defeated

- attempt to outlaw no-deposit beverage containers throughout California;

- attempt to undermine the access rule adopted by the Agricultural Labor Relations Board and subsequently upheld by both the State and United States Supreme Courts as well as weaken rights of the union to a list of the names of growers' employees during organizing campaigns;

- repeal of the right to strike of workers for the Southern California Rapid Transit District;

- requirement that bargaining for wages and conditions between public employees and the employers be held in public sessions.

1978 SESSION

As of the meeting of this Twelfth Convention, several major bills are nearing the last stages of the legislative process. Most notable are the bills to extend collective bargaining to state college and university employees (AB 1091, Berman) and a measure which would permit an agency shop clause to be negotiated in public employee contracts (AB 2744, Berman). Other

proposals which concern the interests of our affiliates as well as protecting work standards and stimulate job creation are:

Public Employees

- SB 251 (Roberti) extends to the employees under the University of California system the same right to view the text of all materials in their personnel files as all other state employees have secured.

- AB 1091 (Berman) extends collective bargaining to state college and university employees.

- AB 2744 (Berman) permits an agency shop clause to be negotiated in public employee collective bargaining contracts.

Worker Protection

- AB 358 (Rosenthal) requires that printing and binding contracts with state agencies include prevailing wage and benefit levels.

- AB 1945 (Berman) requires hotels, restaurants, and bars to post a bond sufficient to guarantee wages and benefits of their employees for the pay period, or two weeks, whichever is longer.

- AB 1960 (Berman) prohibits discrimination in employment or promotion on the basis of a woman's pregnancy condition.

- AB 2535 (Fazio) changes regulations governing musicians' booking agencies, making them subject to laws governing employment agencies and changes the scope of such regulations from artists' managers to talent agencies so that those previously licensed as musician booking agencies shall henceforth be licensed as talent agencies.

- AB 2945 (Lockyer) gives a worker recourse to the Labor Commissioner's office and protections against discriminatory or retaliatory action by an employer because the worker exercised the right to file a complaint with the Labor Commissioner's office.

- SB 1851 (Greene) eliminates the 240-week limitation on total temporary disability benefits under workers' compensation law.

- SB 2033 (Marks) requires the Labor Commissioner to take assignment of wage claims, liens or awards upon the filing of a claim by an employee representative.

In-Home Workers

- AB 2048 (Duffy) requires local government contracts with non-profit agencies for homemaker chore services to include

an authorization to secure a bond to secure payment of wages in the event of bankruptcy, liquidation, embezzlement, or fraud.

- AB 3028 (Agnos) makes hired homemakers and other in-home-supportive personnel county employees and extends to them unemployment insurance, disability insurance, and workers' compensation coverage, as well as minimum wage, hour, and employment standards protection under the Industrial Welfare Commission.

Urban Housing

- ACA 47 (Brown) removes the automatic referendum requirement before low and moderate income public housing could be constructed in local community.

- AB 848 (Kapiloff) permits local governments to enact an ordinance requiring a certain proportion of low and moderate income houses be included in residential developments.

Commerce and Development

- AB 900 (Boatwright) requires social and economic factors to be included in environmental impact reports.

- SB 346 (Ayala) provides funding for the State's Peripheral Canal project.

Consumer Protection

- AB 43 (Robinson) extends the current prohibition against allowing the PUC to permit telephone companies to charge for directory assistance.

- AB 1289 (Lockyer) sets up private membership corporation to represent the interests of residential and small business utility consumers before utility regulatory agencies and the courts.

These measures and others have been passed by the House of their origin and will be acted upon by the other House in August.

INITIATIVE ACTION PROPOSITION 13

The California Labor Federation, after working in a broad-based liberal coalition of unions, the California Tax Reform Association, senior, neighborhood and church groups, as well as legal aid associations to secure progressive tax reform and particularly property tax relief, campaigned for the defeat of the Jarvis-Gann initiative, Proposition 13. The failure of the Legislature to enact a property tax relief bill that would have given major property tax relief to the low and middle income home-

owners who bear the greatest burden virtually assured the victory of the forces behind the initiative drive.

In the wake of the proposition's passage, the Federation is currently fighting to save jobs and wages of public employees as well as urging the legislature to enact a comprehensive tax reform package which will finance the essential social services which are threatened by the elimination of \$7 billion from state and local government budgets.

We are adamantly opposed to a wage freeze of any kind, as well as efforts to impose a constitutional provision which would place a ceiling on state spending. The first programs to be changed under such an artificial limitation would be those programs and agencies which are designed to protect workers, enforce safety and health regulations, provide some measure of support and security for those who are temporarily or permanently unable to work or provide for themselves.

The Secretary-Treasurer has initiated a campaign to remove business and commercial interests from receiving \$3.5 billion in tax relief as a result of Proposition 13. The legislature must place on the ballot a proposal to split the property tax roll between business and residential property to enable the tax relief from Jarvis-Gann to be limited to homeowners and other residential property. The electorate voted for tax relief for the homes, not a major subsidy for business which will only result in the elimination of vital services.

Farmworker Initiative

In response to the failure of the legislature to adequately fund the operation of the fledgling Agricultural Labor Relations Board, the Farmworker initiative, Proposition 14 in the 1976 November election, was placed on the ballot by the United Farm Workers of America, AFL-CIO. It would have repealed the Agricultural Labor Relations Act of 1975 and reenacted it as the Agricultural Labor Relations Act of 1976 with amendments which, among other things, require new appointees to the ALRB and assure access of union organizers to grower property for certain non-working periods. It also would have required the legislature to provide appropriations necessary to carry out the purposes of the Act. This measure was defeated by the voters in the wake of an extensive mass media campaign by the agribusiness industry.

Anti-Public Employee Initiative

As the result of efforts by the California

Labor Federation and public employee unions, the initiative petition to place an anti-public employee measure on the ballot failed to gather enough signatures for qualification. The petition being circulated by a coalition of right-wing groups in the state called for the mandatory dismissal and loss of all tenure and seniority for all public employees who directly or indirectly engage in a strike against any public employer. It would have also placed absolute authority to determine public workers' wages, hours and working conditions solely in the hands of the bureaucrats heading the public agency, regardless of whether they are elected or appointed to their posts. Despite the reported expenditure of about one-quarter million dollars and the support of powerful employer interests, promoters of the drive failed to secure the required number of signatures. Its failure was a blow against the opportunists of both political parties who had been attacking public employee rights in San Francisco and elsewhere during the past two years.

ASSISTANCE TO AFFILIATES

Tax Reform Rally

Hundreds of trade unionists and representatives of black, chicano and other community organizations from throughout the state rallied in Sacramento to demand affirmative action on the Federation-backed Tax Justice bill and to oppose any cutbacks in community health services which appear to be built into some of the other tax bills then pending before the legislature. Busloads of representatives from the Service Employees International Union, American Federation of State, County and Municipal Employees, the Rubber Workers, the Electrical Workers, the Auto Workers and the Longshoremen's Union from Los Angeles and the San Francisco Bay Area congregated for briefing sessions, then fanned out through the corridors of the State Capitol to urge their legislators to support the labor-backed bill.

Redwood Workers

Lumber and Sawmill workers in the Humboldt and Del Norte counties were faced with immediate economic disaster by a Congressional proposal to add 74,000 acres to the 58,000-acre Redwood National Park. Testifying before Congressional committees and enlisting the support of the national AFL-CIO, this Federation fought to preserve the jobs upon which this region is totally dependent. Eventually, after

strenuous lobbying and mass demonstrating in Eureka, Sacramento and Washington, D.C., amendments to the Redwood National Park Act of 1978 reduced the addition to 48,000 acres and provided a variety of protections for those workers whose jobs are going to be affected by the expansion including approximately \$50 million in government aid toward income continuation, maintenance of pension and health and welfare benefits, and retraining, job search and relocation allowances.

Public Employees

Affiliates of the Federation from the public sector, from building trades workers to teachers and clerical workers, have been the focus of particular attention by the Secretary-Treasurer. We succeeded in drastically amending a measure which extended limited collective bargaining rights to state employees. The amendments secured by the Federation and affiliates provided for unfair labor practices, unit determination language, maintenance of membership, and administration of the act by an independent board. A major bill to extend collective bargaining to state college and university employees is in the last stages of the legislative process and will be acted upon by the Senate in August. Another measure to enable public employee unions to negotiate an agency shop agreement is being pushed by this Federation and is pending on the Senate floor.

In the wake of the passage of Jarvis-Gann, the California Labor Federation will continue to make every effort in support of its affiliates to secure wage and salary increases, resist layoffs and cutbacks in essential services and secure complete collective bargaining in all elements of the public sector.

Farm Workers

In addition to helping the United Farm Workers of America in the campaign to put the establishment of the Agricultural Labor Relations Act in the constitution, the Secretary-Treasurer has been active defeating legislation that was designed to erode the power of the ALRB and to make regressive changes in existing provisions of the Act. The historic enactment of the Agricultural Labor Relations Act of 1975 was only achieved after a great deal of political pressure was brought to bear on the legislature. Constant vigilance is now required to protect those gains and allow collective bargaining to bring order in the agricultural industry where centuries of chaos had prevailed.

Liquefied Natural Gas

The Secretary-Treasurer of the Federation combined with the Los Angeles Federation of Labor and building trades affiliates to secure enactment of legislation to provide a process whereby a liquefied natural gas facility could be sited. While the state agencies involved have not yet approved a location, we will continue to demand that Point Conception be so designated to enable construction to begin as soon as possible.

Sundesert Nuclear Facility

The California Labor Federation has worked to convince the legislature and the administration of the need to exempt the Sundesert nuclear facility from the state's spent fuel reprocessing and waste storage laws to help meet California's energy needs between now and the end of the century. Over three thousand jobs would be created in construction, and the clean energy provided by the plant would help to assure the growth of employment opportunities in energy-dependent industries in the future. The Secretary-Treasurer will be working with building and construction trades affiliates to secure certification of the facility which will help to avert a statewide energy shortage and otherwise cause severe economic dislocation which falls primarily on the working people of this state.

Asbestos-Exposed Workers

This Federation, together with the Western Institute for Occupational and Environmental Studies, Inc. of Berkeley, has established a toll-free "hotline" for workers who may have been exposed to asbestos during or since World War II to learn about the serious long-term health hazards they may now be facing as the result of exposure. This "hotline" is part of the first broad public survey of the impact of this recognized occupational health hazard. In a joint press conference with the Secretary-Treasurer, Dr. Philip Polakoff, director of the WIOES project, stated that this program represents a hallmark in the field of public preventive medicine. Other unions which are actively involved in the project are the affiliates of the Pacific Coast Metal Trades Council, Asbestos Workers Local 16 and Local 10 of the International Longshoremen's and Warehousemen's Union.

International Affairs

During the last two years, many foreign visitors representing their countries or

trade union organizations within their countries have paid visits to the California Labor Federation offices as part of their study of the American labor movement. Between July of 1976 and July of 1978, we have entertained visitors from the following countries: Ireland, Spain, Israel, Netherlands, Belgium, Sweden, Japan, Germany, New Zealand, Turkey and the United Kingdom.

Arrangements for most of the foreign visitors were made by members of our foreign service in the U.S. Department of State or by representatives in the U.S. Department of Labor.

CONFERENCES

California's Industrial Future

The Federation sponsored a two-day educational conference on the subject of the State's industrial future. Governor Brown, Lt. Governor Dymally, and representatives from industry, environmental groups, and Attorney General Younger appeared before hundreds of unionists who vociferously demanded that the Administration abandon "no-growth" policies and take action to spur industrial development and create jobs.

Women in the Work Force

Hundreds of union women from throughout California took part in the Federation's "Women in the Work Force" conference which featured addresses by Secretary of State March Fong Eu, Assemblywoman Teresa Hughes, and Kathleen Nolan, president of the Screen Actors Guild. Workshops of the conference concentrated on organizing, strategies for upgrading women at work, women workers and the law, and childcare needs.

Joint Legislative Conference 1977

Over 400 trade unionists from throughout the state met in the state capitol to press for action on a wide range of legislation to benefit California workers. Governor Brown stressed the need to site a Liquefied Natural Gas facility as soon as possible. Thomas R. Donahue, executive assistant to George Meany, brought all the delegates up to date on the national campaign for labor law reform.

The three-day conference is sponsored annually by the California Labor Federation and the State Building and Construction Trades Council and the State Council of Carpenters.

The urgency of job creation, increases

in the maximum weekly unemployment insurance benefit, property tax relief and an expedited permit process to reduce the layers of bureaucracy currently required before a construction project can begin were major items on the legislative agenda. Attacks by the insurance industry on the state workers' compensation system were highlighted and all delegates urged to contact their legislative representatives and make them aware of the impending erosion of cumulative trauma protections and benefits.

Lieutenant Governor Mervyn Dymally called for comprehensive legislation for public employee collective bargaining. Other speakers included Leo McCarthy, Speaker of the Assembly, Senate Republican Leader George Deukmejian and Assembly Minority Leader Paul Priolo.

Legal Services

Together with the National Resource Center for Consumers of Legal Services, the California Labor Federation sponsored a one-day conference on group and prepaid legal services. The conference was specifically designed for union and consumer group officials who wished to learn the basics about legal services and how to set up a plan.

Workers' Compensation

A two-day conference concentrated on the growing attack upon the workers' compensation system by the insurance industry and its allies in the State Workers' Compensation Fund. The central target of this attack is the cumulative trauma aspect of the compensation system which deals with injuries which manifest themselves sometime after the actual job experience that caused the disability. It was emphasized that this Federation is in full support of what the constitution already mandates the legislature to do, that is, provide full protection of injured workers and, in the event of death, protection of dependents as well as full and complete medical treatment and rehabilitation benefits. U.S. Assistant Secretary of Labor Donald Elisburg addressed the conference, and pointed out many of the deficiencies of state workers' compensation systems and called for progressive improvements. Assemblyman Richard Robinson, chairman of the Workers' Compensation Subcommittee of the Finance, Insurance and Commerce committee, also appeared before the 140 trade unionists and pledged not to move various reactionary compensation bills this session.

Women-in-the-Work-Force Occupational Health and Safety

The February, 1978 women's conference was devoted to methods of identifying health and safety hazards and reviewing steps to be taken to protect workers from them. Co-sponsor of the conference was the Labor Occupational Health Project of the Institute of Industrial Relations at the University of California at Berkeley. Dr. Philip Polakoff, the principal speaker, told the 175 participants existing safety laws need enforcement, and new legislation for substances in the work place such as asbestos needs to be enacted. San Jose Mayor Janet Gray Hayes emphasized the need for women to organize. Throughout the conference, occupational hazards which cause discrimination against women who seek jobs formerly held by men only were highlighted. The participants were urged to become more involved in their locals' health and safety committees and to make their locals, councils and international unions aware that similar conferences can be developed for their own members.

Joint Legislative Conference 1978

Hundreds of participants at the three-day conference heard the message that organized labor cannot continue to endorse and secure the election of those who accept our assistance as a matter of right rather than as a moral debt owed the millions of Californians that we represent. After reviewing the legislative agenda, delegates circulated around the halls of the capitol urging Assembly members and Senators to enact those proposals which are vital to labor's interests. The list of bills ranged from a major extension of collective bargaining to state college and university employees, to measures to stimulate low and middle income housing development. Governor Brown and legislative leaders from both parties addressed the conference.

National AFL-CIO Convention

The Federation was host to the 12th Convention of the National AFL-CIO in Los Angeles in December of 1975. The Secretary-Treasurer was proud to welcome labor leaders who represented the 14 million AFL-CIO members. The 886 delegates hammered out a program dedicated to the advancement of the welfare of the great mass of American people, those who work for wages, consumers, and the economically deprived elements of American society. The 108 resolutions and policy state-

ments which were adopted deal with a wide range of social and economic problems which daily confront our country.

SCHOLARSHIP PROGRAM

The Federation conducted its annual scholarship program in both 1977 and 1978. There were 30 winners of the \$500 scholarships in 1977 and 31 in 1978. The scholarships are awarded to high school seniors who score the highest in a two-hour examination of basic principles and facts relating to the labor movement and its role in American society. Of the 30 scholarships, 25 are co-sponsored by Federation affiliates. The five directly sponsored by the Federation are known as the Haggerty-Pitts Memorial Scholarships in honor of two late executive officers of the State AFL-CIO — C. J. (Neil) Haggerty and Thomas L. Pitts. The following is the list of the 30 winners in 1977:

1977 Winners

Alameda County—David M. Asarnow, 18, of 4481 Belmont Way, Castro Valley of Canyon High; and Scott L. Williford, 17, of 1348 Lillian St., Livermore, of Livermore High.

Humboldt County—Kent Jolly 18, of Rt. 1, Box 214A, Arcata, of Arcata High.

Kern County—Gregory D. Kunder, 17, of 8300 Kern Canyon Rd., #155, Bakersfield, of Foothill High.

Los Angeles County—Dominic P. Amara, 17, of 19044 Marilla St., Northridge, of Granada Hills High; Clare Y. Chu, 17, of 461 E. 247th St., Carson, of Phineas Banning High in Wilmington; Yvonne Howell, 16, of 15450 Milldale Dr., Los Angeles, of University High; Lawrence Katz, 17, of 4042 Contera Rd., Encino, of Birmingham High in Van Nuys; Steven Robinson, 18, of 1441 Raylene Pl., Pomona, of Damien High in La Verne; Robin Strugo, 17, of 9956 Swinton Ave., Sepulveda, of James Monroe High; Vivian Terr, 18, of 2741 N. Frederic St., Burbank, of Burbank High; Charles Turhollow, 17, of 8412 Regis Way, Los Angeles, of Westchester High; and Rochelle Wasserman, 17, of 1841 S. Veteran Ave., Los Angeles, also of University High.

Marin County—Kenneth C. Anderson, 17, of 36 Elda Dr., San Rafael, of Terra Linda High.

Orange County—Paul Beck, 17, of 9462 Mikinda Ave., La Habra, of La Habra High; Susan J. Rolfe, 17, 34446 Carmelita, Capistrano Beach, of San Clemente High

in San Clemente; and Scott P. Stanley, 17, of 815 E. Buffalo Ave., Santa Ana, of Servite High in Anaheim.

Sacramento County—Paul D. Tolleson, 18, of 5319 Ridgevale Way, Fair Oaks, of Bella Vista High.

San Bernardino County—Cynthia S. Lawrence, 17, of 18258 Symeron Rd., Apple Valley, of Apple Valley High.

San Diego County—Arlene Armendariz, 17, of 212 Faxon St., Spring Valley, of Monte Vista High; Vanessa A. Cooper, 17, of 602 Myra Ave., Chula Vista, of Hilltop High in Chula Vista; and Patty Jencks, 17, of 718 Waterloo Ave., El Cajon, of Granite Hills High in El Cajon.

San Francisco County—Mark Harrington, 17, of 227 Edgewood Ave., San Francisco, of Lowell High.

San Joaquin County—Richard Allan, 18, of 1162 W. Monterey Ave., Stockton, of Amos Alonzo Stagg High.

San Luis Obispo County—Steve Slezak, 17, of 335 Plymouth, Cambria, of Coast Joint Union High.

Santa Barbara County—Donna G. Adams, 18, of 4626 Via Orquidea, Santa Barbara, of San Marcos High; and Bud E. Smith, 17, of 601 E. McElhany Ave., Santa Maria, of Santa Maria High.

Santa Clara County—Cynthia L. Marple, 17, of 12287 Veiwoak Dr., Saratoga, of Lynbrook High in Cupertino; and Mark A. Vernon, 17, of 835 Talisman Dr., Palo Alto, of Cubberley Sr. High.

Ventura County—Lorilyn M. Froerer, 18, of 4749 Grand Ave., Ojai, of Nordhoff High.

Co-Sponsors Named

The 25 scholarships made available by the Federation affiliates are:

Building & Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT, AFL-CIO; California State Branch, Amalgamated Meat Cutters and Butcher Workmen of N. A., AFL-CIO; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders & Hotel & Motel Service Employees; California State Council of Lathers — Lloyd A. Mashburn Memorial Scholarship; Communications Workers of American, Southern California Council — George W. Gorman Memorial Scholarship;

Culinary Workers & Bartenders Union Local 814, Santa Monica; Hotel & Restau-

rant Employees and Bartenders Union Local No. 2, San Francisco; Hotel & Restaurant Employees and Bartenders, Local 681, Long Beach; Los Angeles Building & Construction Trades Council; Los Angeles District Council of Carpenters; Newspaper Guild Locals of California; Northern California District Council of Laborers; Provision House Workers Union Local 274, Los Angeles; San Diego-Imperial Counties Labor Council; San Mateo Central Labor Council Local Unions;

Southern California District Council of Laborers; Southwestern States Council of Retail Clerks—Warren G. "Pop" DeSepte Award; State Building & Construction Trades Council of California; U. A. Local 38 Scholarship Committee; United Cannery & Industrial Workers of the Pacific, Wilmington — James Waugh Memorial Scholarship; and the United Transportation Union, California State Legislative Board.

1978 Winners

The following is a list of the 31 winners in 1978:

Contra Costa County — Randolph E. Bucklin, 17, of 1061 Via Alta, Lafayette, of Acalanes High School; and Elisabeth Renner, 17, of 1721 Greentree Dr., Concord, of Carondelet High School.

Fresno County—John Rustor, 17, of 5653 N. Kavanaugh, Fresno, of Bullard High School; and Stanley Young, 17, of 697 Derrick Ave., of Mendota of Tranquility Union High School.

Humboldt County—Marie Bernice Connett, 17, of P.O. Box 194, Blue Lake, of Arcata High School.

Los Angeles County—Lisa Braden, 17, of 4809 White Court, Torrance, of West High School; Lance Jenkins Dixon, 16, of 610 - 18th Street, Manhattan Beach, of Mira Costa High School; Michelle Gross, 17, of 457 S. Camden Dr., Beverly Hills, of Beverly Hills High School; Steven John, 18, of 20827 E. Cienega, Charter Oak, of Damien High School; Nathan A. Low, 17, of 614 Trenton Dr., Beverly Hills, of Beverly Hills High School; Martha Murphy, 17, of 16923 Ainsworth St., Gardena, of Bishop Montgomery High School; Alan Sokoloff, 17, of 9145 Gerald Ave., Sepulveda, of James Monroe High School; and Jay S. Stowsky, 17, of 9615 Crebs Ave., Northridge, of Granada Hills High School.

Orange County—Linda Ann Mihalik, 17, of 3972 Denwood Ave., Los Alamitos, of Los Alamitos High School.

Sacramento County—Stephen Kemp, 17,

of 6138 Riverside Blvd., #B-5, Sacramento, of Kennedy High School and Kevin Kobalter, 17, of 4819 Hope Lane, Sacramento, of La Sierra High School.

San Bernardino County — Patricia Ann Reyes, 18, of 119 West 50th St., San Bernardino, of Cajon High School.

San Diego County—Steven D. Pearson, 17, of 1525 Buckingham Dr., La Jolla, of La Jolla High School; and George Burns, 17, of 3350 Valley Rd., Chula Vista, of Bonita High School.

San Francisco County—David Bassan, 16, of 1520 Masonic Ave., San Francisco, of Lowell High School; Danny Carlate, 17, of 120 St. Germain, San Francisco, of Lowell High School; Lillian Del Pilar, 16, of 156 Elmira St., San Francisco, of Lowell High School; and Helen S. Manber, 18, of 203 Font Blvd., San Francisco, also of Lowell High School.

San Joaquin County—Anita Bagley, 17, of 435 North Tuxedo, Stockton, of St. Mary's High School.

San Mateo County—John Macauley, 17, of 10 Rockridge Rd., Hillsborough, of San Mateo High School.

Santa Clara County—Michele Gray, 17, of 262 Edgewood Lane, Los Altos, of Los Altos High School; and Randall B. Nagashima, 16, of 10620 Story Lane, San Jose, of Mt. Pleasant High School.

Stanislaus County—Mark Saliman, 17, of 2505 Sherwood Ave., Modesto, of Grace Davis High School.

Tuolumne County—Sharon Werning, 17, of 20426 Silver Dawn Dr., Sonora, of Sonora High School.

Ventura County—Joseph Edward Boyland, 18, of 258 Hiram Ave., Newbury Park, of Newbury Park High School and Catherine Bump, 17, of 10791 Citrus Dr., Moorpark, of Moorpark Memorial Union High School.

1978 Co-Sponsors

The 26 scholarships in addition to the five from the Federation were provided by the following affiliates:

Building & Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT, AFL-CIO; California State Branch, Amalgamated Meat Cutters & Butcher Workmen of North America, AFL-CIO;

California State Council of Carpenters; California State Council of Culinary Workers, Bartenders & Hotel Service Employ-

ees; California State Council of Lathers—Lloyd A. Mashburn Memorial Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Culinary Workers & Bartenders Union Local No. 814, Santa Monica; Los Angeles Building & Construction Trades Council; Los Angeles District Council of Carpenters; Los Angeles District Council of Painters; Los Angeles Joint Board, I.L.G.W.U.; Marin County Labor Council; Newspaper Guild Locals of California; Northern California District Council of Laborers; Provision House Workers Union Local 274, Los Angeles;

San Diego-Imperial Counties Central Labor Council; San Mateo Central Labor Council Local Unions; Southern California District Council of Laborers; Southwestern States Council of Retail Clerks—Warren G. "Pop" DeSepte Award; State Building & Construction Trades Council of California; U.A. Local 38 Scholarship Committee.

United Cannery & Industrial Workers of the Pacific, Wilmington—James Waugh Memorial Scholarship; and the United Transportation Union, California State Legislative Board.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel
Charles P. Scully
For the Period July 1, 1976
Through June 16, 1978

I. COURT CASES

A. Henning, Meany, et al. v. Fair Political Practices Commission, et al., California Supreme Court No. SF 23388, California Court of Appeal No. 3 Civ. 15569

In my last report I advised you that this litigation was dismissed by the Court as "moot" upon the representation of the F. P. P. C. that it would refrain from disapproving the "Meany Amendments" until it concluded its litigation in other matters.

February 1, 1978, the F. P. P. C. advised Mr. Henning in writing that the decision in the other litigation was adverse to it but the Commission decided not to appeal and specifically found "that the procedures established by those amendments will not result in violations of the Political Reform Act" but also stated

"the ruling in the Younger case is relatively narrow in scope" and accordingly, "care should be exercised by everyone involved in the Federation's campaign contribution decisions to limit the Secretary-Treasurer's involvement."

To date, that is the status of the matter.

B. Hill v. L. A. County District Council of Carpenters, et. al., California Court of Appeal, 2 Civil 43751 197 S. Ct. 1056 (1977)

In my last report, I advised that the Petition for Certiorari to the U. S. Supreme Court was granted.

March 7, 1977 under the name of **Farmer v. United Brotherhood, et al.**, the U. S. Supreme Court vacated the decision of the Court of Appeal and remanded the matter to it.

The Court held the claim of damage because of emotional distress was not preempted under the **Garmon** doctrine because of the claimed "outrageous conduct" but nevertheless cautioned that:

"Two further limitations deserve emphasis. Our decision rests in part on our understanding that California law permits recovery only for emotional distress sustained as a result of 'outrageous' conduct. The potential for undue interference with federal regulation would be intolerable if state tort recoveries could be based on the type of robust language and clash of strong personalities that may be commonplace in various labor contexts. We also repeat that state trial courts have the responsibility in cases of this kind to assure that the damages awarded are not excessive."

97 S. Ct. 1056 at 1066 (1977).

C. Joseph Mazzola v. City and County of San Francisco, et al., San Francisco Superior Court No. 708889

The controversy involving Mr. Mazzola and the City and County of San Francisco was the subject of various meetings and included the preparation and filing by our office of an amicus curiae brief in the case of **Mazzola v. City and County of San Francisco**, San Francisco Superior Court No. 708889 on September 2, 1976.

The meetings included the following:

June 29, 1976 — State Federation office with Executive Secretary-Treasurer Henning.

October 15, 1976 — State Federation office with Executive Secretary-Treasurer Henning, Messrs. Mazzola, Crowley, Smith and Brundage.

October 15, 1976 — St. Francis Hotel with Messrs. Lewis and Brundage.

October 20, 1976 — State Federation of office with Executive Secretary-Treasurer Henning, Messrs. Crowley and Smith.

D. Maria Dolores Sanchez v. California Unemployment Insurance Appeals Board, California Supreme Court No. LA 30690.

At the request of the Executive Secretary-Treasurer, I prepared and filed an amicus curiae brief in the California Supreme Court in the above matter on December 9, 1976.

The question involved was a disqualification of a waitress from receiving unemployment benefits because she was unavailable for work because she could not work Saturday or Sundays since she had to care for her four-year old son.

October 5, 1977, the California Supreme Court reversed the decision and held her eligible for benefits.

The important principle of law, which we advanced and which was approved by the Court, established that a parent "has 'good cause' for refusing employment which conflicts with parental activities reasonably necessary for the care or education of the minor if there exists no reasonable alternative means of discharging those responsibilities."

II. LEGISLATION

Prior to the preparation of Legislation, I attended meetings of the Advisory Committee and of the Standing Committee on legislation.

I attended the following meetings:

Advisory Committee meetings:

November 10, 1976 — San Francisco

Standing Committee on Legislation meetings:

November 10, 1976 — San Francisco

January 11, 1978 — San Francisco

March 9, 1978 — San Francisco

I engaged in research during December, 1976 and January, 1977 and January, 1978 and prepared 69 bills for introduction in Sacramento.

On March 14 and 21, 1977, office conferences were held with Mr. Mason regarding classification of bills.

June 24, 1977 — Sacramento, I prepared a detailed analysis of SB 839 and attended the statewide conference re SB 839, the so-called "public employees bill".

During the entire 1977-78 Legislative ses-

sion, I reviewed all bills and amendments and submitted comments and recommendations to the Executive Secretary-Treasurer and staff.

On February 2, 1978 and March 3, 1978, conferences were held in the Federation office with Executive Secretary-Treasurer Henning re possible 1978 draft legislation.

III. EXECUTIVE COUNCIL MEETINGS

I attended the following meetings of the Executive Council and rendered advice and services as requested.

June 9-11, 1976	Santa Rosa
September 14-17, 1976	Sacramento
December 13-15, 1976	Palm Springs
March 3, 1977	San Francisco
June 7-9, 1977	San Diego
September 26-28, 1977	Los Angeles
December 14-15, 1977	Los Angeles
March 9-10, 1978	San Francisco
April 3-5, 1978	San Francisco
June 1, 1978	San Francisco

I also reviewed and commented upon the draft minutes of each meeting.

IV - A. CONVENTION — 1976

Prior to the Convention, I met with staff to discuss and review the drafts of proposed Policy Statements; I reviewed the proposed Rules of Order; and I reviewed the Resolutions submitted to the Convention.

I attended both the Regular and the COPE Conventions of September, 1976 and assisted the committees.

IV - B. COPE PRE-PRIMARY CONVENTION — 1978

Prior to the Convention, I attended the meeting of COPE Executive Council at the Sheraton Palace Hotel, San Francisco, on April 3, 4 and 5, 1978 and attended the Convention at the Civic Auditorium, San Francisco, on April 6, 1978.

V. MISCELLANEOUS

A. AFL-CIO Attorneys' Conference — AFL-CIO Convention.

On December 12, 1977, I attended the conference in Los Angeles called by President Meany.

B. AFL-CIO Lawyers' Advisory Panel.

As I advised you in my last report, the Executive Council of the AFL-CIO established a Legal Affairs Committee and authorized the creation of a Lawyers' Advisory Panel to serve as a body of tech-

nical consultants to the Committee and to act as a clearinghouse for the exchange of information on major current legal developments. I was designated to represent the Federation on the Panel.

Since my last report, I attended the following meetings:

December 9-10, 1976 — Washington, D.C.

C. Proposition 9.

In my last report I noted that it was the feeling of the National AFL-CIO that rather than litigating at once, Messrs. Gruhn, Henning and Finks should transfer their so-called COPE authority to Vice President Callahan on an interim basis and so advise General Counsel Stern of the FPPC. This was done and General Counsel Stern was so advised by letter dated August 29, 1975.

President Meany approved the actions and also proposed amendments to the Federation Constitution in the hopes of ameliorating the situation.

This was reported to the Commission by letter dated September 16, 1975, from Executive Secretary-Treasurer Henning and asking for an opinion that the Federation was in compliance.

By letter dated September 26, 1975, Chairman Lowenstein advised that the Commission would not issue a formal opinion and the changes "do not satisfy the requirements of the Political Reform Act". Executive Secretary-Treasurer Henning replied by letter October 1, 1975. By letter dated October 27, 1975, Chairman Lowenstein again advised no formal opinion would be issued. He did state the Commission had considered the matter in public session October 23, 1975, and authorized a response which ended with the same conclusion as the September 26, 1975 letter. Under date of November 26, 1975, Chairman Lowenstein advised Executive Secretary-Treasurer Henning by letter that, because of the injunction issued in *Institute of Governmental Advocates v. Younger* against the Commission, that pending that litigation "the Commission will take no action of an enforcement nature regarding the matters discussed in the October 27, 1975 letter".

On February 7, 1978, I received a ruling from the Fair Political Practices Commission which I reviewed and submitted a memorandum to Executive Secretary-Treasurer Henning indicating that they had in essence approved the so-called "Meany Amendments" with express caution as to how the operations should be conducted.

I suggested that it be transmitted to

the National Office of the AFL-CIO to see if they had any reservation, which I understand was done and apparently the ruling was agreeable to them.

D. Staff Pension Program.

On June 13, 1976, I reviewed proposed Amendments No. 1 and No. 2.

September 28, 1976, I reviewed a revised Plan.

On October 8 and 12, 1976, I conferred with Executive Secretary-Treasurer Henning as to the contents of the Plan.

On November 11, 1976, I reviewed a revised draft of the Plan.

On December 14, 1976, a conference was held with Executive Secretary-Treasurer Henning, President Gruhn and myself in Palm Springs re actuarial factors in the program and a conference by telephone was had with them and Actuary Prien.

On December 22, 1976, I reviewed proposed Plan Amendment No. 3.

On January 20, 1977, I reviewed a revised proposed Plan Amendment No. 3.

On February 7, 1977, a conference with Executive Secretary-Treasurer Henning and myself was held re the Plan.

On February 22, and 24, 1977, a review of the further revised Plan Amendment No. 3 was undertaken by me.

E. Prepaid Legal Program.

Representatives of the California State Bar contacted the offices of the Federation to seek assistance in implementing this program within the work force in California. I attended the following meetings:

October 27, 1976 — Olympic Club, San Francisco, with Executive Secretary-Treasurer Henning, Phil Murhpy and Board of Governors Member CoBen.

June 10, 1977 — North Beach Restaurant, San Francisco, with President Gruhn and Phil Murphy.

Communications with Louis S. Weller, Chairman of the State Bar Committee and conferences with Executive Secretary-Treasurer Henning were had regarding proposed legislation in 1977 and 1978 to provide tax exempt status in California comparable to federal legislation.

F. Voluntary Contributions to COPE.

At the request of Executive Secretary-Treasurer Henning, both on July 9, 1976 and on April 13, 1978, I researched the possibility of the Federation engaging in the so-called voluntary contributions campaigns for use in political purposes.

I prepared memoranda for Executive Secretary-Treasurer Henning and communicated both with the National AFL-CIO

and with the Certified Public Accountants of the Federation.

The matter is still pending replies at the present time.

G. Review of IBM Leases.

At the request of Executive Secretary-Treasurer Henning, I reviewed the leases and submitted a detailed memo with respect to them, on June 10-12, 1976 and again on November 3, 1977.

H. Statewide Conference re Workers Compensation.

January 22, 1977, I researched and participated in the preparation of a "White Paper" on workers compensation.

June 4, 1977, I reviewed and prepared an analysis of AB 1968, being a rewrite of the workers compensation law.

October 11, 1977, a conference was held in the Federation office regarding the statewide conference.

November 4, 6 and 7, 1977, research and preparation of presentation for conference was done by me.

November 14, 1977, Fairmont Hotel, San Francisco, I presided as moderator and also participated as a speaker at the conference.

I. Review of Lease for July, 1978 Convention.

At the request of Executive Secretary-Treasurer Henning, I reviewed the document submitted by the City and County of San Francisco and responded to him with a detailed memorandum on November 9, 1977.

J. Employee Rights Committee.

At the request of Executive Secretary-Treasurer Henning, I reviewed the proposed contract and proposed revised contract with Werner-Wagner and on November 1, 1977, submitted detailed memoranda on them to him.

K. COPE Audits.

Tuesday, May 30, 1978, I met in the offices of the Federation with Executive Secretary-Treasurer Henning, staff bookkeeper Schmechel, and Messrs. Anderson, Goldman and Terrell of Coopers and Lybrand, the Certified Public Accountants for the Federation.

A problem involving the recordkeeping and reporting with respect to the Voter Registration Fund, raised by the auditors of the California State Franchise Tax Board for the years 1975 and 1976, was discussed in detail as well as a revised form for the L. A. County Registrar with respect to names and addresses on reports.

The matter is being followed up by Mr.

Schmechel and the accountants, who will report back developments. No action by our office is required at this time.

L. OPE Local 29 Contract.

At the request of Executive Secretary-Treasurer Henning, I received the above contract which applies to the Federation employees in the Sacramento office of the Federation and submitted comments to him.

Dated: June 16, 1978

Respectfully submitted

CHARLES P. SCULLY,
General Counsel

CONCLUSION

In the last two years, the Federation has kept abreast with the developments which affect the labor movement in California and our staff has endeavored to respond in a timely and proper manner to problems which continually arise. The Department of Women's Activities has been effective in encouraging involvement of women in the labor force. While James G. Patton is leaving the position of director of the Retired Members Department after serving ably for two years, a new director will be appointed very soon. Senior citizens, particularly retired union members have proven to be a valuable ally and tremendous resource for political action on issues affecting our society.

While an office in Sacramento is maintained full time for coordinating lobbying efforts of the Federation and affiliates, the headquarters office remains in San Francisco where it has been since the California Labor Federation was created 77 years ago.

As your Secretary-Treasurer, I have continued to serve the interests of California labor in social and economic affairs on the state, national and international level.

I wish to express my sincere appreciation for the supportive activities of the Federation's many affiliates who have provided the essential support for many of our accomplishments.

Further, I wish to acknowledge the very able assistance of President Albin Gruhn and the Federation staff which has been invaluable in meeting the ever increasing demands on our organization as we respond to new issues and maintain a constant vigilance on previous gains.

Fraternally submitted,

JOHN F. HENNING

Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of April 30, 1978

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated		Bricklayers & Allied Craftsmen, Int'l. Union of	
Actors Equity Association	325	Bricklayers No. 1	102
A. F. T. R. A.	1797	Bricklayers No. 8	200
A. F. T. R. A.	340	Bricklayers No. 9	200
Screen Actors Guild	5000	Bricklayers No. 10	217
Screen Extras Guild, Inc.	3125	Bricklayers & Stonemasons No. 13	250
Asbestos Wkrs., Int'l. Assn. of Heat & Frost Insulators		Broadcast Employees & Technicians National Assn. of	
Asbestos Workers No. 5	167	N. A. B. E. T. No. 51	296
Asbestos Workers No. 16	322	N. A. B. E. T. No. 53	1332
Asbestos Workers No. 20	54	N. A. B. E. T. No. 54	58
Bakery & Confectionery Wkrs. Int'l. Union of America		Carpenters & Joiners of America, United Brotherhood of	
Bakers No. 24	1500	Carpenters No. 22	2146
Bakers No. 85	399	Pile Drivers No. 34	500
Bakery & Confectionery Wkrs. No. 119	400	Carpenters No. 35	800
Bakers No. 453	200	Carpenters & Joiners No. 36	1124
Barbers, Hairdressers & Cosmetologists' Int'l. Union of America, the Journeymen		Carpenters & Joiners No. 162	769
Barbers No. 112	169	Carpenters No. 180	1011
Barbers & Beauticians No. 148	486	Carpenters & Joiners No. 194	739
Barbers No. 171	51	Millmen No. 262	711
Bay Area Barbers No. 252	232	Carpenters No. 316	2164
Barbers No. 253	43	Carpenters No. 483	898
Barbers No. 256	150	Shinglers No. 553	50
Barbers & Beauticians No. 333	74	Carpenters No. 586	1193
Barbers No. 549	107	Carpenters & Joiners No. 642	1000
Beauty Cults. No. 295A	219	Carpenters & Joiners No. 668	546
Beauticians No. 881A	31	Carpenters No. 701	729
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of		Cabinet Makers & Millmen No. 721	2520
Boilermakers No. 6	750	Carpenters & Joiners No. 751	954
Boilermakers No. 10	400	Carpenters No. 769	311
Boilermakers No. 92	800	Carpenters & Joiners No. 771	280
Boilermakers No. 513	417	Carpenters No. 844	1286
Boilermakers No. 749	548	Carpenters No. 848	365
Brick & Clay Workers of America, The United		Carpenters & Joiners No. 925	233
Brick & Clay Workers No. 774	466	Carpenters & Joiners No. 944	757
Amal. Brick Makers No. 820	174	Carpenters & Joiners No. 1062	477
Brick & Clay Workers No. 824	268	Carpenters No. 1109	271
Brick & Clay Workers No. 843	123	Carpenters No. 1140	456
Brick & Clay Workers No. 998	107	Carpenters No. 1147	834
		Carpenters & Joiners No. 1240	163
		Carpenters & Joiners No. 1280	1343
		Carpenters No. 1296	1126
		Shipwrights & Boatbuilders	
		No. 1300	1334
		Carpenters & Joiners No. 1323	435
		Carpenters No. 1358	265
		Carpenters No. 1400	543

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Carpenters No. 1478	686	Cement, Lime & Gypsum Workers No. 57	172
Carpenters & Joiners No. 1490	505	Cement, Lime & Gypsum Workers No. 89	243
Millmen No. 1495	723	Cement, Lime & Gypsum Workers No. 100	123
Millmen No. 1496	116	Cement, Lime & Gypsum Workers No. 192	224
Carpenters No. 1571	577	Cement, Lime & Gypsum Workers No. 349	177
Carpenters No. 1599	504	Cement, Lime & Gypsum Workers No. 365	134
Carpenters No. 1622	1347	Cement, Lime & Gypsum Workers No. 417	60
Carpenters & Joiners No. 1648	735	Cement, Lime & Gypsum Workers No. 427	62
Carpenters No. 1815	1561	Cement, Lime & Gypsum Workers No. 464	85
Hardwood Floor Layers No. 1861 ..	186	Cement, Lime & Gypsum Workers No. 535	26
Carpenters No. 1869	168	Chemical Workers Union, Int'l.	
Carpenters & Joiners No. 1913	887	I. C. W. U. No. 25	104
Carpenters No. 1976	291	Chemical Workers No. 190	113
Carpenters & Joiners No. 2006	1006	Chemical Workers No. 398	261
Carpenters No. 2020	1141	Chemical Workers No. 466	88
Carpenters No. 2042	514	Chemical Workers No. 802	103
Carpenters No. 2043	245	Clothing & Textile Workers Union, Amalgamated	
Carpenters No. 2046	2139	Clothing & Textile Workers No. 278	75
Carpenters & Joiners No. 2078	1253	Clothing & Textile Workers No. 288	63
Carpenters No. 2114	211	Clothing & Textile Workers No. 408	65
Carpenters & Joiners No. 2308	530	Clothing & Textile Workers No. 550	94
Carpenters & Joiners No. 2398	1205	Clothing & Textile Workers No. 730C	17
Lumber & Sawmill Workers No. 2505	186	Communications Workers of America	
Lumber & Sawmill Workers No. 2561	54	Communications Workers No. 9400	148
Industrial Carpenters No. 2565	308	Communications Workers No. 9401	60
Lumber & Sawmill Workers No. 2592	1244	Communications Workers No. 9402	884
Lumber & Sawmill Workers No. 2688	99	Communications Workers No. 9404	402
Lumber & Sawmill Workers No. 2749	134	Communications Workers No. 9406	564
Lumber & Sawmill Workers No. 2762	130	Communications Workers No. 9407	255
Plywood & Veneer Workers No. 2789	278	Communications Workers No. 9408	833
Lumber & Sawmill Workers No. 2801	154	Communications Workers No. 9409	1042
Lumber & Sawmill Workers No. 2808	111	Communications Workers No. 9411	500
Lumber, Prod. & Ind. Workers No. 2907	515	Communications Workers No. 9412	553
Plywood & Veneer Workers No. 2931	199	Communications Workers No. 9414	339
Lumber & Sawmill Workers No. 3074	913	Communications Workers No. 9415	750
Lumber, Prod. & Ind. Workers No. 3088	708	Communications Workers No. 9416	500
Cement, Lime & Gypsum Workers Int'l. Union, United		Communications Workers No. 9417	821
Cement, Lime & Gypsum Workers No. 46	145	Communications Workers No. 9418	518
Cement, Lime & Gypsum Workers No. 48	190	Communications Workers No. 9419	423
Cement, Lime & Gypsum Workers No. 49	262	Communications Workers No. 9421	1448
Cement, Lime & Gypsum Workers No. 52	137	Communications Workers No. 9423	1399
		Communications Workers No. 9424	334

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Communications Workers No. 9426	303	Electrical Workers No. 591	58
Communications Workers No. 9429	296	Electrical Workers No. 595	1240
Communications Workers No. 9430	104	Electrical Workers No. 617	675
Communications Workers No. 9431	282	Electrical Workers No. 639	114
Communications Workers No. 9490	500	Electrical Workers No. 659	100
Communications Workers No. 9584	102	Electrical Workers No. 684	270
Communications Workers No. 11500	5000	Electrical Workers No. 689	57
Communications Workers No. 11501	800	Electrical Workers No. 729	34
Communications Workers No. 11502	650	Electrical Workers No. 848	195
Communications Workers No. 11503	1625	I. B. E. W. No. 952	425
Communications Workers No. 11504	186	Electrical Workers No. 1023	175
Communications Workers No. 11505	1701	Electrical Workers No. 1245	15000
Communications Workers No. 11508	550	Electrical Workers No. 1682	163
Communications Workers No. 11511	661	Electrical Workers No. 1710	580
Communications Workers No. 11513	3000	Electrical Workers No. 2295	500
Communications Workers No. 11571	1300		
Communications Workers No. 11573	625	Electrical, Radio & Machine Workers, Int'l. Union of	
Communications Workers No. 11575	500	I. U. Electrical Workers No. 850	149
Communications Workers No. 11576	530	I. U. Electrical Workers No. 854	124
Communications Workers No. 11581	248	I. U. Electrical Workers No. 1501	378
Communications Workers No. 11586	583	I. U. Electrical Workers No. 1502	61
Communications Workers No. 11587	365	I. U. Electrical Workers No. 1507	193
Communications Workers No. 11588	1042	I. U. E. - AFL-CIO No. 1511	106
		I. U. Electrical Workers No. 1514	32
Distillery, Rectifying, Wine & Allied Workers Int'l. Union of America		Elevator Constructors, Int'l. Union of	
Winery, Dist., Rectifying No. 45	100	Elevator Constructors No. 8	150
Wholesale Wine & Liquor Salesmen No. 151	91	Elevator Constructors No. 18	168
Sugar Workers No. 174	203		
Sugar Workers No. 175	164	Engineers, Int'l. Union of Operating	
Sugar Workers No. 178	241	Operating Engineers No. 3	12000
Sugar Workers No. 179	253	Operating Engineers No. 12	10000
Sugar Workers No. 180	471	Operating Engineers No. 39	1563
Sugar Workers No. 182	170	Operating Engineers No. 501	1500
Wholesale Wine & Liquor Salesmen No. 187	103		
Electrical Workers, Int'l. Brotherhood of		Farm Workers of America, AFL-CIO, United	
Electrical Workers No. 6	900	United Farm Workers	9375
Electrical Workers No. 11	2000		
Electrical Workers No. 18	500	Fire Fighters, Int'l. Assn.	
Studio Electricians No. 40	200	Lemoore Fire Fighters No. F-102	38
Broadcast TV Engineers No. 45	417	Vandenberg Fire Fighters No. F-116	63
Electrical Utility Workers No. 47	500	Presidio S.F. Fire Fighters No. F-145	35
Electrical Workers No. 180	173	Treasure Island Fire Fighters No. F-159	37
Electrical Workers No. 234	219	Moffett Field Fire Fighters No. F-205	32
Electrical Workers No. 302	781	Palmdale Fire Fighters No. I-25	31
Electrical Workers No. 332	1042	Alameda Fire Fighters No. F-15	58
Electrical Workers No. 340	250	China Lake Fire Fighters No. F-32	57
Electrical Workers No. 413	438	San Diego. Fed. Fire Fighters No. F-33	160
Electrical Workers No. 428	410	Federal Fire Fighters No. F-53	76
Electrical Workers No. 440	271	Fire Fighters Gr. Sacramento No. F-57	78
Electrical Workers No. 441	1682	Federal Fire Fighters No. F-85	86
Electrical Workers No. 442	157	Triple-A Machine Shop F.F. No. I-28	2
Electrical Workers No. 465	573	Fire Marshall No. S-9	58
Electrical Workers No. 477	555	Oakland Fire Fighters No. 55	709
I. B. E. W. No. 543	458		
Electrical Workers No. 551	350		
Electrical Workers No. 569	1006		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
L.A. City Fire Fighters No. 112	2252	Culver City Fire Fighters No. 1927	63
San Diego Fire Fighters No. 145 ..	681	Campbell Fire Fighters No. 1939 ...	25
Richmond Fire Fighters No. 188 ..	127	Union City Fire Fighters No. 1946...	29
Long Beach Fire Fighters No. 372 ..	421	Hollister Fire Fighters No. 1956 ...	5
Sacramento Fire Fighters No. 522 ..	841	Mountain View Fire Fighters	
Eureka Fire Fighters No. 652	48	No. 1965	50
Alameda Fire Fighters No. 689 ...	96	Calexico Fire Fighters No. 1966 ...	11
Fresno Fire Fighters No. 753	264	Brawley Fire Fighters No. 1967 ...	15
Burbank Fire Fighters No. 778	117	La Habra Fire Fighters No. 1968 ...	34
San Francisco Fire Fighters		Pleasanton Fire Fighters No. 1974..	25
No. 798	1490	Garden Grove Fire Fighters	
Pasadena Fire Fighters No. 809 ...	123	No. 2005	82
San Jose Fire Fighters No. 873	580	Santa Maria Fire Fighters No. 2020	14
Fire Fighters No. 891	149	Santa Barbara Fire Fighters	
L.A. County Fire Fighters No. 1014	1905	No. 2046	149
Sanita Monica Fire Fighters		San Fernando Fire Fighters	
No. 1109	94	No. 2074	20
Torrance Fire Fighters No. 1138 ...	149	Chula Vista Fire Fighters No. 2180	56
S.C. County Fire Fighters No. 1165	169	Tahoe City Fire Fighters No. 2232 ..	12
Los Altos Fire Fighters No. 1167 ..	14	Cucamonga Fire Fighters No. 2274	26
Santa Clara Fire Fighters No. 1171	122	Avalon Fire Fighters No. 2295	5
Vallejo Fire Fighters No. 1186	78	Coalinga Fire Fighters No. 2305 ...	10
Berkeley Fire Fighters No. 1227 ...	139	Yuba-Sutter Fire Fighters No. 2321	31
Stockton Fire Fighters No. 1229 ...	209	Barstow Fire Fighters No. 2325 ...	5
Fire Fighters No. 1230	455	Hemet Fire Fighters No. 2342	19
San Joaquin Fire Fighters No. 1243	23	Palos Verdes Fire Fighters No. 2382	17
Fire Fighters No. 1270	84	Orange City Fire Fighters No. 2384	105
Watsonville Fire Fighters No. 1272	18	San Mateo Fire Fighters No. 2400..	419
Fontana Fire Fighters No. 1274 ...	92	Oroville Fire Fighters No. 2404 ...	10
Modesto Fire Fighters No. 1289	85	Westminster Fire Fighters No. 2425	44
Kern County Fire Fighters No. 1301	490	Turlock Fire Fighters No. 2434	15
Palo Alto Fire Fighters No. 1319 ...	124	Marina Fire Fighters No. 2530	10
Redlands Fire Fighters No. 1354 ...	34	Indio Fire Fighters No. 2537	10
Ca. Forest Fire Fighters No. 1388..	73	South Bay Fire Fighters No. 2591 ..	2
Merced County Fire Fighters		Healdsburg Fire Fighters No. 2604	2
No. 1396	80	Aromas Fire Fighters No. 2608	2
Santa Rosa Fire Fighters No. 1401	54		
Petaluma Fire Fighters No. 1415 ..	33	Furniture Workers of America, United	
Ashland Fire Fighters No. 1428	108	Furniture Workers No. 262	737
Ontario Fire Fighters No. 1430	75	Furniture Workers No. 1010	610
Fire Fighters No. 1434	45		
Fire Fighters No. 1466	13	Garment Workers of America, United	
Fire Fighters Association No. 1475	24	Garment Cutters No. 45	36
Merced Fire Fighters No. 1479	41	United Garment Workers No. 125 ..	190
Newark Fire Fighters No. 1483	27	United Garment Workers No. 131 ..	587
Alhambra Fire Fighters No. 1578 ...	79		
Oxnard Fire Fighters No. 1684	78	Garment Workers' Union, Int'l. Ladies	
Fremont Fire Fighters No. 1689 ...	111	Cloakmakers No. 8	224
Clovis Fire Fighters No. 1695	16	Ladies' Garment Workers No. 55...	884
Milpitas Fire Fighters No. 1699	34	Ladies' Garment Workers No. 84 ...	185
Santa Cruz Fire Fighters No. 1716 ..	36	Ladies' Garment Workers No. 96 ...	836
Humboldt Fire District No. 1770 ...	18	Ladies' Garment Workers No. 97... ..	106
Marin Fire Fighters No. 1775	31	Dressmakers No. 101	1815
Sanger Fire Fighters No. 1809	13	Ladies' Garment Cutters No. 213 ..	137
Bonita Fire Fighters No. 1827	17	Office & Dist. Workers No. 214	30
Morro Bay Fire Fighters No. 1855 ...	9	Ladies' Garment Workers No. 270.. ..	125
Burlingame Fire Fighters No. 1872	56	Ladies' Garment Workers No. 271.. ..	67
Daly City Fire Fighters No. 1879.. ..	64	Ladies' Garment Workers No. 293 ..	63
Dublin Fire Fighters No. 1885	17	Ladies' Garment Workers No. 451.. ..	69
Lompoc Fire Fighters No. 1906	14	Ladies' Garment & Acc. Wkrs.	
		No. 482	948

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Ladies' Garment Workers No. 497..	35	Horse Shoers of United States & Canada, Int'l. Union of Journeymen	
Ladies' Garment Workers No. 512..	409	Horse Shoers No. 11	25
Glass & Ceramic Workers of North America, United		Horse Shoers No. 12	26
United Glass & Ceramic Workers No. 187	48	Horse Shoers No. 17	17
United Glass & Ceramic Workers No. 418	171	Hotel & Restaurant Employees and Bartenders Int'l. Union	
United Glass & Ceramic Workers No. 474	252	Hotel & Restaurant Employees No. 2	11357
Glass Bottle Blowers' Assn. of the United States & Canada		Hotel & Restaurant Employees No. 11	16920
Glass Bottle Blowers No. 2	100	Hotel & Restaurant Employees No. 18	1509
Glass Bottle Blowers No. 16	48	Hotel & Restaurant Employees No. 19	4519
Glass Bottle Blowers No. 17	500	Hotel & Restaurant Employees No. 28	4837
Glass Bottle Blowers No. 19	244	Hotel & Restaurant Employees No. 30	4108
Glass Bottle Blowers No. 29	240	Bartenders No. 49	2897
Glass Bottle Blowers No. 34	328	Hotel & Motel Employees No. 50 ..	2255
Glass Bottle Blowers No. 39	300	Culinary Workers & Bartenders No. 62	917
Glass Bottle Blowers No. 53	201	Bartenders & Culinary Workers No. 126	1007
Glass Bottle Blowers No. 69	313	Hotel, Restaurant & Bartenders No. 220	356
Glass Bottle Blowers No. 80	118	Hotel & Bartenders No. 268	1324
Glass Bottle Blowers No. 81	411	Bartenders & Culinary No. 340	5165
Glass Bottle Blowers No. 82	126	Dining Car Waiters No. 456	300
Glass Bottle Blowers No. 85	183	Hotel Wkrs. & Bartenders No. 483..	2928
Glass Bottle Blowers No. 114	500	Hotel, Restaurant & Bartenders No. 531	298
Glass Bottle Blowers No. 137	994	Culinary & Bartenders No. 535	884
Glass Bottle Blowers No. 141	600	Culinary & Bartenders No. 542	100
Glass Bottle Blowers No. 155	496	Hotel & Restaurant Employees No. 550	146
Glass Bottle Blowers No. 160	247	Hotel & Restaurant Employees No. 681	6284
Glass Bottle Blowers No. 177	364	Culinary & Bartenders No. 703	1197
Glass Bottle Blowers No. 192	256	Culinary & Bartenders No. 814	5830
Glass Bottle Blowers No. 224	128	Insurance Workers Int'l. Union, AFL-CIO	
Glass Bottle Blowers No. 262	277	Insurance Workers No. 30	131
Glass Bottle Blowers No. 267	169	Insurance Workers No. 73	118
Glass Workers Union, American Flint		Insurance Workers No. 83	470
American Flint & Glass Wkrs. No. 139	240	Insurance Workers No. 194	115
Government Employees, American Federation of		Iron Workers, Int'l. Assn. of Bridge, Structural & Ornamental	
Government Employees No. 1466 ..	45	Bridgemen No. 229	200
Grain Millers, American Federation of		Iron Workers No. 377	208
Fed. Grain Millers No. 59	487	Structural Iron Workers No. 378 ...	225
Fed. Grain Millers No. 71	107	Iron Workers No. 416	436
Graphic Arts, Int'l. Union		Iron Workers No. 433	200
Graphic Arts Int'l. Union No. 3-B..	814	Iron Workers No. 509	349
Graphic Arts Int'l. Union, No. 35-B	179	Iron Workers No. 624	63
Graphic Arts Int'l. Union No. 63-B	600	Shopmen's Union No. 627	2744
Graphic Arts Int'l. Union No. 280-L	411	Iron Workers No. 790	1910
Hatters, Cap & Millinery Workers Int'l. Union, United			
Cap Makers No. 22	22		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Jewelry Workers' Union, Int'l.		Laundry Workers No. 52	800
Jewelry Workers No. 36	107	Laundry Workers No. 156	29
Dental Technicians No. 99	175	Leather Goods, Plastics and Novelty Workers Int'l. Union	
Dental Technicians No. 100	150	Leather, Plastic & Novelty No. 31..	100
Watchmakers No. 101	200	Machinists & Aerospace Workers', Int'l. Assn. of	
Jewelry Workers No. 112	26	Machinists No. 5	30
Laborers' Int'l. Union of North America		Machinists No. 68	1539
Laborers No. 73	781	Machinists No. 238	498
Laborers No. 89	1770	Machinists & Aero. Workers No. 252	552
Hod Carriers & Laborers No. 139 ..	767	Machinists No. 284	1831
Hod Carriers No. 166	348	Machinists No. 311	2841
Laborers No. 181	235	Technical & Office Workers No. 322	262
Laborers No. 185	1922	Auto. Machinists No. 428	400
Laborers No. 220	307	Machinists No. 504	1825
Hod Carriers No. 234	286	Machinists No. 540	104
Laborers No. 261	1248	Electronics Local No. 547	269
Laborers No. 270	2271	Machinists No. 262	2362
Laborers No. 283	217	Machinists No. 565	590
Laborers No. 291	504	Machinists & Aero. Workers No. 597	817
Laborers No. 294	1152	Machinists No. 620	20
Laborers No. 297	352	I. A. of M. & A. W. No. 706	299
Laborers No. 300	4456	Naval Aircraft Lodge No. 739	504
Laborers No. 304	1819	Machinists No. 749	208
Laborers No. 326	400	Machinists No. 821	422
Gunitite Workers No. 345	278	Machinists No. 824	1141
Laborers No. 371	323	Rocket & Missile Lodge No. 946 ...	63
Construction & Laborers No. 389 ..	117	Machinists No. 1047	151
Laborers No. 439	137	Air Transport Lodge No. 1058	29
Laborers No. 507	1800	Auto Mechanics No. 1101	1974
Laborers No. 585	1136	Machinists No. 1104	68
Laborers No. 591	302	Machinists No. 1173	881
Laborers No. 652	1500	Machinists & Aero Workers No. 1178	339
Laborers No. 783	700	Machinists No. 1186	2000
Shipyards Laborers No. 802	1308	Machinists No. 1213	280
Laborers No. 806	496	Machinists No. 1235	325
Shipyards Laborers No. 886	521	Auto Machinists No. 1305	1841
Hod Carriers No. 1082	775	Machinists No. 1327	1310
Iron & Metal Workers No. 1088	193	Auto. & Machinists No. 1397	216
Laborers No. 1130	600	Machinists No. 1414	1464
Laborers No. 1184	729	Auto Machinists No. 1484	500
Laborers No. 1222	145	Machinists No. 1492	521
Laborers No. 1276	92	Machinists No. 1518	958
Laborers No. 1464	135	Auto Machinists No. 1546	4915
Lathers, Int'l. Union of Wood, Wire and Metal		Machinists No. 1571	773
Wood, Wire & Metal Lathers No. 83	36	I. A. of M. Local No. 1596	215
Lathers No. 88	131	Precision Lodge No. 1600	107
Lathers No. 109	76	Air—Transport Employees No. 1781	7188
Lathers No. 122	20	Machinists No. 1785	396
Lathers No. 268	38	Machinists No. 1824	428
Lathers No. 300	35	Pioneer Air Transport Lodge No. 1903	542
Lathers No. 302	22	Machinists No. 1932	1688
Lathers No. 440	280	Machinists No. 1939	59
Lathers No. 454	40	Machinists & Mechanics No. 1983..	47
Lathers No. 460	50	Automotive Lodge No. 2182	1044
Laundry and Dry Cleaning, Int'l. Union, AFL-CIO			
Laundry Workers No. 3	2286		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Machinists & Aero Workers No. 2217	111	Musicians' Association No. 325	200
Misc. Electrical Workers No. 2230	218	Musicians No. 353	100
Natl. Off-Site Base Lodge No. 2242	118	Musicians No. 367	75
Machinists No. 727-A	108	Musicians No. 424	148
Marine Engineers, Beneficial Assn.		Musicians' Protective Union No. 454	50
Marine Engineers Association	1000	Musicians No. 510	203
Marine Engineers Assn. Dist. 2	300	Musicians' Protective Union No. 541	55
		Musicians' Association No. 616	50
		Musicians' Association No. 652	50
Masters, Mates & Pilots, Int'l.		Newspaper Guild, The	
Masters, Mates & Pilots No. 18	75	Newspaper Guild No. 52	1300
Masters, Mates & Pilots	938	Newspaper Guild No. 69	1430
S.F. Bar Pilots No. 89	39	Central California Newspaper No. 92	583
Meat Cutters & Butcher Workmen of North America, Amalgamated		Newspaper Guild No. 95	713
Leather Workers No. L-122	314	Newspaper Guild No. 98	617
Meat Cutters No. P-78-A	1130	Newspaper Guild No. 202	132
Meat Cutters No. P-78-C	79	Office & Professional Employees	
Butchers No. 115	5298	Int'l. Union	
Butchers No. 120	2344	Office & Prof. Employees No. 3	2992
Butchers No. 126	2921	Office Employees No. 29	2500
Butchers No. 127	1549	Office Employees No. 30	1800
Meat Cutters No. 193	479	Office Employees No. 139	249
Sausage Makers No. 203	663	Office Employees No. 174	726
Butchers No. 229	1810	Hypnotists No. 472	180
Provision House Workers No. 274	4361	Oil, Chemical & Atomic Workers	
Meat Cutters No. 421	2904	Int'l. Union	
Meat Cutters No. 439	2604	Oil & Chemical Workers No. 1-2	61
Butchers No. 498	1920	Oil & Chemical Workers No. 1-6	287
Butchers No. 506	2987	Oil & Chemical Workers No. 1-19	862
Butchers No. 532	869	Oil & Chemical Workers No. 128	5081
Butchers No. 551	3869	Oil & Chemical Workers No. 547	929
Butchers No. 556	879	Oil & Chemical Workers No. 1-534	85
Butchers No. 563	3418	Painters and Allied Trades, of the U.S. and Canada, Int'l. Brotherhood	
Meat Cutters No. 587	671	Painters No. 4	444
Leather, Luggage Workers No. 213-L	521	L.A. Painters No. 5	500
Metal Polishers, Buffers, Platers and Allied Workers		Painters No. 83	189
Metal Polishers No. 67	100	Painters No. 95	185
Molders and Allied Workers Union, AFL-CIO, Int'l.		Painters No. 256	408
Molders No. 164	321	Painters No. 314	145
Molders No. 374	100	Painters No. 315	81
Musicians, American Federation of		Painters No. 388	154
Musicians No. 6	1500	Painters No. 487	563
Musicians' Association No. 7	200	Painters No. 507	532
Musicians No. 12	250	Sign & Display Crafts No. 510	220
Musicians No. 47	2083	Painters No. 560	304
Musicians' Protective Union No. 113	190	Painters No. 686	1052
San Jose Musicians No. 153	50	Glaziers & Glass Workers No. 718	366
O. B. Musicians' Association No. 167	417	Painters No. 741	150
Musicians No. 189	104	Painters No. 775	238
Musicians No. 210	250	Sign & Scene Painters No. 831	94
Musicians' Protective Union No. 263	40	Painters & Decorators No. 913	183
Musicians' Protective Union No. 305	104	Painters No. 1026	120
		Paint & Lacquer Workers No. 1053	521
		Painters No. 1146	152
		Specialty Painters No. 1176	521

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Painters No. 1178	326	Plumbers & Fitters No. 398	642
Painters No. 1226	18	Pulmbers & Fitters No. 403	175
Carpet & Linoleum Workers No. 1237	300	Plumbers & Pipe Trades No. 437 ..	250
Carpet & Linoleum Workers No. 1290	288	Plumbers & Gas Fitters No. 444 ...	900
Painters No. 1336	96	Plumbers & Fitters No. 447	300
Painters No. 1348	449	Plumbers & Fitters No. 460	350
Painters No. 1627	93	Plumbers & Fitters No. 467	500
Painters No. 1817	597	Plumbers & Fitters No. 471	38
Painters No. 1906	154	Sprinkler Fitters No. 483	300
Paint Makers No. 1975	709	Plumbers No. 484	456
Painters No. 9254	532	Plumbers & Fitters No. 492	165
Paperworkers Int'l Union, United		Plumbers & Fitters No. 545	390
Paperworkers No. 208	138	Plumbers & Piping Industry No. 582	300
United Paperworkers No. 329	147	Plumbers & Fitters No. 607	138
Pattern Makers' League of North America		Porters, Brotherhood of Sleeping Car Sleeping Car Porters	92
Pattern Makers' Association	87	Pottery & Allied Workers, Int'l. Brotherhood of	
Plasterers & Cement Masons' Int'l. Assn. of the United States & Canada		Operative Potters No. 214	72
Cement Masons No. 25	471	Potters & Allied Workers No. 218 ..	145
Plasterers No. 66	140	Operative Potters No. 222	166
Plasterers & Cement Finishers No. 73	236	Operative Potters No. 223	173
Plasterers & Cement Masons No. 188	144	Operative Potters No. 226	141
Plasterers No. 295	100	Operative Potters No. 307	63
Plasterers & Cement Masons No. 346	174	Professional and Technical Engineers, Int'l. Federation of	
Plasterers & Cement Masons No. 355	130	I. F. P. T. E. No. 21	113
Plasterers & Cement Masons No. 429	117	C. L. E. A. T. E. No. 22	615
Plasterers & Cement Masons No. 481	27	Printing & Graphic Communications Union, Int'l.	
Cement Masons No. 580	161	Paper Handlers No. 3	57
Cement Masons No. 582	399	S. F. Pressmen & Platemakers No. 4	717
Cement Masons No. 594	71	Ink & Roller Makers No. 5	161
Cement Masons No. 627	659	Western Graphic Arts Union No. 14	1200
Plasterers & Cement Finishers No. 741	271	Newspaper Pressmen No. 18	440
Plasterers & Cement Masons No. 805	45	Paper Handlers No. 24	28
Cement Masons No. 814	108	Newspaper Pressmen No. 48	109
Plumbing & Pipe Fitting Industry of the United States & Canada, United Assn. of Journeymen & Apprentices of the		Printing Pressmen No. 60	150
Plumbers & Fitters No. 38	2769	Printing Pressmen No. 78	550
Plumbers & Fitters No. 62	108	Printing Pressmen No. 138	85
Plumbers No. 78	1600	Printing & Graphic Comm. No. 140	89
Plumbers & Fitters No. 114	410	Printing Pressmen No. 285	54
Plumbers & Fitters No. 246	38	Printing & Graphic Local No. 328 ..	43
Plumbers No. 343	295	Printing Specialties No. 362	781
Plumbers & Fitters No. 364	600	Printing Specialties No. 382	719
Plumbers & Fitters No. 393	260	Printing Specialties No. 388	921
		Printing Specialties No. 460	55
		L. A. Printing Specialties No. 495 ..	148
		Printing Specialties No. 522	313
		Printing Specialties No. 609	159
		Printing Specialties No. 618	85
		Printing Specialties No. 653	105
		Printing Specialties No. 656	4

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Printing Specialties No. 659	109	Rubber Workers No. 171	250
Printing Specialties No. 677	232	Rubber Workers No. 300	49
Printing Specialties No. 678	816	United Rubber Workers No. 335 ...	160
Printing Specialties No. 706	75	Rubber Workers No. 428	106
Printing Specialties No. 777	784	Rubber Workers No. 451	167
Radio Association, American		Rubber Workers No. 560	281
American Radio Association	138	Rubber Workers No. 585	236
Railway Carmen of the United States and Canada, Brotherhood of		Rubber Workers No. 656	58
Railway Carmen No. 735	32	Rubber Workers No. 657	217
Railway Carmen No. 1344	50	Rubber Workers No. 678	8
Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of		Rubber Workers No. 721	60
Legis. Comm. of Railway Clerks	111	Rubber Workers No. 726	967
Railway Clerks No. 1376	119	Rubber Workers No. 766	417
Retail Clerks Int'l. Union		Rubber Workers No. 782	127
Retail Clerks No. 17	1374	Rubber Workers No. 829	17
Retail Store Employees No. 373 ...	1874	Seafarers Int'l. Union of North America	
Retail Store Employees No. 428 ...	7460	Advertising & Public Relations	34
Retail Clerks No. 541	422	Un. Cannery & Ind. of Pacific	162
Retail Clerks No. 588	1278	United Cannery Workers	5000
Retail Clerks No. 648	4200	Fishermen's Union of America	928
Retail Clerks No. 775	2646	Inlandboatmen of the Pacific	305
Retail Clerks No. 839	1732	Marine Cooks & Stewards	1042
Retail Clerks No. 870	4167	Marine Firemen	1250
Retail Clerks No. 905	2455	Marine Staff Officers	200
Auto Salesmen No. 1095	382	Military Sea Transport	729
Retail Dept. Store Employees No. 1100	6233	Mortuary Employees No. 9049	53
Retail Clerks No. 1119	539	Sailors' Union of the Pacific	3125
Retail Clerks No. 1179	4132	Seafarers, Atlantic & Gulf (S.F.) ..	300
Retail Clerks No. 1288	1563	Seafarers, Atlantic & Gulf (Wilmington)	200
Retail Clerks No. 1364	1094	Sugar Workers No. 1	930
Retail Clerks No. 1428	3015	Service Employees Int'l. Union, AFL-CIO	
Retail Clerks No. 1442	5174	Theatrical Janitors No. 9	150
Retail Clerks No. 1532	1940	Service Employees No. 18	125
Roofers, Damp & Waterproof Workers Assn., United Slate, Tile and Composition		Window Cleaners No. 44	148
Roofers No. 36	807	Building Service Employees No. 81	936
Roofers No. 40	300	Building Service Employees No. 87	2807
Roofers No. 47	126	Theatrical Janitors No. 121	169
Roofers No. 50	84	Cemetery Workers No. 265	177
Roofers No. 95	208	Hospital Workers No. 327	178
Rubber, Cork, Linoleum & Plastic Workers of America, United		United Public Employees' No. 390 ..	554
Rubber Workers No. 64	101	L. A. County Employees No. 434 ...	83
Rubber Workers No. 78	113	Sheet Metal Workers Int'l. Assn.	
Rubber Workers No. 100	688	Sheet Metal Workers No. 75	300
Rubber Workers No. 131	727	Sheet Metal Workers No. 104	500
Rubber Workers No. 141	166	Sheet Metal Workers No. 162	445
Rubber Workers No. 146	79	Sheet Metal Workers No. 206	500
Rubber Workers No. 158	57	Sheet Metal Workers No. 216	400
		Sheet Metal Workers No. 252	204
		Sheet Metal Workers No. 272	100
		Sheet Metal Workers No. 273	232
		Sheet Metal Workers No. 283	176
		Sheet Metal Workers No. 309	338
		Sheet Metal Workers No. 420	550

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Stage Employes & Moving Picture Machine Operators of the United States and Canada, Int'l. Alliance of Theatrical			
Amusement Employees No. B-192 ..	288	Studio Art Craftsmen No. 790	46
Theatrical Employees No. B-18 ...	109	Theater Stage Operators No. 796 ..	27
Film Exchange Employees B-61 ...	97	Theater Stage Operators No. 811 ..	19
Theatrical Employees No. B-66	56	Scenic Artists No. 816	228
Theatrical Stage Employees		Publicists Guild No. 818	230
No. 16	99	M. P. Screen Cartoonists No. 839 ..	876
I.A.T.S.E. No. 33	369	Set Designers No. 847	80
Property Craftsmen No. 44	2167	Story Analysts No. 854	74
Stage Employees No. 50	49	Ticket Sellers No. 857	117
Studio Grips No. 80	625	Script Supervisors No. 871	108
Theatrical Stage No. 107	66	Theatrical Wardrobe Employees	
Stage Employees No. 122	53	No. 874	8
Stage Employees No. 134	30	M. P. Art Directors No. 876	154
Motion Picture Operators No. 162 ..	135	Studio Teachers No. 884	44
M. P. Projectionists No. 165	229	State, County & Municipal Em- ployees, American Federation of	
Motion Picture Operators No. 169 ..	93	Sonoma State Hospital No. 14	33
Theatrical Employees No. 215	25	L.A. County Employees No. 119 ...	370
Theater Stage Operators No. 241 ...	38	Patton State Hospital No. 128	135
M. P. Machine Operators No. 252 ..	75	A.F.S.C.M.E. No. 143	155
M. P. Projectionists No. 297	92	County Employees No. 146	573
Theater Stage Operators No. 409 ...	83	Police Department Employees	
M. P. Machine Operators No. 420 ...	26	No. 170	107
M. P. Projectionists No. 428	17	Napa State Hospital No. 174	22
M. P. Projectionists No. 431	53	Department of Corrections No. 179.	13
Stage & M. P. Operators No. 442 ...	24	Oakland Unified School Employees	
M. P. Projectionists No. 501	10	No. 257	271
I.A.T.S.E. No. 504	138	University of California Emp.	
M. P. Projectionists No. 521	57	No. 371	196
M. P. Projectionists No. 560	28	San Mateo School Employees	
I.A.T.S.E. No. 564	24	No. 377	222
Theatrical Stage Employees		East Bay Municipal Employees	
No. 577	39	No. 444	511
I.A.T.S.E. & M. P. M. O. No. 599 ...	60	Dept. of Youth Authority No. 479...	18
Stage Employees No. 605	12	Stockton State Hospital No. 513	9
Theater Stage Employees No. 611 ...	25	Mendocino State Hospital No. 519 ..	7
Stage Hands No. 614	29	L.A. Superior Court Clerks No. 575.	229
I.A.T.S.E. No. 656	12	L.A. County Probation Office	
M. P. Photographers No. 659	300	No. 685	1713
Film Technicians No. 683	1842	So. San Mateo Pen. Cities No. 756..	63
M. P. Sound Technicians No. 695 ...	300	State & Municipal Employees	
M. P. Costumers No. 705	615	No. 800	419
Make-Up Artists No. 706	385	State & County Employees No. 809.	84
M. P. Crafts Service No. 727	150	County Employees of San Mateo	
Studio Electrical Technicians		No. 829	527
No. 728	417	Fairview State Hospital No. 887 ...	31
M. P. Set Painters No. 729	289	Daly City Municipal Employees	
Theater Stage Operators No. 730 ...	27	No. 919	80
M. P. Projectionists No. 739	14	California Labor Commissioners	
M. P. Machine Operators No. 762 ...	10	No. 975	71
M. P. First Aid Employees		Torrance Municipal Employees	
No. 767	97	No. 1117	296
Theater Wardrobe Employees		State Employees of L.A. Area	
No. 768	55	No. 1406	234
M. P. Film Editors No. 776	875	A.F.S.C.M.E.-U.C.R. No. 1476	77
Theatrical Wardrobe Employees		Metropolitan State Hospital	
No. 784	63	No. 1492	34
		Pacific State Hospital No. 1515	166

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
State, County & Muni. Empls. No. 1569	72	Escondido Teachers No. 1278	42
State, County & Muni. Empls. No. 1577	79	San Leandro Teachers No. 1285	59
S.C. County Probation Dept. No. 1587	321	Stockton Teachers No. 1287	143
California State Employees No. 1676	16	Centinela Fed. of Teachers No. 1301	13
A.F.S.C.M.E. No. 1695	543	Napa Teachers No. 1336	39
California State Employees No. 1829	6	Culver City Teachers No. 1343	130
A.F.S.C.M.E. No. 2019	248	Oceanside Teachers No. 1344	37
A.F.S.C.M.E. No. 2070	443	El Camino College Teachers No. 1388	157
San Bruno City Employees No. 2190	39	Compton Teachers No. 1413	52
East Bay Regional Parks No. 2428..	95	Riverside Teachers No. 1414	137
State College Employees No. 2556..	36	Hayward Fed. of Teachers No. 1423	161
California Rehab. Workers No. 2620	409	Private School Teachers No. 1426 ..	12
A.F.S.C.M.E. No. 2702	422	Huntington Beach Teachers No. 1427	53
Assn. Pysch. Social Workers No. 2712	149	Covina Valley Teachers No. 1432 ..	47
Steelworkers of America, United		Chabot Fed. of Teachers No. 1440 ..	60
Steelworkers No. 1069	366	Clovis Fed. of Teachers No. 1463	39
Steelworkers No. 1304	449	Berkeley Faculty U.C. No. 1474	111
Steelworkers No. 1440	650	Early Childhood Teachers No. 1475	227
Steelworkers No. 1502	377	Teachers No. 1481	178
United Steelworkers No. 5084	172	Delta College Teachers No. 1486 ...	15
Steelworkers No. 5261	28	San Mateo Comm. Coll. Teachers No. 1493	156
Steelworkers No. 5450	38	Fremont Fed. of Teachers No. 1494	138
Steelworkers No. 5504	396	A.F.T. College Guild No. 1521	325
Steelworkers No. 5632	354	Alameda Teachers No. 1528	96
Steelworkers No. 5649	103	State Center Teachers No. 1533	116
Steelworkers No. 6849	216	State Employed Teachers No. 1545.	21
Steelworkers No. 7100	603	Peralta Teachers No. 1603	239
Teachers, American Federation of		Burbank Teachers No. 1608	53
United Professors of Calif.	3509	College of Marin Teachers No. 1610	149
Sacramento Teachers No. 31	120	American Fed. of Teachers No. 1617	31
Teachers No. 61	2079	Long Beach City Teachers No. 1619	10
San Diego Teachers No. 370	429	New Haven Teachers No. 1657	55
Monterey Teachers No. 457	68	Foothill College Teachers No. 1676..	39
Glendale Teachers No. 610	11	Madera Teachers No. 1694	26
Bassett Teachers No. 727	64	Solano Comm. College Teachers No. 1696	18
Vallejo Teachers No. 827	72	San Lorenzo Teachers No. 1713	10
San Bernardino Teachers No. 832 ..	61	San Jose Jr. College Teachers No. 1730	16
Richmond Teachers No. 866	200	San Juan Teachers No. 1743	85
Fresno Teachers No. 869	46	Lucia Mar Teachers No. 1753	39
San Jose Teachers No. 957	152	Contra Costa College Teachers No. 1754	99
Salinas Valley Teachers No. 1020 ..	118	Simi Fed. of Teachers No. 1773	61
Los Angeles Teachers No. 1021	4152	Temple City Teachers No. 1791	42
Pasadena Teachers No. 1050	217	La Puente Valley Teachers No. 1792	51
San Rafael Fed. of Teachers No. 1077	70	Antelope Valley Teachers No. 1793.	117
Berkeley Teachers No. 1078	458	Newport Mesa Teachers No. 1794 ..	222
Santa Barbara Teachers No. 1081 ..	213	University Librarians A.F.T. No. 1795	47
So. San Francisco Teachers No. 1119	45	Newark Teachers No. 1804	83
Sequoia Teachers No. 1163	63	Riverside City Coll. Teachers No. 1814	59
Palo Alto Teachers No. 1256	33	Ventura County Coll. Teachers No. 1828	144
Long Beach Teachers No. 1263	141	Elk Grove Teachers No. 1851	25
Oxnard Teachers No. 1273	74		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Hebrew Fed. of Teachers No. 1854 ..	24	Carpinteria Teachers No. 2216	53
Beverly Hills Teachers No. 1863 ...	25	Kings' Canyon Teachers No. 2218 ..	9
Bakersfield Teachers No. 1866	15	Galt Fed. of Teachers No. 2219	16
Petaluma Teachers No. 1881	212	Corcoran Teachers No. 2220	17
Folsom Cordova Teachers No. 1891 ..	47	Univ. of California—Irvine No. 2226 ..	85
Diablo Valley Teachers No. 1902 ...	196	S.F.-American Teachers No. 2240 ..	52
College Teachers Guild No. 1911 ...	42	Coachella Valley Teachers No. 2247 ..	47
Gilroy Teachers No. 1921	123	South Bay Teachers No. 2261	80
Hart Federation of Teachers		Placer Teachers No. 2267	16
No. 1922	16	Cutler Orosi Teachers No. 2269	28
Greater Grossmont Teachers		Glendale College Guild No. 2276 ...	53
No. 1930	111	Los Rios Teachers No. 2279	155
S.D. Comm. College Guild No. 1931 ..	88	Fullerton Teachers No. 2291	65
Sweetwater Teachers No. 1932	89	Huntington Beach Teachers	
San Diequito Teachers No. 1933 ...	60	No. 2292	24
Grossmont College Teachers		Teachers' Union of Fontana	
No. 1934	108	No. 2294	53
Pajaro Valley Teachers No. 1936 ..	115	S.E. Tulare County Teachers	
Mt. View Teachers No. 1937	25	No. 2301	18
Teachers No. 1946	54	Capistrano Teachers No. 2312	39
W. San Bernardino Teachers		Norwalk Teachers No. 2314	51
No. 1952	81	ABC Federation of Teachers	
West Valley Teachers No. 1953	47	No. 2317	204
University of California No. 1966 ..	19	Fallbrook Teachers No. 2331	6
Chaffey College Teachers No. 1971 ..	28	Tehachapi Teachers No. 2332	30
Los Alamitos Teachers No. 1972 ...	31	St. Marys' College Teachers	
Ventura Teachers No. 1981	32	No. 2336	8
Tamalpais Teachers No. 1985	133	Poway Federation of Teachers	
Novato Teachers No. 1986	193	No. 2357	166
U.C.L.A. Faculty Union No. 1990 ...	32	Lakeside Teachers No. 2358	22
East County Teachers No. 2001	43	Sanger Teachers No. 2366	12
Morgan Hill Teachers No. 2022	140	Sunnyvale Teachers No. 2387	13
University of Davis Teachers		Fremont Teachers No. 2390	27
No. 2023	104	Santa Clara Teachers No. 2393	124
Inglewood Teachers No. 2024	32	Rowland Teachers No. 2406	65
Santa Rosa Teachers No. 2029	12	Las Virgenes Teachers No. 2410 ...	26
Greater Santa Cruz Teachers		Washington Teachers No. 2412	14
No. 2030	55	Turlock Teachers No. 2424	20
San Diego Faculty Union No. 2034 ..	34	Irvine Federation of Teachers	
Acalanes District Teachers		No. 2428	28
No. 2037	7	KCCFT Bakersfield No. 2429	74
San Ramon Teachers No. 2052	94	Ontario-Montclair Teachers	
Santa Paula Teachers No. 2071	80	No. 2442	18
Red Bluff Teachers No. 2078	10	Tranquility Teachers No. 2443	21
Chino Federation of Teachers		Goleta Federation of Teachers	
No. 2086	110	No. 3146	69
Ojai Federation of Teachers		Community College Teachers	
No. 2119	41	No. 3148	13
S.F. Community Coll. Teachers		Lompoc Federation of Teachers	
No. 2121	368	No. 3151	114
Milpitas Teachers No. 2140	56	Tustin Federation of Teachers	
University of California No. 2141 ..	69	No. 3152	23
Travis Federation of Teachers		Chula Vista Teachers No. 3157	65
No. 2182	24	Pacific Grove Teachers No. 3166 ..	15
Assn. Classified & Teachers		Ocean View Teachers No. 3174	22
No. 2189	193	West Valley College Teachers	
Selma Un. Fed. of Teachers		No. 3189	21
No. 2197	11	Southwestern Teachers No. 3194	40
Faculty Union Local No. 2199	16	Ohlone College Teachers No. 3200 ..	8
Torrance Teachers No. 2206	204	Palos Verdes Teachers No. 3208 ...	45

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Palmdale Teachers No. 3210	39	Amalgamated Transit Union	
San Ysidro Fed. of Teachers		No. 1555	397
No. 3211	81	Amalgamated Transit Union	
Avenal Lemoore Teachers No. 3219	35	No. 1575	229
Barstow Federation of Teachers		Transport Workers Union of America	
No. 3258	17	Transport Workers No. 292	468
Jefferson Fed. of Teachers No. 3267	39	Air Transport Workers No. 502	383
Laguna Salada Teachers No. 3276..	53	Transport Workers No. 505	200
Laton Federation of Teachers		Transport Workers No. 250-A	1042
No. 3278	19		
Azusa Federation of Teachers		Transportation Union, United	
No. 3298	47	U.T.U. No. 19	243
Conejo Federation of Teachers		U.T.U. No. 31	42
No. 3299	32	U.T.U. No. 32	106
San Bruno A.F.T. No. 3330	26	U.T.U. No. 47	39
National City Teachers No. 3384 ...	32	U.T.U. No. 98	43
Glendora Fed. of Teachers No. 3420	44	U.T.U. No. 100	29
United Catholic Teachers No. 3448	129	U.T.U. No. 239	171
El Rancho Teachers No. 3467	160	U.T.U. No. 240	231
Weaver Federation of Teachers		U.T.U. No. 492	166
No. 3484	17	U.T.U. No. 694	136
Compton Comm. College Teachers		U.T.U. No. 771	256
No. 3486	17	U.T.U. No. 811	258
Richgrove Fed. of Teachers		U.T.U. No. 835	74
No. 3564	8	U.T.U. No. 986	34
Rescue Union Teachers No. 3581 ...	20	U.T.U. No. 1080	75
Butte College Teachers No. 3693 ...	11	U.T.U. No. 1200	89
Adobe Federation of Teachers		U.T.U. No. 1201	217
No. 3762	6	U.T.U. No. 1241	59
Telegraph Workers, United		U.T.U. No. 1252	94
United Telegraph Workers No. 34 ..	257	U.T.U. No. 1262	21
United Telegraph Workers No. 208.	74	U.T.U. No. 1332	27
Textile Workers of America, United		U.T.U. No. 1336	114
Textile Workers No. 99	276	U.T.U. No. 1422	221
Textile Workers No. 915	214	U.T.U. No. 1469	168
Textile Workers No. 1291	161	U.T.U. No. 1544	103
Theatrical Press Agents & Managers		U.T.U. No. 1556	72
Theatrical Press Agents No. 18032.	66	U.T.U. No. 1561	83
Transit Union, Amalgamated		U.T.U. No. 1563	763
Amalgamated Transit Union		U.T.U. No. 1564	797
No. 192	1042	U.T.U. No. 1565	772
Amalgamated Transit Union		U.T.U. No. 1570	134
No. 256	384	U.T.U. No. 1581	112
Amalgamated Transit Union		U.T.U. No. 1604	45
No. 265	618	U.T.U. No. 1607	669
Amalgamated Transit Union		U.T.U. No. 1674	58
No. 276	68	U.T.U. No. 1694	49
Amalgamated Transit Union		U.T.U. No. 1730	40
No. 1027	125	U.T.U. No. 1732	96
Bus Drivers' Local No. 1222	200	U.T.U. No. 1741	191
Amalgamated Transit Union		U.T.U. No. 1770	148
No. 1225	1213	U.T.U. No. 1785	93
Amalgamated Transit Union		U.T.U. No. 1795	84
No. 1277	1343	U.T.U. No. 1798	61
Bus Drivers' Local No. 1309	751	U.T.U. No. 1801	35
Amalgamated Transit Union		U.T.U. No. 1804	46
No. 1471	401	U.T.U. No. 1812	81
		U.T.U. No. 1813	101
		U.T.U. No. 1819	34
		U.T.U. No. 1827	25

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
U.T.U. No. 1846	75	Typographical No. 983	17
U.T.U. No. 1915	92	Typographical No. 993	43
Typographical Union, Int'l.		Upholsterers Int'l. Union of North America	
Mailers No. 9	260	Upholsterers No. 15	320
Bay Area Typographical No. 21	1836	Upholsterers No. 32	162
Central Valley Typographical No. 46	417	Furniture Union No. 500	217
San Diego Mailers No. 75	43		
Typographical No. 144	153		
Typographical No. 207	25	Utility Workers Union of America	
San Diego Typographical No. 221 ..	251	Utility Workers No. 132	1042
Typographical No. 439	126	Utility Workers No. 160	51
Typographical No. 597	38	Utility Workers No. 160-C	115
Typographical No. 600	14	Utility Workers No. 259	179
Monterey Bay Area Typo. No. 651..	147	Utility Workers No. 283	56
Typographical No. 667	20		
Typographical No. 738	50	Woodworkers of America, Int'l.	
Typographical No. 875	15	Woodworkers No. 3-64	548
Typographical No. 899	46	Woodworkers No. 3-86	249
Ventura Typographical No. 909	46	Woodworkers No. 3-269	259

New Affiliations

February 1, 1976 through April 30, 1978

International and Local	Date	International and Local	Date
Cement, Lime & Gypsum Workers Int'l Union, United		Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of	
Cement, Lime & Gypsum Workers No. 535	11/ 1/76	Legis. Comm. of Railway Clerks	1/28/77
Clothing & Textile Workers Union, Amalgamated		Rubber, Cork, Linoleum & Plastic Workers of America, United	
Clothing & Textile Workers No. 55-D	2/ 1/78	Rubber Workers No. 766	9/ 1/76
Clothing & Textile Workers No. 278	2/ 1/78	Seafarers Int'l. Union of North America	
Clothing & Textile Workers No. 288	2/ 1/78	Advert. & Public Relations	8/11/76
Clothing & Textile Workers No. 408	2/ 1/78	Service Employees Int'l. Union, AFL-CIO	
Clothing & Textile Workers No. 730-C	3/ 1/78	Service Employees No. 18	2/ 1/78
Fire Fighters Int'l Assn.		United Public Employees No. 390	1/ 1/78
Lemoore Fire Fighters No. F-102	7/ 1/76	L. A. County Employees No. 434	2/ 1/78
Palmdale Fire Fighters No. I-125	8/ 1/77	State, County & Municipal Employees, American Federation of	
Barstow Fire Fighters No. 2325	4/ 1/77	East Bay Regional Parks No. 2428	8/16/76
Marina Fire Fighters No. 2530	8/ 1/76	California Rehab. Workers No. 2620	7/ 1/76
Indio Fire Fighters No. 2537	11/ 1/76	Teachers, American Federation of	
Southbay Fire Fighters No. 2591	1/ 1/78	Bakersfield Teachers No. 1866 ..	5/11/77
Healdsburg Fire Fighters No. 2604	1/ 1/78	College Teachers Guild No. 1911	1/12/77
Armas Fire Fighters No. 2608	1/ 1/78	Richgrove Fed. of Teachers No. 3564	7/ 1/76
Triple A Machine Shop F. F. ..	2/ 1/78	Butte College Teachers No. 3693	4/10/77
Graphic Arts Int'l Union		Adobe Fed. of Teachers No. 3762	9/ 1/77
Graphic Arts No. 3-B	8/ 9/76	Transit Union, Amalgamated	
Hotel & Restaurant Employees & Bartenders Int'l.		Amalgamated Transit Union No. 1575	12/ 1/76
Culinary & Bartenders No. 542	11/ 1/76	AFGE Locals, Northern California Council of	
Laborers' Int'l. Union of North America		Industrial District Lodge	1/ 1/78
Laborers Union No. 1276	6/13/77	Hotel Workers, Southern California Joint Executive Board of	
Machinists & Aerospace Workers, Int'l Assn.			7/ 1/77
Machinists & Aerospace Workers No. 597	11/ 1/76		
Rocket & Missile Lodge No. 946	11/ 1/77		
Air Transport Lodge No. 1058 ..	3/ 1/78		

**International
and
Local**
Date**Reinstatements**

2-1-76 through 4-30-78

Barbers, Hairdressers & Cosmetologists' Int'l Union of America, the Journeymen Barbers No 549	2/14/77
Communications Workers of America	
Communications Workers No. 9417	10/ 7/77
Fire Fighters, Int'l Assn.	
Alameda Fire Fighters No. F-15	5/ 1/76
Los Altos Fire Fighters No. 1167	6/ 1/77
Glass Bottle Blowers of the U. S. & Canada	
Glass Bottle Blowers No. 80	2/28/78
Glass Bottle Blowers No. 177	2/17/78
Hotel & Restaurant Employees Bartenders Int'l Union	
Hotel, Restaurant & Bartenders No. 531	3/16/77
Hotel, Restaurant & Bartenders No. 550	2/ 1/78
Laborers Int'l Union of North America	
Construction & Laborers No. 389	3/ 1/78
Painters & Allied Trades of the United States & Canada, Int'l Brotherhood of	
Painters No. 83	1/18/78
Plasterers & Cement Masons' Int'l Assn. of the United States & Canada, Operative	
Cement Masons No. 594	1/ 2/78
Cement Masons No. 814	1/12/78
Printing & Graphic Communications Union, Int'l.	
L. A. Printing Specialties No. 495	12/ 2/77
Retail Clerks' Int'l. Assn.	
Retail Clerks No. 1119	4/ 1/78
Retail Clerks No. 1428	3/ 1/77
Stage Employees and M. P. Machine Operators of the United States & Canada, Int'l. Alliance of Theatrical Film Exchange Employees	
No. F-17	1/23/78
Theatrical Stage Employees No. 90	1/19/77
Stage Employees No. 134	10/11/77

**International
and
Local**
Date
**State, County & Municipal
Employees, American
Federation of**

County Employees No. 146	2/16/78
Ventura Municipal Employees No. 181	12/15/77
A. F. S. C. M. E. No. 2070	3/ 4/77

Teachers, American

Federation of	
Sacramento Teachers No. 31	1/21/77
Vallejo Teachers No. 827	12/14/77
Richmond Teachers No. 866	1/ 4/78
Sequoia Teachers No. 1163	2/10/78
Culver City Teachers No. 1343	11/ 1/77
Compton Teachers No. 1413	4/ 3/77
Early Childhood Teachers	
No. 1475	12/28/76
Stanislaus Teachers No. 1626	12/ 6/77
New Haven Teachers	
No. 1657	1/ 4/78
Greater Grossmont Teachers	
No. 1930	12/ 9/77
Sweetwater Teachers	
No. 1932	10/31/77
Los Alamitos Teachers	
No. 1972	11/ 2/77
Acalanes District Teachers	
No. 2037	1/24/78
Selma Union Fed. of Teachers	
No. 2197	12/20/76
Poway Federation of Teachers	
No. 2357	10/ 4/77
Laton Federation of Teachers	
No. 3278	5/25/77
Compton Comm. Coll. Teachers No. 3486	5/24/77

**Textile Workers of America,
United**

Textile Workers No. 288	2/ 1/78
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Utility Workers of America

Utility Workers No. 259	2/ 2/77
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Withdrawals

2-1-76 through 4-30-78

Carpenters & Joiners of America, United Brotherhood of	
Carpenters No. 1507	8/24/76
Communications Workers of America	
Communications Workers No. 9403	5/31/76
Electrical Workers, Int'l. Brotherhood of	
Electrical Workers No. 1969	11/ 1/76

International and Local	Date	International and Local	Date
Electrical Workers No. 2125 ...	8/ 1/77	Carpenters & Joiners of America, United Brotherhood of	
Electrical Workers No. 2131 ...	7/ 1/77	Carpenters Union No. 1522	3/ 7/78
Fire Fighters, Int'l Assn. of		Carpenters & Joiners	
Norco Fire Fighters		No. 1632	2/11/78
No. 2422	8/31/76	Cement, Lime & Gypsum Workers Int'l. Union, United	
Hotel & Restaurant Employees & Bartenders Int'l. Union		Cement, Lime & Gypsum	
Hotel & Restaurant Employees		Workers No. 334	7/ 7/77
No. 550	5/31/76	Chemical Workers Union, Int'l.	
Machinists & Aerospace Workers, Int'l Assn. of		Chemical Workers No. 422	2/11/77
Machinists Lodge No. 364	5/ 1/77	Communications Workers of of America	
Machinists No. 653	8/ 1/76	Communications Workers	
Machinists No. 1309	8/ 1/76	No. 9405	9/20/77
Roofers, Damp and Waterproof Workers' Assn. United State, Tile and Composition		Communications Workers	
Roofers No. 81	9/ 1/77	No. 9435	11/ 4/77
Seafarers Int'l Union of North America		Communications Workers	
Petroleum Workers No. 11	3/ 1/77	No. 9477	6/23/76
Transportation Workers	6/ 1/77	Communications Workers	
State, County & Municipal Employees, American Federation		No. 11509	8/20/76
Agnews State Hospital		Communications Workers	
No. 247	6/ 1/77	No. 11577	7/27/77
L. A. Municipal Employees		Fire Fighters, Int'l. Assn.	
No. 319	4/ 1/77	Hamilton AFB Fire Fighters	
Teachers, American Federation of		No. F-134	5/ 1/76
Humboldt County Teachers		Monterey Fire Fighters	
No. 1898	9/30/76	No. F-166	8/ 1/77
Anaheim Fed. of Teachers		Skaggs Island Fire Fighters	
No. 1967	8/31/76	No. F-193	11/ 1/77
Desert Sand Teachers		Atascadero Fire Fighters	
No. 2411	7/ 1/76	No. S-11	5/ 1/76
Muroc Fed. of Teachers		Seaside Fire Fighters	
No. 2422	6/30/76	No. 1218	6/ 1/77
Culinary Workers, Joint Executive Board	12/31/76	Lawrence R. L. Fire Fighters	
		No. 1477	5/ 1/76
		Manteca Fire Fighters	
		No. 1874	1/ 1/78
		San Rafael Fire Fighters	
		No. 2208	8/ 1/77
		Glass & Ceramic Workers of North America, United	
		Glass Bottle Blowers	
		No. 142	8/20/76
		Hotel & Restaurant Employees & Bartenders Int'l. Union	
		Culinary Workers No. 309	10/ 7/77
		Culinary Alliance & Bartenders	
		No. 498	12/ 7/77
		Bartenders & Culinary	
		No. 654	4/ 7/77
		Industrial Workers of America, Int'l. Union, Allied	
		Industrial Union No. 1662	5/ 5/77
		Iron Workers, Int'l. Assn. of Bridge, Structural	
		Iron Workers No. 118	7/20/76
		Iron Workers No. 115	10/ 7/77

Suspensions

2-1-76 through 4-30-78

Barbers, Hairdressers & Cosmetologists' Int'l. Union of America, The Journeymen	
Barbers No. 767	12/10/76
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of	
Boilermakers Lodge No. 317 ...	7/20/76
Brick & Clay Workers of America, The United Metalronics Employees	
No. 955	2/11/77

International and Local	Date	International and Local	Date
Laborers' Int'l Union of North America		State, County & Municipal Employees, American Federation of	
Laborers No. 36	8/20/76	State & County Employees	
Laborers No. 324	12/10/76	No. 135	2/11/77
Lathers, Int'l Union of Wood, Wire & Metal		Foremen of Public Workers	
Lathers Union No. 65	12/10/76	No. 413	7/ 7/77
Machinists & Aerospace Workers, Int'l. Assn.		Pasadena Un. School	
Machinists No. 139	1/ 6/78	Employees No. 606	10/ 7/77
Machinists No. 1185	12/29/76	Clerical Employees No. 909 ...	6/23/76
Marine Engineers Beneficial Assn., Nat'l.		Staff Employees No. 1423	2/ 8/78
Real Property Agents	8/20/76	Steelworkers of America, United	
Meat Cutters & Butcher Workmen of North America, Amalgamated		Steelworkers No. 4765	6/23/76
Butchers No. 352	12/10/76	Steelworkers No. 4997	12/30/76
Painters & Allied Trades of the United States and Canada, Int'l. Brotherhood of		Steelworkers No. 6729	12/30/76
Painters Union No. 955	12/10/76	Stove, Furnace & Allied Appliance Workers' of North America	
Carpet & Linoleum Layers		Stove Furnace Workers	
No. 1235	6/23/76	No. 125-B	1/ 6/78
Painters No. 1595	2/11/77	Teachers, American Federation of	
Plasterers' & Cement Masons' Int'l. Assn. of the United States & Canada, Operative		Oakland-Alameda Teachers	
Plasterers & Cement Masons		No. 771	8/15/77
No. 825	10/18/76	Shasta County Teachers	
Plumbing & Pipe Fitting Industry of the United States & Canada, United Assn. of Journeyman & Apprentices of the		No. 1320	11/ 4/77
Steamfitters No. 342	1/ 6/78	Garden Grove Teachers	
Pottery & Allied Workers Int'l.		No. 1752	2/11/77
Operative Potters No. 319	12/10/76	San Mateo High School	
Retail Clerks Int'l. Assn.		Teachers No. 1914	7/ 7/77
Retail Store Employees		Ukiah Federation of Teachers	
No. 410	11/ 4/77	No. 2025	10/18/76
Retail Clerks No. 1119	2/11/77	Intermountain Teachers	
Retail Clerks No. 1167	7/ 7/77	No. 2116	3/16/77
Rubber, Cork, Linoleum & Plastic Workers of America, United		Enterprise Teachers	
Rubber Workers No. 639	12/ 7/77	No. 2166	9/20/77
Rubber Workers No. 703	2/28/77	Orange Teachers No. 2188	6/ 7/77
Service Employees Int'l. Union, AFL-CIO		Kern Federation of Teachers	
Physicians Union No. 669	5/ 5/77	No. 2217	12/10/76
Stage Employes and Moving Picture Operators of the United States & Canada, Int'l. Alliance of Theatrical M. P. Cinetechnicians		Orange County Teachers	
No. 789	2/11/77	No. 2357	8/20/76
		Walnut Federation of Teachers	
		No. 2369	12/10/76
		Palm Springs Teachers	
		No. 2374	2/11/77
		Berryessa Teachers No. 3164 ...	8/20/76
		Whisman Federation of	
		Teachers No. 3266	2/11/77
		District Councils	
		Chemical Workers Dist. Council	
		No. 2	5/ 5/77
		Disbanded	
		2-1-1976 through 4-30-1978	
		Barbers, Hairdressers & Cosmetologists' Int'l. Union of America, the Journeymen	
		Barbers No. 941	10/ 1/76

International and Local	Date	International and Local	Date
Cement, Lime & Gypsum Workers Int'l. Union, United Cement, Lime & Gypsum Workers No. 158	3/ 1/77	Barbers No. 643 merged with Barbers & Beauticians No. 112	1/ 1/78
Fire Fighters, Int'l. Assn. Hunters Point Fire Fighters No. F-52	10/ 1/76	Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of Boilermakers No. 94	
Half Moon Bay Fire Fighters No. 1824	1/ 1/77	merged with Boilermakers No. 749	3/ 1/78
Montgomery Fire Fighters No. 1884	1/31/78	Boot & Shoe Workers' Union Boot & Shoe Workers No. 446	
Garment Workers of America, United United Garment Workers No. 197	7/27/77	merged with Retail Clerks No. 1532	1/ 3/78
Pottery & Allied Workers Int'l. Pottery Workers No. 89	12/ 1/76	Carpenters & Joiners of America, United Brotherhood of Berkeley Carpenters No. 1158	
State, County & Municipal Employees, American Federation of State County Employees No. 2840	7/ 1/77	merged with Carpenters No. 194	9/ 1/76
Teachers, American Federation of Stanislaus Teachers No. 1626	12/31/77	Carpenters No. 1992 merged with Carpenters No. 1486	7/ 1/77
Tulare Teachers No. 2227	9/ 1/77	Lumber & Sawmill Workers No. 3019	
Placentia Teachers No. 2293	10/ 1/77	merged with Lumber & Sawmill Workers No. 2592	2/15/78
Carmel A. F. T. No. 3243	1/31/77	Communications Workers of America Communications Workers No. 9420	
Mother Lode Teachers No. 3268	9/ 1/77	merged with Communications Workers No. 9403	6/ 1/77
Fresno County Teachers No. 3331	1/ 1/78	Communication Workers No. 9422	
Transportation Union, United U. T. U. No. 42	1/ 1/77	merged with Communications Workers No. 9403	3/31/78
U. T. U. No. 99	1/ 1/77	Fire Fighters, Int'l. Assn. Stanford Fire Fighters No. 1-12	
U. T. U. No. 1207	3/ 1/77	merged with Fire Fighters No. 1319	11/30/76
Culinary Workers, Joint Executive Board of (Los Angeles)	1/ 1/77	Furniture Workers of America, United Furniture Workers No. 577	
Mergers		merged with Furniture Workers No. 1010	1/ 1/77
2-1-76 through 4-30-78		Hotel & Restaurant Employees' & Bartenders' Int'l. Union Bartenders & Culinary Workers No. 595	
Barbers, Hairdressers & Cosmetologists, Int'l Union of America, the Journeymen Barbers & Beauticians No. 311		merged with Bartenders & Culinary Workers No. 28	7/ 1/76
merged with Barbers & Beauticians No. 112	1/ 1/78		
Barbers & Beauticians No. 335			
merged with Barbers & Beauticians No. 252	2/ 1/77		
Barbers No. 431			
merged with Barbers No. 252	5/ 1/77		
Barbers No. 582			
merged with Barbers No. 252	5/ 1/76		

**International
and
Local****Date****International
and
Local****Date**

**Laborers' Int'l. Union of
North America**
Hod Carriers & Laborers
No. 121
merged with
Hod Carriers & Laborers
No. 185

11/ 1/76

**Meat Cutters & Butcher
Workmen of North America,
Amalgamated**
Butchers No. 508
merged with
Butchers No. 115

8/ 1/76

Butchers No. 516, Unit 1
merged with

Butchers No. 115

11/ 1/76

Butchers No. 516, Unit 2
merged with

Butchers No. 115

11/ 1/76

**Painters & Allied Trades of the
United States & Canada**
Int'l. Brotherhood of
Painters No. 40
merged with
Painters No. 560

1/ 1/78

Painters No. 713
merged with

L. A. Painters No. 5

9/ 1/77

Transportation Union, United

U. T. U. No. 1260
merged with

U. T. U. No. 98

4/ 1/77

U. T. U. No. 1808
merged with

U. T. U. No. 98

4/ 1/77

U. T. U. No. 1806
merged with

U. T. U. No. 1674

3/ 1/78

Central Labor Councils

Riverside Central Labor
Council

merged with

San Bernardino Central

Labor Council

10/ 9/77

Exonerations

2-1-76 through 4-30-78

**Broadcast Employees &
Technicians, National Assn. of**

N. A. B. E. T. No. 51

8/1-9/30/77

Electrical, Radio & Machine

Workers, Int'l. Union of

I. U. Electrical Workers

No. 1507

8/1-9/30/77

**Glass Bottle Blowers' Assn. of the
United States & Canada**

Glass Bottle Blowers

No. 177

10/1-10/31/77

**Machinists & Aerospace Workers,
Int'l. Assn. of**

Missile & Electronic

Wkrs. No. 2230

10/1-11/30/77

Machinists & Aerospace

Wkrs. No. 1178

4/1-9/30/78

Newspaper Guild, The

Newspaper Guild No. 69

Indefinitely

Printing & Graphic

Communications Union, Int'l.

Printing Specialties No. 659

9/1-9/30/77

Retail Clerks Int'l Assn.

Retail Clerks

No. 1364

9/1/70—Present

**Rubber, Cork, Linoleum &
Plastic Workers of America,
United**

Rubber Workers No. 100 ...

5/1-8/31/76

Rubber Workers No. 131 ...

3/1-8/31/76

Rubber Workers No. 428 ..

11/1-11/30/76

Rubber Workers No. 721 ..

8/1-10/31/76

Rubber Workers No. 726 ...

5/1-8/31/76

Seafarers Int'l Union of

North America

Transportation & Allied

Workers

3/1-5/31/77

Typographical Union, Int'l.

Typographical Local

No. 174

Indefinitely

SUMMARY OF MEMBERSHIP

May 1, 1976 to April 30, 1978

Labor Unions	5/1/76.....	1310	
Labor Councils	5/1/76.....	147	
	TOTAL		1457
Labor Unions Newly Affiliated to 4/30/78		35	
Labor Councils		3	38
	TOTAL AFFILIATION		1495

MERGERS, SUSPENSIONS, WITHDRAWALS, ETC.

May 1, 1976 to April 30, 1978

Mergers			
Labor Unions		24	
Labor Councils		1	
Suspensions			
Labor Unions		70	
Labor Councils		1	
Withdrawals			
Labor Unions		19	
Labor Councils		1	
Disbanded			
Labor Unions		17	
Labor Councils		1	
	TOTAL UNIONS		130
	TOTAL COUNCILS		4
	TOTAL		134
Labor Unions	4/30/78.....	1215	
Labor Councils	4/30/78.....	146	
	TOTAL UNIONS AND COUNCILS		1361

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
995 Market Street
San Francisco, California

We have examined the combined statement of cash receipts and disbursements of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education for the two years ended June 30, 1978 and the combined statement of cash balances as of June 30, 1978. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The Federation has prepared its financial statements on the cash basis as described in Note 2 of notes to financial statements. Accordingly, the accompanying statements do not intend to present results of operations in conformity with generally accepted accounting principles.

In our opinion, the aforementioned statements present fairly the combined cash receipts and disbursements of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education for the two-year period ended June 30, 1978 and the combined cash balances as of June 30, 1978 on a basis consistent with that of the preceding period.

COOPERS & LYBRAND
Certified Public Accountants
San Francisco, California
September 7, 1978

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
Combined Statement of Cash Receipts and Disbursements
for the two years ended June 30, 1978**

	Federation	S.C.O.P.E.	Total
Cash receipts:			
Per capita payments and membership fees..	\$1,532,361.61	\$ 768,017.91	\$2,300,379.52
Interest earned	46,745.78	49,800.99	96,546.77
Conference receipts:			
General	13,603.00	—	13,603.00
Legislative	17,927.48	—	17,927.48
Scholarship reimbursement	27,500.00	—	27,500.00
Other receipts	26,953.63	64,846.98	91,800.61
Total cash receipts	<u>1,665,091.50</u>	<u>882,665.88</u>	<u>2,547,757.38</u>
Cash disbursements:			
Executive salaries	236,915.56	—	236,915.56
Expenses and allowances:			
Executives	62,264.99	3,474.31	65,739.30
Geographical and at-large vice presidents	42,961.34	7,084.51	50,045.85
General office salaries	528,665.50	130,754.57	659,420.07
General office staff—expense & allowances..	25,482.83	—	25,482.83
Assistant director's salaries	—	42,624.88	42,624.88
Assistant director's allowances & expenses..	—	10,329.88	10,329.88
Accounting	43,276.51	—	43,276.51
Automobile maintenance	6,240.81	40.55	6,281.36

Conferences:			
General	15,156.36	26,545.21	41,701.57
Legislative	10,473.07	—	10,473.07
Convention	96,425.16	14,853.01	111,278.17
Contributions:			
Charitable	26,083.40	—	26,083.40
Political — propositions	—	28,264.71	28,264.71
Political — candidates	—	133,050.00	133,050.00
Election drive campaign expense	—	61,442.49	61,442.49
Furniture and fixtures	4,434.69	—	4,434.69
Insurance	65,660.66	9,978.88	75,639.54
Legal	64,460.04	2,190.00	66,650.04
Library	14,046.96	—	14,046.96
Maintenance	8,094.64	12.25	8,106.89
Newsletters	92,001.32	—	92,001.32
Office rent	97,243.01	—	97,243.01
Postage and mailing	41,835.11	30,000.00	71,835.11
Printing	49,892.76	2,129.82	52,022.58
Reimbursed lobbyists' expenses	8,785.03	—	8,785.03
Retirement plan contributions	245,863.05	3,795.60	249,658.65
Scholarships	30,000.00	—	30,000.00
Services	58,143.36	—	58,143.36
Stationery and supplies	25,496.33	139.39	25,635.72
Taxes	70,256.26	12,666.70	82,922.96
Telephone and telegraph	52,460.53	1,419.44	53,879.97
General expenses	28,435.41	24,400.85	52,836.26
Voter registration fund	—	52,171.34	52,171.34
Federation disbursements made on behalf of S.C.O.P.E. (Note 1)	(201,312.09)	201,312.09	—
Total cash disbursements	1,849,742.60	798,680.48	2,648,423.08
Excess of cash disbursements over cash receipts	(184,651.10)	83,985.40	(100,665.70)
Cash balance, July 1, 1976	535,046.40	459,442.64	994,489.04
Cash balance, June 30, 1978 (details annexed) ..	\$ 350,395.30	\$ 543,428.04	\$ 893,823.34

The accompanying notes are an integral part of this statement.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
Combined Statement of Cash Balances,
June 30, 1978**

	Federation	S.C.O.P.E.	Total
Office cash fund	\$ 300.00	—	\$ 300.00
Deposits	1,130.00	—	1,130.00
Bank of America			
Commercial — unrestricted	65,472.47	\$ 83,324.55	148,797.02
Commercial — restricted (Note 3)	—	49,290.51	49,290.51
Savings — unrestricted (interest at 5%)	35,296.75	38,283.00	73,579.75
Savings — restricted (interest at 5%) (Note 3)	—	10,731.92	10,731.92
Time certificate of deposit (interest at 8%) ..	100,000.00	—	100,000.00
Crocker National Bank:			
Savings (interest at 5%)	3,612.73	84.39	3,697.12
Time certificate of deposit (interest at 7.125%)	122,866.12	—	122,866.12
The Hibernia Bank:			
Savings (interest at 5%)	6,338.42	42,501.77	48,840.19

United California Bank:

Savings (interest at 5.5%)	13,118.84	—	13,118.84
Time certificate of deposit (interest at 8.125%)	—	113,614.23	113,614.23
Time certificate of deposit (interest at 7.5%)	—	100,000.00	100,000.00

Wells Fargo Bank:

Time certificate of deposit (interest at 6.625%)	—	107,857.64	107,857.64
Amount due the Federation for disbursements made on behalf of S.C.O.P.E.	2,259.97	(2,259.97)	—
	<u>\$ 350,395.30</u>	<u>\$ 543,428.04</u>	<u>\$ 893,823.34</u>

The accompanying notes are an integral part of this statement.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
Notes to Financial Statements**

1. General:

The California Labor Federation and its Standing Committee on Political Education ("S.C.O.P.E.") receive per capita payments and membership fees from affiliated unions as specified in the Constitution of the Federation as adopted at the Eleventh Convention in September 1976.

It has been determined that the Federation made reimbursable expenditures for salaries, taxes and other administrative expenses on behalf of S.C.O.P.E. of \$201,312.09 during the period July 1, 1976 through June 30, 1978.

2. Basis of Presentation:

The accompanying combined statement of cash receipts and disbursements has been prepared from the underlying accounting records which are maintained on the cash basis. Under such basis, cash receipts (revenue) are recorded when received and cash disbursements (expenses) are recorded when the expenditure is made.

The cash basis is an acceptable comprehensive basis of accounting but varies from generally accepted accounting principles. Under generally accepted accounting principles the per capita payments and membership fees would be recorded when earned (which usually is prior to receipt) and expenses would be recorded when due (which usually is prior to payment).

3. Restricted Cash Balances:

Restricted cash balances as of June 30, 1978 are as follows:

Commercial:

Voter registration fund	\$ 9,239.28
S.C.O.P.E. subcommittee	7,022.34
Ballot Proposition Fund	6,150.29
Membership Education Fund	16,878.60
Public Education Fund	10,000.00
	<u>\$49,290.51</u>

Savings:

Voter registration fund	<u>\$10,731.92</u>
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4. Surety Bond:

A blanket position surety bond in the amount of \$50,000 was in effect during the period from July 1, 1976 to June 30, 1978.

5. Retirement Plan Contributions:

The contributions to the retirement plan for the two years ended June 30, 1978 reflect the increased costs to the Federation for the effects of amendments to the plan which were made to comply with ERISA. Included in the contributions is \$137,368 for the unfunded accrued liability.

ROLL OF DELEGATES

**This comprises the completed roll of delegates to the
1978 Convention of the California Labor Federation, AFL-CIO**

- Actors and Artists of America, Associated**
Actors' Equity Assn. (325)
Edward Weston, 163
Theodore Bikel, 162
- American Federation of Television and Radio Artists (340)**
Bill Hillman, 170
Donald S. Tayer, 170
- American Federation of Television and Radio Artists (1797)**
Claude L. McCue, 599
Rhoda Williams, 599
Bill Baldwin, 599
- Screen Actors Guild (5,000)**
Kathleen Nolan, 715
Ren Soble, 715
Gilbert Perkins, 714
Victor Jory, 714
Claude Akins, 714
Chester L. Migden, 714
Ken Orsatti, 714
- Screen Extras Guild, Inc. (3125)**
Murray Pollack, 782
H. O'Neil Shanks, 781
Jean Hughes-Wright, 781
Sam Jones, 781
- Asbestos Workers, Int'l Assn. of Heat and Frost Insulators and Asbestos Workers No. 16 (322)**
Eddie H. Story, 322
- Bakery and Confectionery Workers, Int'l. Union of America**
Bakers No. 24 (1500)
Felisa Castillo, 500
Thomas Wake, 500
David York, 500
- Barbers Hairdressers and Cosmetologists, Int'l. Union of America, The Journeyman**
Barbers No. 256 (150)
Alvin L. Holt, 150
- Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l. Brotherhood of**
Boilermakers No. 10 (400)
Joe L. Gonzaga, 400
Boilermakers No. 513 (417)
Manuel Dias, 209
Ernest M. King, 208
- Brick and Clay Workers of America, The United**
Brick & Clay Workers No. 824 (268)
Genaro P. Gutierrez, 134
Manuel R. Pasillas, 134
- Broadcast Employees and Technicians, Nat'l Assn. of**
N.A.B.E.T. No. 53 (1332)
Albert M. Gordon, 1332
- Carpenters and Joiners of America, United Brotherhood of**
Carpenters & Joiners No. 36 (1124)
Wilson D. Massey, 281
Clifford Edwards, 281
Chester R. Hodges, Jr., 281
Alfred Thoman, 281
- Carpenters & Joiners No. 162 (769)**
Sam J. Shannon, 385
Mike Dillon, 384
- Carpenters and Joiners No. 586 (1193)**
Jim Larson, 299
Clifford W. Fyffe, 298
Richard W. Mansfield, 298
M. B. Bryant, 298
- Carpenters & Joiners No. 668 (546)**
Klaus G. Luck, 273
Elmer D. Holl, 273
- Carpenters No. 701 (729)**
Gerald W. Appleton, 365
Jasper Roberts, 364
- Cabinet Makers & Millmen No. 721 (2520)**
Joseph Pinto, 1260
George Seno, 1260
- Carpenters & Joiners No. 771 (280)**
Frank J. Galligan, 140
Anthony Ramos, 140
- Carpenters No. 844 (1286)**
Robert Freeman, 322
Windle D. Mitchell, 322
Barrett Nathan, 321
Lee Baumgartner, 321
- Carpenters & Joiners No. 1280 (1343)**
Gunther F. C. Just, 336
Kerry Reeve, 336
Jerry Hoopes, 336
Andy Mattus, 335
- Carpenters No. 1296 (1126)**
Dan Ostrowski, 563
Edwardo Johnston, 563
- Carpenters & Joiners No. 1323 (435)**
Leo E. Thiltgen, 435
- Carpenters No. 1400 (543)**
John C. Little, 272
David Brown, 271
- Carpenters No. 1622 (1347)**
Bill Martin, 337
Elvis Weir, 337
Bill Anderson, 337
James Spansel, 336
- Carpenters & Joiners No. 1648 (735)**
George F. Quinn, 368
Arthur W. Turney, Jr., 367
- Carpenters & Joiners No. 1913 (887)**
Kim Dodds, 296
Vernon L. Lankford, 296
Frank Schepis, 295
- Industrial Carpenters No. 2565 (308)**
Rose M. White, 154
Earl R. Mitchell, 154
- Lumber and Sawmill Workers No. 2907 (515)**
Lloyd J. Lea, 515
- Plywood & Veneer Workers No. 2931 (199)**
Raymond K. Nelson, 100
Noel E. Harris, 99
- Lumber, Production & Industrial Workers No. 3088 (708)**
William H. Long, 354
Ralph Cree, 354
- Clothing and Textile Workers Union, Amalgamated**
Amalgamated Clothing & Textile Workers No. 55-D (94)
Leonard Levey, 47
Claud Cox, 47
- Amalgamated Clothing & Textile Workers No. 278 (75)**
Miriam Ludwig, 75
- Amalgamated Clothing & Textile Workers No. 288 (63)**
Gladys McClelland, 32
Betty Hubbard, 31
- Communications Workers of America**
Communications Workers No. 9402 (884)
Richard W. Bepler, 884
- Communications Workers No. 9414 (339)**
Larry Hope, 170
Ron Fitzsimmons, 169
- Communications Workers No. 9415 (750)**
Harry Ibsen, 750
- Communications Workers No. 9490 (500)**
James Van Houten, 500
- Communications Workers No. 11500 (5,000)**
Dina G. Beaumont, 5,000
- Communications Workers No. 11501 (800)**
Linton M. Gray, 400
George A. Pennebaker, 400
- Communications Workers No. 11502 (650)**
Regina Render, 325
James Wood, 325
- Communications Workers No. 11503 (1625)**
W. C. Demers, 1625
- Communications Workers No. 11508 (550)**
George R. Turner, 550
- Communications Workers No. 11511 (661)**
Philip G. Hanneman, 661
- Communications Workers No. 11513 (3,000)**
Harry Wagner, 1,000
Craig Jacobs, 1,000
Rose Hansen, 1,000
- Communications Workers No. 11571 (1300)**
Ray Cordova, 1300
- Communications Workers No. 11575 (500)**
Jean Mason, 500
- Communications Workers No. 11581 (248)**
Regina Render, 248
- Communications Workers No. 11586 (583)**
James Emmett White, 583
- Electrical, Radio and Machine Workers, Int'l. Union of**
Electrical Workers, I.U. No. 1502 (61)
David Crow, 61

Electrical Workers, I. U. No. 1507 (193)
Jim Durnal, 96
Dan Aguilar, 96

Electrical Workers, Int'l. Brotherhood of

Electrical Workers No. 6 (900)
Franz E. Glen, 450
Edward B. Figone, 450
Electrical Workers No. 11 (2,000)
E. Earl Higgins, 500
J. S. Harrington, 500
John Walker, 500
Albert Lopez, 500

Studio Electricians, Sound Tech. & Air-Cond. Engrs. No. 40 (200)
Pat Burns, 200

Electrical Utility Workers No. 47 (500)
Henry J. Kearney, 500

Electrical Wkrs. No. 302 (781)
S. R. McCann, 261
Richard McPeak, 260
Gale F. Crouch, 260

Electrical Wkrs. No. 332 (1042)
Bruce A. Baxter, 521
Richard R. Conway, 521

Electrical Workers No. 465 (573)
Richard C. Robbins, 287
Wilfred J. Bois, 286

Electrical Workers No. 569 (1,006)
Frank R. Underhill, 503
M. Keith Widdop, 503

Electrical Workers No. 595 (1240)
Thomas J. Sweeney, 1,240

Electrical Workers No. 617 (675)
Bob Cissna, 338
Ernie Hills, 337

Electrical Workers No. 1245 (15,000)
Dean Cofer, 1500
Ron Fitzsimmons, 1500
Bob Thomson, 1500
Jim McCauley, 1500
Orv Owen, 1500
C. P. Henseberry, 1500
Frank Saxenmeir, 1500
Howard Stiefer, 1500
M. A. Walters, 1500
Lindell Williams, 1500

Engineers, Int'l. Union of Operating

Operating Engineers No. 3 (12,000)

Dale Marr, 1200
Harold Huston, 1200
James R. Ivy, 1200
Don Kinchloe, 1200
Robert Mayfield, 1200
Ken Erwin, 1200
John McMahon, 1200
Robert P. Marr, 1200
Hugh Bodam, 1200
Robert Skidgel, 1200

Operating Engineers No. 12 (10,000)

Wm. C. Waggoner, 1250
Verne W. Dahnke, 1250
W. A. Campbell, 1250
Don E. Kidd, 1250
R. J. Walsh, 1250
R. P. Gannon, 1250
Emmett P. O'Malley, 1250
Frank M. Todd, 1250

Operating Engineers No. 39 (1563)

Art Viat, 521
Jim Lunsford, 521
Barnard Speckman, 521

Operating Engineers No. 501 (1500)

Robert H. Fox, Jr., 375
Coy Black, 375
Edward B. Fox, 375
Joseph Wetzler, 375

Farm Workers of America, AFL-CIO, United

United Farm Workers (9,375)
Gilbert Padilla, 938
Dolores Huerta, 938
Peter Velasco, 938
Salvador Alvarez, 938
Mack Lyons, 938
Barbara Macri, 937
Frank Ortiz, 937
Sandy Martinez, 937
Paul Chavez, 937
Emilio Huerta, 937

Fire Fighters, Int'l. Assn. of

Fire Fighters No. 55 (709)
Vincent M. Riddle, 709

L. A. City Fire Fighters No. 112 (2252)

Lyle E. Hall, 751
Frank Lunn, 751
Don R. Forrest, 750

San Diego Fire Fighters No. 145 (681)

William E. Green, 681

San Francisco Fire Fighters No. 798 (1490)

James T. Ferguson, 497
Leon D. Bruschera, 497
Anthony G. Sacco, 496

San Jose Fire Fighters No. 873 (580)

John A. Diquisto, 580

L. A. County Fire Fighters No. 1014 (1905)

Alfred K. Whitehead, 381
Scott E. Franklin, 381
Larry S. Simcoe, 381
Ken Larson, 381
William D. Jones, 381

Santa Clara Fire Fighters No. 1171 (122)

Steve Shoemaker, 61
Charles Wright, 61

Furniture Workers of America, United

United Furniture Workers No. 262 (737)

Fred Stefan, 246
Joseph Poni, 246
Chester Maxwell, 245

Furniture Workers No. 1010 (610)

Apolinar Espudo, 305
Katrino Vasquez, 305

Garment Workers of America, United

United Garment Workers No. 125 (190)

Regina Lucero, 95
Betty Feeney, 95

Garment Workers Union, Int'l. Ladies'

Cloakmakers No. 8 (224)
Julia Vasquez, 224

Ladies Garment Workers No. 55 (884)

Cornelius Wall, 884

Ladies Garment Workers No. 84 (185)

Robert Villalobos, 185

Ladies Garment Workers No. 96 (836)

Philip Leviton, 836

Ladies Garment Workers No. 97 (106)

Philip Leviton, 106

Dressmakers No. 101 (1815)
Mattie J. Jackson, 908
Myrtle M. Banks, 907

Ladies Garment Cutters No. 213 (137)

Larry Mirgon, 137

Office & Distribution Workers No. 214 (30)

Willie R. March, 30

Ladies Garment Workers No. 270 (125)

Robert Villalobos, 125

Ladies Garment Workers No. 271 (67)

Cornelius Wall, 67

Ladies Garment Workers No. 293 (63)

Max B. Wolf, 63

Ladies Garment Workers No. 451 (69)

Cornelius Wall, 69

Ladies Garment & Access Workers No. 482 (948)

Max B. Wolf, 948

Ladies Garment Workers No. 497 (35)

Philip Leviton, 35

Ladies Garment Workers No. 512 (409)

Robert Villalobos, 409

Glass Bottle Blowers' Association of the U.S. and Canada

Glass Bottle Blowers No. 17 (500)

Jerald L. Washler, 250

Adlene Holiday, 250

Glass Bottle Blowers No. 19 (244)

Phillip M. Wallick, 122

Gerald Brown, 122

Glass Bottle Blowers No. 39 (300)

John W. Henninger, 150

Author P. Jones, 150

Glass Bottle Blowers Assn. No. 81 (411)

Wanda Logan, 206

Frank Flammini, 205

Glass Bottle Blowers Assn. No. 82 (126)

John J. Moreno, 63

Irene Lewis, 63

Glass Bottle Blowers No. 85 (183)

Betty Ransome, 92

Ralph Ransome, 91

Glass Bottle Blowers No. 114 (500)

Charles E. Sanchez, 250

John Hill, 250

Glass Bottle Blowers No. 137 (994)

Clifford Valenciana, 994

Glass Bottle Blowers No. 141 (600)

Marge Pagan, 300

Christine Groce, 300

Glass Bottle Blowers No. 155 (496)

Ray L. Barnes, 248

Mildred Boeh, 248

Glass Bottle Blowers No. 192 (256)

Paul Rios, 128

James Gilbert, 128

Glass Bottle Blowers No. 224 (128)

Mike Torres, 64

Bob Broomfield, 64

Government Employees, American Federation of

Government Employees No. 1466 (45)

Mayola K. Roddy, 45

Graphic Arts Int'l. Union

Graphic Arts No. 3-B (814)

Mary Anne Donohue, 814

Graphic Arts No. 35-B (179)

Claudia L. Cullen, 90

Walter S. Oliver, 89

Graphic Arts No. 63-B (600)

Gino C. Petrella, 300

Andrew Strickroth, 300

- Hotel and Restaurant Employees and Bartenders' Int'l. Union**
Hotel & Restaurant Employees & Bartenders No. 2 (11,357)
 David L. McDonald, 1136
 Phyllis M. Foley, 1136
 Charles Lamb, 1136
 Flo Douglass, 1136
 James Bracisco, 1136
 Ed Forcier, 1136
 Joseph Garcia, 1136
 Joseph E. Miller, 1135
 Charles Gricus, 1135
 Consuelo Torres, 1135
- Hotel & Restaurant Employees & Bartenders No. 11 (16,920)**
 Andrew Allan, 2820
 Robert Axelrod, 2820
 Helen Anderson, 2820
 Fred Felix, 2820
 Paul E. Greenwood, 2820
 Douglas Mareschal, 2820
- Hotel, Motel & Restaurant Employees & Bartenders No. 18 (1509)**
 Loretta Riley Mahoney, 1509
- Hotel, Motel, Restaurant Employees & Bartenders No. 49 (4519)**
 Frank Marolda, 1507
 Vince Curci, 1506
 Ron Davis, 1506
- Hotel & Restaurant Employees & Bartenders No. 28 (4837)**
 Ray Lane, 484
 Jody Kerrigan, 484
 Frank VanKempen, 484
 Rick Lam, 484
 Lloyd Jewell, 484
 John Van Olden, 484
 Phyllis Johnson, 484
 Roger Cardenas, 483
 Dee Weaver, 483
 Jim Calvarese, 483
- Hotel & Restaurant Employees & Bartenders of San Diego No. 30 (4108)**
 Loretta Proctor, 2054
 Dora Staten, 2054
- Hotel & Restaurant Employees & Bartenders No. 49 (2897)**
 Thomas Peterson, 2897
- Hotel and Restaurant Employees and Bartenders No. 50 (2255)**
 Steven K. Martin, 2255
- Culinary and Bartenders No. 62 (917)**
 Ralph Flores, 459
 Mary Hayes, 458
- Bartenders & Culinary Workers No. 340 (5165)**
 Val Connolly, 517
 John Collins, 517
 Michael Dolan, 517
 Lupe Cruz, 517
 Lido Rossi, 517
 Chris Forcier, 516
 Gerald McEvoy, 516
 George Smith, 516
 Joseph Griffin, 516
 Harold Nolan, 516
- Dining Car Cooks & Waiters No. 456 (300)**
 Inman L. Cobb, 150
 Abe Williams, 150
- Hotel, Restaurant & Bartenders No. 483 (2928)**
 Robert S. Gamberg, 2928
- Hotel & Restaurant Employees & Bartenders No. 531 (298)**
 Norman Stadig, 298
- Hotel & Restaurant Employees & Bartenders No. 681 (6284)**
 David L. Shultz, 629
 Millard Hill, 629
 Johnnie Goodnight, 629
 Ernest F. Geoffroy, 629
 Doris George, 628
 M. R. Callahan, 628
 James T. Stevens, 628
- George E. Polin, 628
 Helen Worley, 628
 Maurine Tribble, 628
- Culinary Alliance & Bartenders No. 703 (1197)**
 Ted Zenich, 1197
- Culinary Workers & Bartenders No. 814 (5830)**
 Lloyd D. Davis, 972
 Dominic S. De Leese, 972
 Joan L. Goodson, 972
 Ralph King, 972
 Enoch L. "Nick" Starnier, 971
 Victor A. Valenzuela, 971
- Insurance Workers Int'l. Union**
Insurance Workers No. 73 (118)
 Ernie Pacheco, 59
 Mel Holden, 59
- Insurance Workers No. 194 (115)**
 Cleveland F. Stevenson, 115
- Jewelry Workers Union, Int'l.**
Dental Technicians No. 99 (175)
 Leo E. Turner, 88
 Mary E. Freeman, 87
- So. Calif. Dental Technicians No. 100 (150)**
 Oscar R. Fuss, 150
- Watchmakers No. 101 (200)**
 Harris V. Call, 200
- Laborers' Int'l. Union of North America**
Laborers No. 73 (781)
 W. J. Billingsly, 261
 Archie Thomas, 260
 Mitchell Surrell, 260
- Laborers No. 89 (1770)**
 Harry Jordan, 354
 Richard D. Scannell, 354
 Joe R. Alvarado, 354
 Robert R. Bogner, 354
 Charles Kinney, 354
- Hod Carriers & Common Laborers No. 139 (767)**
 Al Deorsey, 767
- Hod Carriers No. 166 (348)**
 Leon Davis, 174
 Clarence James, 174
- Hod Carriers & Com. Laborers No. 181 (235)**
 Albin J. Gruhn, 235
- Const. & General Laborers No. 185 (1922)**
 Joseph Karan, 961
 Marvin Porter, 961
- Laborers No. 220 (307)**
 Johnny Wiley, 154
 Benjamin T. James, 153
- Hod Carriers No. 234 (286)**
 Robert Spottswood, 286
- Construction and General Laborers No. 261 (1248)**
 George Evankovich, 624
 George Ando, 624
- Const. & Gen. Laborers No. 270 (2271)**
 Robert H. Medina, 568
 Joaquin Delgado, 568
 Gregorio B. Aguilar, 568
 Robert A. Jaime, 567
- Construction & Gen. Laborers No. 283 (217)**
 Bill J. Shelton, 217
- Hod Carriers and General Laborers No. 291 (504)**
 George Goodfellow, 252
 James Barrett, 252
- Hod Carriers & Laborers No. 294 (1152)**
 Chester Mucker, 576
 Lawrence Underwood, 576
- Laborers No. 297 (352)**
 George E. Jenkins, 176
 Thomas Scardina, 176
- Construction & Gen. Laborers No. 304 (1891)**
 Joe Tibbs, 364
 David Melendrez, 364
 Doug Whitt, 364
 George Fears, 364
 E. L. Moreno, 363
- Construction Laborers No. 324 (426)**
 Nathaniel Jackson, 213
 Joseph Heaps, 213
- Hod Carriers & Gen. Laborers No. 326 (400)**
 William D. Clark, 200
 Elzy Roberts, 200
- Hod Carriers & Gen. Laborers No. 371 (323)**
 Jessie O. Payne, 162
 George L. Adams, 161
- Const. & Gen. Laborers No. 389 (117)**
 John L. Infusino, 117
- Laborers No. 439 (137)**
 Willie Robinson, 137
- Laborers No. 507 (1800)**
 Ralph C. Conzelman, 600
 James A. Knight, 600
 Roger Fisher, 600
- Hod Carriers & Common Laborers No. 585 (1136)**
 Edward H. Flores, 568
 Richard C. Ruiz, 568
- Laborers No. 652 (1500)**
 Marcelino Duarte, 375
 Armando Lopez, 375
 Ray Mendoza, 375
 Milton Gonzales, 375
- Laborers No. 806 (496)**
 Joe M. Leon, 496
- Shipyards & Marine Shop Laborers No. 886 (521)**
 Gerald Trubow, 261
 Harry Lumsden, 260
- Laborers No. 1082 (775)**
 Louie A. Bravo, 259
 Louie M. Bravo, 258
 Isidro H. Rocha, 258
- Industrial Iron & Metal Processing Workers No. 1088 (193)**
 C. D. Parker, 97
 L. Thompson, 96
- Laborers No. 1130 (600)**
 Richard D. Crispin, 600
- Laborers No. 1184 (729)**
 John L. Smith, 365
 Charles A. Stockton, 364
- Laborers No. 1276 (92)**
 Marlin D. Tolbert, 46
 Eudith A. Hendrix, 46
- Laundry and Dry Cleaning Int'l Union, AFL-CIO**
Laundry Workers No. 3 (2286)
 Russell R. Crowell, 381
 Robert Luster, 381
 Jesse Cooksey, 381
 Freddie Martin, 381
 Cecil Hooper, 381
 Angelite Martinez, 381
- Leather Goods, Plastics and Novelty Workers Union, Int'l.**
Leather, Plastic and Novelty Workers No. 31 (100)
 Richard Claire, 50
 David L. Alderman, 50
- Longshoremen's Assn., AFL-CIO, Int'l.**
San Francisco Bar Pilots No. 89 (39)
 Donald S. Grant, 39

Machinists and Aerospace Workers, Int'l. Assn. of

Machinists No. 68 (1539)
Robert Barnes, 1539

Machinists No. 284 (1831)
Tarence Mathews, 1,831

Machinists & Aerospace Workers No. 311 (2841)
Andrew Nostrame, 2841

Machinists No. 504 (1,825)
John DeCarli, 1825

Machinists No. 562 (2362)
Lynn Huckaby, 2362

Machinists No. 706 (299)
L. W. Jackson, 299

Machinists & Aerospace Workers No. 727-A (108)
Jim Quillan, 54
Hal Shean, 54

Naval Aircraft Lodge No. 739 (504)
Carl McNamara, 252
Norman Huntsman, 252

Air Transport Lodge No. 1058 (29)
Ross A. Webber, Jr., 29

Auto Mechanics No. 1101 (1974)
L. J. Cox, 1974

Machinists No. 1186 (2000)
G. T. Kurzband, 2000

Automotive Machinists No. 1305 (1841)
Gerald F. Hiner, 1841

Machinists No. 1327 (1310)
Raymond F. Gabel, 1310

Machinists No. 1414 (1464)
Glenn D. Gandolfo, 488
C. H. King, 488
Leland Stafford, 488

Auto Machinists No. 1484 (500)
Francisco Peralta, 500

Auto Machinists No. 1546 (4915)
W. P. Sweno, 4915

Air Transport Empls. No. 1781 (7188)
Wince Batton, 2396
Arthur W. Bradford, 2396
Leonard A. Gurdock, 2396

Marine Engineers Beneficial Assn.

Marine Engineers Dist. No. 1 (1,000)
C. E. DeFries, 334
H. A. Barelo, 333
C. Dodson, 333

Meat Cutters and Butcher Workmen of N. A., Amalgamated

Butchers No. 115 (5298)
Ernest Couly, 663
Dino Polizziani, 663
George Bailly, 662
Walter Health, 662
Carmel Lujan, 662
Bob Sweyer, 662
Ed Ferrario, 662
Ed Laboure, 662

Butchers No. 120 (2344)
Walter Bachemin, 782
Wally Riker, 781
Joe Mora, 781

Leather Workers No. L-122 (314)
James Blymyer, 157
Dave Roberts, 157

Butchers No. 126 (2921)
Walter P. Babey, 2921

Butchers No. 127 (1549)
R. Lautermilch, 1549

Sausage Makers No. 203 (663)
Costa Vennarucci, 332
Daniel Earls, 331

L. A. Leather Handbag, Luggage Allied Products Workers No. 213-L (521)
Mary Lou Medina, 261
Rito Moriel, 260

Butchers No. 229 (1810)
Max J. Osslo, 604
James Sites, 603
Albert Stegman, 603

Provision House Workers No. 274 (4361)
Alvin A. Rubin, 4361

Meat Cutters No. 421 (2904)
Michael C. Pia, 2904

Meat Cutters No. 439 (2604)
Walter A. Karas, 868
Paul Enriquez, 868
Lester D. Harnack, 868

Butchers No. 506 (2987)
Thomas P. Baker, 598
Anthony Bozzo, 598
Isaiah Amador, 597
William Pelleschi, 597
Steven Popolizio, 597

Meat Cutters & Butcher Workmen No. 532 (869)
Preston T. Epperson, 869

Meat Cutters No. 538 (671)
David W. Warner, 336
Raymond L. Long, 335

Butchers No. 551 (3,869)
John Wick, 1,935
Oliver W. Holmes, 1,934

Butchers No. 556 (879)
Charles J. Regis, 879

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Molders & Allied Workers No. 164 (321)
George M. Stillwell, 161
Carlos Avitia, 160

Musicians, American Federation of

Musicians No. 6 (1,500)
William J. Catalano, Sr., 750
Vernon Alley, 750

Musicians No. 12 (250)
Thomas P. Kenny, 250

Musicians No. 47 (2083)
Bob Manners, 1042
Marl Young, 1041

Newspaper Guild, The S.F. Oakland Newspaper Guild

No. 52 (1300)
Fred D. Fletcher, 650
Doug Cuthbertson, 650

Central California Newspaper Guild No. 92 (583)

George C. Randol, 292
Gene Turner, 291

Office and Professional Employees Int'l. Union

Office & Professional Employees No. 3 (2,992)
Mercedes Rios, 599
Robert Morgan-Wilde, 599

Kathleen Kinnick, 598
John F. Henning, 598
George A. Davis, 598

Office and Professional Employees No. 29 (2500)

Dick Delaney, 417
Edith Withington, 417
Jill Tucker, 417
Helen Bowden, 417
John Varenj, 416
Marilyn Jordan, 416

Office Employees No. 30 (1800)
Gwen Newton, 900
Dora Rodriguez, 900

Office Employees No. 174 (726)
Max J. Krug, 726

Oil, Chemical and Atomic Workers Int'l. Union

Oil, Chemical & Atomic Workers No. 128 (5081)

W. F. "Bill" Braughton, 847
Kenneth Lord, 847
Tom Lind, 847
Bill Perry, 847
Harry Engelhardt, 847
George McCall, 846

Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of

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Morris Evenson, 444

Los Angeles Painters No. 5 (500)
John Hecker, 250
Willard L. Sward, 250

Painters No. 95 (185)
Dave Fishman, 185

Painters No. 256 (408)
Dave Fishman, 408

Painters No. 314 (145)
W. F. Simons, 145

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Tommy L. Caster, 282
J. B. Reed, 281

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Richard Geyer, 532

Painters No. 560 (304)
Daniel Arteaga, 304

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Carl Dahl, 366

Painters No. 1226 (18)
W. L. Sward, 18

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Dave Fishman, 225
Ray Camacho, 224

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Kenneth E. Reeves, 237
William Zubiate, 236
Calvin Curry, 236

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Walter Zagajeski, 266
James Cianfone, 266

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Chris Hernandez, 236
Jorge Cuen, 235

Plasterers No. 66 (140)
John J. Moylan, 140

Plasterers and Cement Masons No. 355 (130)
Vince Cavalin, 130

Plasterers & Cement Masons No. 429 (117)
C. A. (Al) Green, 117

Cement Masons No. 582 (399)
James E. Boyette, 200
Shane C. Thompson, 199

Cement Masons No. 594 (71)
Paul Rodgers, 36
Bruce Dillashaw, 35

Plasterers No. 814 (108)
Clarence Thomas, 54
Billy Joe Douglas, 54

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Lawrence J. Mazzola, 554
Robert Costello, 554
Fred Castro, 554
Jim Kazarian, 553

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Martin L. Sondergaard, 38
- Plumbers & Steamfitters No. 393 (260)
Robert J. Duffey, 260
- Plumbers & Gas Fitters No. 444 (900)
George A. Hess, 300
Gerald L. Stacy, 300
Harry M. Sheridan, 300
- Plumbers & Steamfitters No. 447 (300)
M. J. Rotz, 300
- Plumbers & Steamfitters No. 460 (350)
Bob Carter, 350
- Plumbers & Steamfitters No. 467 (500)
Thomas Hunter, 250
Tony Ramirez, 250
- Printing and Graphic Communications Union, Int'l.**
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John M. Conlan, 358
- Western Graphic Arts No. 14 (1,200)
Jack McCormick, 1200
- Offset Workers Printing Pressmen & Assistants No. 78 (550)
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Ronald Gardetto, 275
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Lenore Frigaard, 719
- Printing Specialties & Paper Products No. 659 (109)
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A. R. Gonzales, 54
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Herman L. Alcalde, 56
- Calif. League of Engineering & Allied Technical Employees No. 22 (615)
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Shirley A. Callaghan, 55
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Bernard Kuduk, 937
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Claude L. Fernandez, 1244
David M. Reiser, 1243
George C. Soares, 1243
Patricia F. Brady, 1243
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Joe Sharpe, 1400
William E. Price, Jr., 1400
- Retail Clerks No. 775 (2646)
Jack W. Smith, 2646
- Retail Clerks No. 870 (4,167)
Kenneth D. Beasley, 2084
Maxine J. Hadley, 2083
- Retail Clerks No. 1119 (539)
Harold R. Barling, 539
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- Sheet Metal Workers, Int'l. Assn.**
- Sheet Metal Workers No. 75 (300)
Virgil Fox, 150
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- Sheet Metal Workers No. 104 (500)
Thomas Dowrick, 250
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- Sheet Metal Workers No. 216 (400)
William D. Maddox, 200
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Utility Workers No. 132 (1042)
Edward Hall, 1042

Building and Construction Trades Councils
Alameda Bldg. & Const. Trades Council (2)
William Ward, 1

Napa-Solano Bldg. & Const. Trades Council (2)
Charles E. Hubbard, 1

Orange County Bldg. & Construction Trades Council (2)
Arthur W. Turney, 1
Alfred R. Gary, 1

San Francisco Bldg. & Construction Trades Council (2)
Stanley M. Smith, 1

Santa Clara & San Benito Counties Bldg. & Const. Trades Council (2)
U. E. Withrow, Jr., 1

California State Councils
Amalgamated Meat Cutters & Butcher Workmen, Calif. State Branch, (2)
Preston Epperson, 1

Barbers & Beauticians, Calif. State Assn. of (2)
A. L. Holt, 1
Q. H. Carter, 1

Carpenters, Calif. State Council (2)
Anthony L. Ramos, 1
Robert L. Hanna, 1

Culinary Wkrs., Bartenders & Hotel Serv. Empls., State Council (2)
Loretta Mahoney, 1
John Meritt, 1

Electrical Workers, California State Assn. (2)
Michael Schneider, 1
George W. Smith, 1

Lumber & Sawmill Workers, California State Council (2)
Lloyd J. Lea, 1

Operating Engineers, State Conf. (2)
William G. Dowd, 1
Edward P. Park, 1

Painters, California State Conference of (2)
W. D. Martin, 1

State Bldg. & Const. Trades Council of Calif. (2)
James S. Lee, 1
Jerry P. Cremins, 1

Teachers, California Federation of (2)
Raoul Teilhet, 1

Theatrical, Calif. State Federation (2)
William K. Howard, 1

Central Labor Councils
Alameda County Central Labor Council (2)
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Edward J. Collins, 1

Butte & Glenn Counties Central Labor Council (2)
Paula J. Terry, 1

Contra Costa Co. Central Labor Council (2)
James Calvarese, 1
Tony Cannata, 1

Five Counties Central Labor Council (2)
Leo R. Hartland, 1
Roy Benner, 1

Fresno-Madera Central Labor Council (2)
Melanie Wyatt, 1
Ron Van Dyke, 1

Humboldt-Del Norte Counties Central Labor Council (2)
Darrel Mitchell, 1
Willie Stewart, 1

Kern, Inyo & Mono Counties Central Labor Council (2)
W. F. Simons, 1
Geary Weaver, 1

Los Angeles County Federation of Labor (2)
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J. J. Rodriguez, 1

Marin County Central Labor Council (2)
Charles B. Weers, 1
Ray Castell-Blanch, 1

Marysville Central Labor Council (2)
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Archie Baker, 1

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Roger Stalcup, 1

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Peter J. Rimmel, 1

Sacramento Central Labor Council (2)
Thomas P. Kenny, 1

San Bernardino-Riverside Counties Central Labor Council (2)
Mary H. Curtin, 1
Margie Akin, 1

San Diego-Imperial Counties Central Labor Council (2)
R. R. Richardson, 1
Joseph S. Francis, 1

San Francisco Labor Council (2)
Joseph Belardi, 1
John F. Crowley, 1

San Joaquin County Central Labor Council (2)
Robert L. Renner, 1
Winzell Carey, 1

San Mateo Central Labor Council (2)
Ross A. Webber, Jr. 1
Robert Anderson, 1

Santa Clara Co. Central Labor Council (2)
James P. McLoughlin, 1
Mike Nye, 1

Sonoma, Mendocino & Lake Counties Central Labor Council (2)
Al Deorsey, 1
Frank Morabito, 1

Stanislaus & Tuolumne Counties Central Labor Council (2)
Frank Russo, 1
Keith Thurston, 1

Councils
A.F.S.C.M.E. Council No. 36 (2)
Ronald Coleman, 1
John Seferian, 1

A.F.S.C.M.E. Council No. 56 (2)
Oswaldo Marraujo, 1

Allied Printing Trades Council (2)
Joseph J. Selenski, 1

Bay Cities Metal Trades Council (2)
G. P. Campbell, 1
Gerald Trubow, 1

Communications Workers, Bay Area Council (2)
Alan D. Brose, 1

Communications Workers, Southern California Council (2)
Jean Mason, 1
Robert G. Smith, 1

Federated Fire Fighters of California (2)
Paul Wallace, 1
Brian L. Hatch, 1

Hollywood Film Council (2)
George Flaherty, 1
H. O'Neil Shanks, 1

Los Angeles Allied Printing Trades Council (2)
C. B. Hughes, 1

Metal Trades Council of So.
Calif. (2)
William H. Lassley, 1

Ports Council, So. Calif.
Maritime Trades Dept. (2)
Clyde E. Dodson, 1
Joe Goren, 1

Retail Clerks, Southwestern
States Council (2)
Frank G. Kuberski, 1
Ralph Lubick, 1

Union Label Council, Los
Angeles (2)
Barbara Nardella, 1
Merilyn Vergara, 1

Union Label Section (2)
Joe Sharpe, 1
E. H. Ponn, 1

United Transportation Union
(2)
James L. Evans, 1
James P. Jones, 1

District Councils

Carpenters, Bay Counties
District Council (2)
John L. Watts, 1
Russ Pool, 1

Carpenters, District Council (2)
John A. Rebeiro, 1

Carpenters, District Council of
Los Angeles County (2)
Paul Miller, 1

Carpenters, Orange County
District Council (2)
Arthur W. Turney, Jr., 1

Communications Workers
District Council No. 9 (2)
J. M. Van Houten, 1
A. B. Montes, 1

Communications Workers
District No. 11 (2)
W. C. Demers, 1
D. G. Beaumont, 1

Iron Workers District Council (2)
Jake West, 1
Dale M. Ray, 1

Laborers, No. Calif. Dist.
Council (2)
Sal Minerva, 1

Laborers, So. Calif. Dist.
Council (2)
Ray M. Wilson, 1
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