

Proceedings

Twentieth Convention

**Sacramento
July 25-27, 1994**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Executive Secretary-Treasurer

417 MONTGOMERY STREET, SAN FRANCISCO



**EXECUTIVE COUNCIL
CALIFORNIA LABOR FEDERATION, AFL-CIO**

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

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In Memoriam

- Herb Brisbee*
United Food and Commercial
Workers No. 775, San
Francisco
- John Handcox*
Southern Tenant Farmers Union
Organizer and Composer of
"Roll the Union On"
- Germaine Bulcke*
International Longshoremen's
and Warehousemen's Union,
San Francisco
- David Jenkins*
International Longshoremen's
and Warehousemen's Union,
San Francisco
- Leonard Cahill*
Lumber and Sawmill Workers
No. 2695, Loyalton; No.
2808, Arcata, and California
Labor Federation, AFL-CIO
- John Kelly*
Office and Professional
Employees International
Union, New York.
- Floyd Cain*
Carpenters No. 1571, San Diego
and San Diego-Imperial
Counties Labor Council
- Mark Locher*
Screen Actors Guild, Los
Angeles
- Cesar Chavez*
United Farm Workers of
America, Keene
- Paul Mahoney*
Hotel Employees and Restaurant
Employees No. 18, Santa Rosa
- Manuel Dias*
United Auto Workers, Hayward;
California CIO Council, and
California Labor Federation,
AFL-CIO
- K.T. Stevens*
American Federation of
Television of Radio Artists,
Los Angeles
- Roger Fisher, Sr.*
Laborers International Union
and Laborers No. 652, Santa
Ana
- R.W. (Jack) Stowers*
San Bernardino and Riverside
Counties Central Labor
Council and Communications
Workers of America No. 9588,
Colton
- A.H. (Bill) Gallardo*
California Labor Federation,
AFL-CIO and Labor Council
for Latin American
Advancement
- Philip Vera Cruz*
United Farm Workers of
America, Keene
- William L. (Bill) Gilbert*
AFL-CIO Region VI Director and
Los Angeles/Orange Counties
Organizing Committee
- Estolv Ward*
Alameda County CIO and Labor
Biographer

PROCEEDINGS of the Twentieth Convention

FIRST DAY

Monday, July 25, 1994

MORNING SESSION

CALL TO ORDER AND OPENING CEREMONIES

The Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, was called to order at 10:10 a.m. by William Meehan, executive secretary of the Sacramento Central Labor Council. Executive Secretary Meehan served as Temporary Chairman of the Convention.

Having welcomed the delegates to Sacramento, Temporary Chairman Meehan called on the McClellan Air Force Base Honor Guard to present the flag. He then presented Dorothy Brisbane, vocalist from the Shiloh Baptist Church, to sing the National Anthem with piano accompaniment by Elmer Edwards.

Executive Secretary Meehan next led the delegates in the Pledge of Allegiance to the flag.

Escort Committee for Tom Donahue, Secretary-Treasurer of the National AFL-CIO

Temporary Chairman Meehan requested Margaret Shelleda and Jack McNally, both vice presidents of the California Labor Federation, to escort Secretary-Treasurer Donahue to the platform. Secretary-Treasurer Donahue was led to the platform to the applause of the delegates.

Invocation

Bishop William Weigand, of the Diocese of Sacramento, was then introduced by Temporary Chairman Meehan. Following the introduction, Bishop Weigand gave the invocation.

Temporary Chairman Meehan next introduced the Mayor of Sacramento, Joe Serna, Jr. for his welcoming remarks.

Welcoming Remarks Joe Serna, Jr., Mayor of Sacramento

Mayor Serna welcomed the delegates to his city. His Administration, he said, is constantly working with Executive Secretary Meehan and the Central Labor Council to improve the standard of living and quality of life for working people in Sacramento. Mayor Serna noted that his

union background is founded in the United Farm Workers and the Professors Union. Sacramento, he said, was the first major city in the United States to declare Cesar Chavez's birthday a city holiday. His words were met with strong applause from the delegates.

Temporary Chairman Meehan thanked Mayor Serna for his remarks and presented him with a T-shirt honoring Cesar Chavez. Following that, he next called on President Albin Gruhn of the California Labor Federation, to begin the Convention proceedings.

Formal Opening of the Convention ALBIN J. GRUHN President of the California Labor Federation, AFL-CIO

President Gruhn officially opened the Convention as follows:

Delegates, I do declare this Twentieth Convention of the California Labor Federation, AFL-CIO, in order to transact such business as may legally come before it. This is a private meeting for those authorized. It is not open to the general public.

On behalf of this Federation, I wish to thank the officers and staff of the Sacramento Central Labor Council as well as the officers and staff of this Federation who assisted in carrying out the numerous details in preparation for the 20th Convention of our Federation.

A special thanks to the McClellan Air Force Base Honor Guard for the presentation of the flag and Bishop William Weigand of the Catholic Diocese of Sacramento for his splendid invocation.

Our thanks to Dorothy Brisbane for singing the National Anthem and her accompanist at the piano, Elmer Edwards.

Also our thanks to the Honorable Joe Serna, Jr., Mayor of the City of Sacramento, one of our own trade unionists, for his well received remarks to this Convention.

Another thanks to Executive Secretary Bill

Meehan of the Sacramento Central Labor Council for his greetings and welcome to this Convention.

As we open this 20th Convention of the California Labor Federation, AFL-CIO, it is fitting that we remind ourselves of the historic struggles and sacrifices of our free trade union movement, its leaders and its members in bringing democracy, human dignity, decent wages and working conditions to the workplace in our country.

The gains made in these struggles for workers and their families are under severe attack by anti-labor forces such as the U.S. Chamber of Commerce, the National Association of Manufacturers, and the multinational corporations. We have witnessed their recent activity in connection with major efforts of the Republican filibuster that blocked passage of the Workplace Fairness Act, S.55.

Eliminate Scabs

Let them know that this Federation in conjunction with the national AFL-CIO, every state federation, labor council, district council, international union and local union in this country will never stop the fight until we get the enactment of workplace fairness and eliminate the scab culture that has been propagated in this country by the permanent replacement of strikers by scabs. (Applause)

We are also in the battle to bring about universal health care. We are supporting the national AFL-CIO in its program and campaign in support of the Clinton Health Care Reform Act. The provisions of this Act will allow single-payer health care acts in the states. We are going to pass a single-payer Health Security Act in California on November 8th. (Applause)

California will have a vicious Proposition No. 187 on the ballot on November 8. Labor is going to do everything it can, along with coalitions of all the people who believe in fairness and decency, to bring about an overwhelming defeat of Proposition 187. This proposition is divisive, spiteful and racist. This so-called "save our state" initiative does nothing to solve our state's immigration problems.

What the Governor of California and the proponents of Proposition No. 187 are trying to do is not save our state—they are trying to sink our state. We must not let them get away with this farce.

On November 8 we've got to take the Executive Branch of government away from the reactionary forces of this state and place it back in the hands of the people by electing Kathleen Brown as the next Governor of California. (Applause)

If we don't do this, can you imagine what the

situation will be in March 1996, when the State of California has its early primary at which time delegates are elected to their respective party's nominating convention for president?

Woe this primary if Pete Wilson is still the Governor of the State of California. The first thing he would do is make his move for the presidency of the United States. We've had enough anti-labor people from California like Nixon and Reagan in the White House. You know what happened to labor under their administrations.

Labor, therefore has to do the political job, carry the message, and elect a Governor in this state who will work for the interests of the ordinary people.

By electing Kathleen Brown we will have such a Governor, one who will contact our Federation's Executive Secretary Jack Henning for recommendations regarding appointments of labor representatives to important positions and agencies of state government that vitally affect the members of our unions, their families and all workers of this state.

To achieve labor's political objectives it is going to require an all out effort between now and November 8. You all know what labor did in 1992.

We registered every possible member and their families to vote. We educated them on the issues of that election. We got out the vote for labor's endorsed candidates and elected President Bill Clinton and Vice President Al Gore in addition to two United States Senators, Democrats Barbara Boxer and Dianne Feinstein, and democratic majorities in our congressional delegation and state Legislature.

We must do this again between now and November 8. We can't delay. We have to accelerate our political activity immediately after we leave this Convention.

Support Groups and Retirees

We must mobilize all the support groups in our Federation and activate our union retirees. They did a terrific job in the last election. I know that Jack Henning worked with the retiree groups and the national AFL-CIO. We had a tremendous turnout of retirees who voted to support labor's endorsed candidates.

We must elect a legislature with Democratic majorities. When labor's bills are passed, they will be signed by our new Democratic Governor and not vetoed.

In the area of economic action, it is important that our trade union movement, its members, its families and friends, coordinate and work

together to bring about the organization of the unorganized workers of this state.

Labor is under severe attack, as I mentioned earlier. We are confronted with an increasing number of part-time jobs and temporary workers—non-union operations, with poor pay, no benefits and long hours without overtime pay. A serious situation also exists for the building trades, and other unions, with the development of anti-union parallel apprenticeship programs. These programs are being fostered and encouraged by the present Republican administration of this state which caters to the anti-union Associated Building Contractors. This situation has to be stopped. We can stop it by putting a friend in the executive branch of our state government—Kathleen Brown.

Affiliation Urged

We must also be mindful of our own responsibilities as trade unionists. It is vitally important for the strength and unity of the labor movement of this state that every local union of the AFL-CIO be affiliated with the California Labor Federation, participate in its deliberations and actions, and contribute to its financial support.

The Federation needs full per capita affiliation. This will assist the Federation in carrying out its increasing responsibilities in meeting the challenges to our labor movement, its affiliated organizations and their members, now and in the future.

Our state's local central labor bodies need the affiliation of every local union in their communities. We know that some local unions don't fully realize the importance of affiliation until they get into a dispute with the employer.

Who do they go to for help? They go to the central labor body for support. The central body can mobilize support of the whole trade union movement in their behalf. That's how labor can win these economic battles at the local level. No union can go it alone. In unity there is strength. Together, in unity. The employer respects that kind of solidarity, a full-strength united trade union movement.

Affiliation with your respective building trade councils and other trades and craft councils brings solidarity and mutual support.

The labor movement consists of all the different trades, crafts and professions. We all have similar problems. We must work together and understand each other's problems. In this way, we can win the victories so necessary in the collective bargaining area and in strike situations.

Let the employers know that they must treat the labor movement and its members fairly in their

collective bargaining relationships.

I urge all of you to read the policy statements that have been presented to you by the Executive Council. These policy statements are the most progressive and forward-looking policy statements that have been issued by any federation in the United States.

To achieve the objectives of these statements will require the fundamentals I have talked about: organizationally, politically and economically, within our trade union movement.

As part of my opening remarks, I wish to express my deep appreciation and that of the members of the Executive Council to our Executive Secretary-Treasurer Jack Henning for his untiring and dedicated service on behalf of the members of affiliated unions and all workers of this state.

Jack's leadership in the Federation's legislative programs and our COPE political action programs and the outstanding progress made under very tough circumstances are detailed in Executive Secretary-Treasurer Henning's report.

Let's give Jack a standing ovation for the work that he has done—the great work he has done for this Federation. Jack! (Standing ovation)

In reporting to you on the administration of my office since the last Convention, I refer you to the reports that you received in your packets when registering as delegates to this Convention. They cover many of my activities during this period.

I have continued to serve as a labor member of the Cal OSHA Advisory Committee as well as participating in other related matters pertaining to worker safety and health.

I have served again as co-chairman of the Recommendations Committee of the California Conference on Apprenticeship and have continued to express the Federation's strong opposition to the anti-union parallel apprenticeship programs being promoted by the anti-union Associated Building Contractors.

According to recent information we received, the records show that the Golden Gate Chapter of the ABC hasn't graduated a single apprentice. Not one. Zilch.

I also continue to serve as a vice-president of the Consumer Federation of California, and labor chair of the United Way Campaign of the Bay Area.

I have attended and been a participant in numerous meetings and conferences of this Federation as well as demonstrations, rallies and picket lines of our affiliated organizations. I have

also attended and spoken to conferences and conventions of our affiliated organizations.

It has also been my pleasure to meet with many visiting labor leaders from other free countries. It's been my opportunity to discuss with them the organizational structure of our respective labor movements as well as political, social, economic and labor relations matters of our respective countries.

It has been an honor and a privilege to serve as your president. I wish to express my deep appreciation to the officers and staff of this Federation for their support and cooperation and for the support and cooperation of our affiliated councils, unions and their officers and staff.

As I come to the close of my opening remarks, I say again, let us always remember that in unity there is strength. United we stand, divided we fall. An injury to one is an injury to all. Unity, yes. Solidarity, yes. America works best when we say "Union, Yes!" (Standing ovation)

God bless all of you. Thank you very much.

Introduction Tom Donahue

Secretary-Treasurer, AFL-CIO

Now Chairman of the Convention, Chairman Gruhn called on Executive Secretary-Treasurer John F. Henning who introduced the next speaker, Tom Donahue, secretary-treasurer of the national AFL-CIO for an address.

Address

Tom Donahue Secretary-Treasurer, AFL-CIO

Secretary-Treasurer Donahue spoke to the delegates emphasizing a special need to reform and establish a universal health care system that will cover the 39 million people who now have no coverage at all. He also stressed the importance of enacting a law that prohibits permanent replacement of workers who strike, as well as restoring balance and fairness to our country's labor laws in general.

Other challenges facing us, he said, are job creation, fair trade, strengthening our occupational safety and health protections with OSHA reform, job training programs, a Reemployment Act, education reform, school-to-work transition, civil rights issues and more. As American workers, he said, our agenda must address every issue on the horizon.

Upon completion of his address, Secretary-Treasurer Donahue was given a loud and sustained ovation.

Appointment of Convention Committees

Executive Secretary-Treasurer Henning submitted the following committee recommendations for approval:

Committee on Credentials

Loretta Mahoney, Chair, Hotel & Restaurant Employees No. 18, Santa Rosa.

John Bonilla, Operating Engineers No. 3, Alameda.

Jan Borunda, Los Angeles Union Label Council, Los Angeles.

Nancy Browning, Hotel Employees and Restaurant Employees No. 30, San Diego.

Laurel Burley, Berkeley Federation of Teachers No. 1078, Oakland.

J. D. Butler, Gold Coast District Council of Carpenters, Camarillo.

Tim Cremins, Plumbers No. 78, Los Angeles.

Carlos R. Cerna, Laborers No. 300, Los Angeles.

Henry Disley, Marine Firemen's Union, San Francisco.

Mickey Harrington, Electrical Workers No. 1245, Walnut Creek.

Harry Jordan, Laborers No. 89, San Diego.

Rod McLeod, Theatrical Stage Employees No. 16, San Francisco.

John Moreno, Glass, Molders & Pottery Workers No. 82, Fremont.

Herb Sisti, United Food & Commercial Workers No. 428, San Jose.

Marilyn Wollard, Tri-Counties Central Labor Council, Ventura.

Ted Zachary, IATSE No. 33, Burbank.

Committee on Constitution

Jack McNally, Chairman, Electrical Workers No. 1245, Walnut Creek.

Nick Bardes, Calif. Conference of Musicians, San Francisco.

Bernard V. Chiaravalle, Communications Workers No. 9404, San Rafael.

Wayne E. Clary, United Steelworkers of America No. 1304, Downey.

Walter Johnson, San Francisco Labor Council, San Francisco.

Ronald T. Kennedy, Los Angeles/Orange Counties Building & Construction Trades Council, Los Angeles.

Leroy King, Northern Calif. District Council of Longshoremens, San Francisco.

Kathleen Kinnick, Office and Professional Employees No. 3, San Francisco.

George McCartney, Seafarers-Atlantic & Gulf, San Francisco.

Patti Merritt, Culinary & Bartenders No. 814, Santa Monica.

Ken Orsatti, Screen Actors Guild, Los Angeles.

Art Pulaski, Peninsula Auto Mechanics No. 1414, San Mateo.

Archie Thomas, No. Calif. District Council of Laborers, Richmond.

Leo Valenzuela, Laborers No. 585, Ventura.

Paul Varacalli, United Public Employees No. 790, Oakland.

Committee on Resolutions

Dallas Jones, Chairman, Los Angeles/Orange Counties Fire Fighters No. 1014, South Gate.

Robert Balgenorth, California State Building & Construction Trades Council, Pasadena.

Michael J. Day, East Bay Auto Machinists No. 1546, Oakland.

Joseph Francis, San Diego-Imperial Counties Central Labor Council, San Diego.

Ted Hansen, Hotel & Restaurant Employees No. 49, Sacramento.

E. Dennis Hughes, United Food & Commercial Workers No. 428, San Jose.

Bruce Lee, United Automobile Workers, Region 6 CAP, Artesia.

Gunnar Lundeberg, Sailors Union of the Pacific, San Francisco.

Chuck Mack, Teamsters & Auto Truck Drivers No. 70, Oakland.

Owen Marron, Alameda County Central Labor Council, Oakland.

Lawrence B. Martin, State Council of Transport Workers, San Francisco.

Mike Quevedo, Jr., Southern California District Council of Laborers, El Monte.

William H. Sauerwald, Painters District Council No. 36, Burbank.

Margaret Shelleda, United Public Employees No. 790, Oakland.

William Waggoner, Operating Engineers No. 12, Pasadena.

Jim Wood, Los Angeles County Federation of Labor, Los Angeles.

Committee on Legislation

Edward C. Powell, Chairman, Calif. State Theatrical Federation, San Francisco.

Mary Bergan, California Federation of Teachers, Oakland.

Obie Victor Brandon, UFCW Retail Clerks No. 588, Roseville.

Amy Dean, South Bay Labor Council, San Jose.

Billy Joe Douglas, Plasterers & Cement Masons No. 814, Stockton.

James Ferguson, San Francisco Fire Fighters No. 798, San Francisco.

Dolores Huerta, United Farm Workers, Keene.

Matt McKinnon, California Conference of Machinists, Oakland.

Robert Morales, Sanitary Truck Drivers No. 350, San Francisco.

Damon Moore, California State Council of Service Employees, Sacramento.

Katie Quan, Dressmakers No. 101, San Francisco.

Richard Robbins, Electrical Workers No. 2295, San Diego.

John Smith, Laborers No. 1184, Riverside.

Yolanda Solari, California State Employees Assn. No. 1000, SEIU, Sacramento.

T Santora, Communications Workers No. 9000, Los Angeles.

Ron Wood, California-Nevada Conference of Operating Engineers, Sacramento.

Committee on Rules and Order of Business

Steve Edney, Chairman, United Industrial Workers-Cannery Division, Wilmington.

Steve Flint, M.P. Photographers No. 659, Los Angeles.

James H. Beno, San Joaquin & Calaveras Counties Central Labor Council, Stockton.

Dean Bray, Studio Electric Lighting Technicians No. 728, Panorama City.

Chuck Cake, Electrical Workers No. 340, Sacramento.

Val Connolly, Hotel & Restaurant Employees No. 340, San Mateo.

Bill Fogarty, Orange County Central Labor Council, Santa Ana.

Judy Goff, Alameda County Central Labor Council, Oakland.

Patrick W. Henning, Operating Engineers No. 12, Pasadena.

James McLaughlin, Operating Engineers No. 501, Los Angeles.

Roy A. Mercer, Seafarers, Transportation Division, San Francisco.

Arlene Mordasini, Teamsters Public Professional Medical Employees No. 911, Long Beach.

Jose Moreno, Construction & General Laborers No. 304, Hayward.

Lee Pearson, Rocket and Missile Lodge No. 946, Sacramento.

Jackie Walsh, Hotel & Restaurant Employees No. 2, San Francisco.

Committees Approved

Secretary-Treasurer Henning's motion to accept the committees as appointed was seconded and carried.

Chairman Gruhn next called on Steve Edney, chairman of the Committee on Rules and Order of Business, for a report.

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

Chairman Edney reported as follows:

1. Robert's Rules of Order. The Convention shall be governed by Robert's Rules of Order on all matters not provided by the Constitution or specified in these rules.

2. Rules—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 rule 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 recess at 5:00 p.m. each afternoon unless the 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 consideration of endorsement of candidates and statewide propositions and to appropriate resolutions pertaining to political action as provided in article XIV(a), Section 2(b) of the 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 the 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 the 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 or introducing same, if he or she so desires.

9. Roll Call Vote. At the request of 30% of the 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 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 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 5 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

Chairman Edney's motion to adopt the Committee's report was seconded and carried.

Claude "Blacky" Evans Introduced

Chairman Gruhn called on Blacky Evans, executive secretary-treasurer of the Nevada State Federation of Labor, who wished the delegates well in their deliberations.

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

Partial Report of Committee on Credentials

Loretta Mahoney, Chairwoman

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

Partial Report Adopted

Chairwoman Mahoney's motion to approve the Committee's report was seconded and carried.

Recess

Chairman Gruhn next called on Secretary-Treasurer Henning for a motion to recess the proceedings until 2 p.m. The motion was seconded and carried, whereupon at 12:10 p.m., the Convention was recessed until 2 p.m.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order. He then called on Secretary-Treasurer Henning to report on late resolutions.

Late Resolutions

Secretary-Treasurer Henning reported the late

resolutions submitted to the Convention as follows:

"Resolution No. 17 — *Establish Labor Party*, sponsored by AFSCME No. 444, Oakland.

"Resolution No. 18 — *Strengthen Ties with*

Mexican Trade Unions, sponsored by AFSCME No. 444, Oakland.

“Resolution No. 24 — *Support Human Resources Development Institute*, sponsored by Glass, Molders, Pottery, Plastics & Allied Workers No. 192, Corona.

Late Resolutions Accepted

Secretary-Treasurer Henning’s motion to accept the late resolutions was seconded and carried.

Announcement on Long Distance Calling

Chairman Gruhn announced that the Communications Workers of America requested anyone calling long distance to use AT&T in order to avoid utilizing the services of Sprint Corp. According to CWA, to call outside the Pacific Bell service area, the caller should dial 9, then 10288, then 0, and then the area code.

Chairman Gruhn next called on the chairman of the Committee on Resolutions, Dallas Jones, for a report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS Dallas Jones, Chairman

Chairman Jones reported as follows:

STATEMENT OF POLICY I The Economy

The Committee recommended concurrence.

The Committee’s recommendation was adopted.

Resolution No. 12 Organizing the Labor Force in the Electronics Industry

The Committee’s report:

“Mr. Chairman, your Committee recommends deleting the word ‘moves’ and inserting in its place the words ‘appropriate unions move.’ As so amended your Committee recommends concurrence and I so move.”

The motion was seconded and carried.

This concluded the partial report of the Resolutions Committee.

Escort Committee for Senator Art Torres

Chairman Gruhn requested that Federation Vice Presidents Mike Quevedo, Jr. and Dallas Jones escort Senator Torres to the platform for an address.

Secretary-Treasurer Henning introduced State Senator Torres to the Convention.

Address

State Senator Art Torres Candidate for State Insurance Commissioner

Senator Torres told the delegates that the insurance industry is not eager to see him elected Insurance Commissioner because they know he will be fighting to protect consumers’ rights. He referred to his homeowners’ legislation, his guarantee that insurance is available and affordable to homeowners and renters in California.

He also pledged that as Insurance Commissioner, he would make sure that workers’ compensation benefits are available to every worker in the state.

His homeowners’ bill of rights, a centerpiece of his program, will protect homeowners and renters, he said, by making insurance available and affordable to them, particularly in the case of a natural disaster like the Oakland Hills fire or Los Angeles earthquake.

Senator Torres also stressed the importance of large Democratic victories in the upcoming general election and encouraged the delegates to go back to their districts and work hard to make our dreams a reality.

Chairman Gruhn thanked Senator Torres for his speech and called on Dallas Jones, chairman of the Resolutions Committee for another report.

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS Dallas Jones, Chairman

Chairman Jones reported as follows:

Resolution No. 5 Vice President Al Gore and Littler Law Firm

The Committee’s report:

“Mr. Chairman, your Committee recommends the resolution be filed due to the fact the Vice President did not participate in the seminar, and I so move.”

The motion was seconded.

Delegate Amy Dean (South Bay Central Labor Council, San Jose) spoke in support of the Committee’s recommendation.

The Committee’s recommendation was adopted.

STATEMENT OF POLICY II Taxation

The Committee recommended concurrence.

The Committee’s recommendation was adopted.

**STATEMENT OF POLICY III
International Affairs**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 3
Cuba**

The Committee recommended non-concurrence.

The Committee's recommendation was adopted.

**Resolution No. 4
Haiti**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 8
In Solidarity with Cuba**

The Committee recommended non-concurrence.

The Committee's recommendation was adopted.

**Resolution No. 14
Endorse LCLAA Delegation to Mexico**

The Committee's report:

"Mr. Chairman, your Committee recommends striking the second resolve and the words, 'and be it further' in the first resolve. As amended, the Committee recommends concurrence and I so move."

The motion to adopt the Committee's recommendation was then 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
Unemployment Compensation Disability Insurance**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY VII
Women's Rights**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This completed the partial report of the Resolutions Committee.

**FILM PRESENTATION
Golden Lands, Working Hands**

Chairman Gruhn called on Secretary-Treasurer Henning who announced that a film would be shown at this point to the assembled delegates.

Secretary-Treasurer Henning asked that Mary Bergan, a vice president of the Federation and also president of the California Federation of Teachers, to describe the film, *Golden Lands, Working Hands*. Vice President Bergan explained that the delegates would see the opening sequence of a video that will be produced for use in secondary schools across the state to teach young people about California labor history, a part of the curriculum that is now lacking in our schools.

She then called on Fred Glass, communications director of the California Federation of Teachers, who reported on the progress of the video. The CFT, he said, has established a Labor in the Schools Committee and has made the video an important part of its work to teach students entering the work force who lack knowledge of the labor movement. The one-hour video, he said, will include a textbook along with classroom activities.

Delegate Glass thanked the delegates present whose unions had contributed financially to the production of *Golden Lands, Working Hands*.

(At this point, the film was shown to the Convention delegates.)

Chairman Gruhn next called on Chairman Jones for a further report of the Resolutions Committee.

**FURTHER REPORT OF THE
COMMITTEE ON RESOLUTIONS
Dallas Jones, Chairman**

Chairman Jones reported:

**STATEMENT OF POLICY VIII
Social Security**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY IX
Health Care**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 10
Single-Payer Health Care**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY X
Welfare**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 11
Public Welfare and Corporate
Domination**

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.

**STATEMENT OF POLICY XIII
Agricultural Labor**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Resolutions Committee.

**Escort Committee for Assemblyman
Tom Umberg**

Chairman of the Resolutions Committee, Dallas Jones, asked that Federation Vice Presidents Steve Nutter and Loretta Mahoney escort Assemblyman Umberg to the platform for the next address.

Secretary-Treasurer Henning introduced Assemblyman Umberg to the delegates.

Address

**Assemblyman Tom Umberg
Candidate for State Attorney General**

Assemblyman Umberg told the delegates that crime will be a major issue in the November elections. He gave particular attention to the devastating effects of California's underground economy on vital services such as health care and education. It's estimated, he said, that the state loses between \$150 and \$170 billion annually in revenues siphoned off by the underground economy. Savings from shrinking the underground economy could go toward paying for building more schools, or reducing the budget deficit, or providing more health care for Californians. As Attorney General, he promised to take steps to rectify this deplorable situation.

An important part of the Attorney General's job, he explained, is to describe ballot propositions for the voters in fair and clear language. We can't afford to have an Attorney General who would mislead voters when they study initiative materials when they come in the mail.

Assemblyman Umberg promised to be the people's lawyer for Californians, not a lawyer for the elite few.

Following Assemblyman Umberg's address, Chairman Gruhn called on Secretary-Treasurer Henning to report on an additional late resolution.

Late Resolution Approved

Secretary-Treasurer Henning moved approval of the resolution titled *Justice for Sprint Corporation Workers Victimized by Sprint Closing of La Conexion Familiar*, presented by Communications Workers No. 9000, Los Angeles.

His motion was seconded and carried.

Secretary-Treasurer Henning then introduced the next speaker, Rick Sawyer, former Executive Secretary-Treasurer of the South Bay Labor Council who had recently been appointed as regional representative of the U.S. Secretary of Labor.

Remarks

**Rick Sawyer
Regional Representative of the
U.S. Secretary of Labor**

Representative Sawyer told the delegates that after 12 years of Republican administrations, there was much work to be done to correct the damage inflicted on important regulations and administrative codes. Republicans, he said, had almost been successful in cutting \$50 million from the Department of Labor's appropriations bill earmarked for enforcement agencies. He told of U.S. Department of Labor programs designed to put Californians back to work who had been victimized by the recession, base closures, and the loss of military contracts.

Great struggles awaiting us in Congress, he said will affect workers in the months to come: OSHA reform, workplace fairness legislation, the Reemployment Act, and national health care legislation. The Department of Labor, he promised, is forming a task force of all the federal agencies to deal with the specter of base closure and loss of military contracts in California.

The fight to preserve workers' rights and worker democracy is essential, he said, and we can succeed by all working together.

Chairman Gruhn thanked Representative Sawyer for his address, as did the delegates who applauded him loudly.

Announcement

Chairman Gruhn called on Dallas Jones, chairman of the Resolutions Committee who announced that a meeting of the Resolutions Committee would be held at 9 a.m. Tuesday, July 26, immediately before the commencement of the second day's proceedings. Committee members were instructed to gather at the far corner of the ballroom.

Recess

Chairman Gruhn next called on Secretary-Treasurer Henning who moved that the Convention recess. The motion was seconded and carried, whereupon the Convention recessed at 3:55 p.m. until 9:30 a.m. Tuesday.

PROCEEDINGS of the Twentieth Convention

SECOND DAY

Tuesday, July 26, 1994

MORNING SESSION

CALL TO ORDER

Chairman Albin Gruhn called the Convention to order at 9:46 a.m.

Invocation

Chairman Gruhn then called on Rabbi David Feder of Temple Bet Haverim, who gave the morning's invocation.

After thanking Rabbi Feder for his invocation, Chairman Gruhn asked that the Sergeants-at-Arms distribute Resolutions-Part 2, together with Monday's Proceedings to those delegates who did not have a copy.

He then called on Secretary-Treasurer Jack Henning for his report.

Address

JOHN F. HENNING

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**
Mr. Chairman and Delegates:

My formal report is in the Secretary-Treasurer's document submitted to all delegates. I would speak on certain approaches to the future of the labor movement.

There were two points made in the addresses of yesterday particularly worth mentioning.

One was by Joe Serna, the mayor of Sacramento, who cited the fact that there will always be a never ceasing conflict between labor and capital.

The other observation of note was issued by Tom Donahue, Secretary-Treasurer of the national AFL-CIO, in his great speech when he touched on the nature of global capitalism and of how its American wing spits on the flag whenever it means corporate profit.

With respect to Mayor Serna's observation, it is historically true that American labor has been in ceaseless conflict with U.S. capitalism since the mid-nineteenth century when the impact of the Industrial Revolution changed forever the relationship between worker and employer.

There would no longer prevail the simplicity of the handicraft society and the intimacy of employer-worker relationships.

A New Order emerged as the factory system swept across the nations of the West.

It has been said with truth that workers often emerged from the factories broken in body or dead by industrial accident while inanimate things such as steel emerged shining and scintillating.

It is the human dimension to rebel against such tyranny. Modern unionism had its origins in response to the 19th Century industrial order.

There was another reply of defiance. The 1848 Communist Manifesto of Karl Marx with its call for worker revolt: "You have nothing to lose but your chains."

Communism, however flawed, called for global unionism in answer to the emerging global capitalism.

Like a firestorm Marxism swept across Europe. Its historic triumph came in the Russian revolution of 1917.

The communist regime would fall after some six decades. It could not survive its structural contradictions and imposed terrorism. At the 20th Congress of the Soviet Communist Party, Khrushchev charged, "Stalin liquidated twenty million." This was not the voice of Joe McCarthy. This was the ruler of Russia telling his people of the liquidation and terror.

In time, Russian Communism passed from history. Its tragic legacy to posterity: a slaughter house.

Gompers and Versailles

But what of the vision of the workers of the world? Samuel Gompers, the first president of the American Federation of Labor, approached the issue at the Treaty of Versailles following the first world war when the triumphant powers were devouring Europe with national appetites.

Gompers was responsible for what was then measured as an enlightened proposal: the formation of the International Labor Organization, more properly the "International Labor, Capital and Government Organization," a tri-partite cough drop for cancer of the throat. Little more than that.

ICFTU Founded

In 1949 the American Federation of Labor founded, in alliance with the British Trades Union Congress, the International Confederation of Free Trade Unions. This in response to the Moscow-directed World Federation of Trade Unions, created in 1945 at the time of the founding of the United Nations in San Francisco.

Unfortunately, the ICFTU has proven helpless before the curses of labor nationalism and global capitalism.

In the 1950s American Telephone and Telegraph transferred most of its computer production processes to Singapore in the name of low wages and long hours of work. The Singaporean labor movement embraced the transfer. In response to AFL-CIO protests, it said what labor nationalism always says: we take care of ours, you take care of yours. World labor was meant for something more than that.

The giants, the titans of our economic order are everywhere active across the world. General Motors, General Electric, Bank of America, Citibank. Among the lesser powers: Levi Strauss and McDonalds.

Their presence in the global sense means they shape U.S. trade policies for the realization of corporate profits.

This is responsible for the flood of cheap labor products poured into this country in alliance with American capitalism.

The two-party system cannot offer Americans relief. Capitalism, in large, finances both parties.

Thus labor remains beggars at the tables of wealth. We have an obligation to end that, not only for American workers, but also for the workers of the world.

The AFL-CIO enjoys a certain international prestige because of the integrity of its leadership, and its commitment to human freedom. However, it must be something more if the workers of America are to know the global values of unionism. If they are to know something more than world cannibalism.

Global unionism is indeed the answer to global capitalism. There is no other answer. (Loud applause)

Thus, the American Federation of Labor and Congress of Industrial Organizations should issue a convention call to all the unions of the now prevailing free world. Such a body could charter accords and policies of mutual defense and abolish the union trade wars imposed as capital rules the globe. (Applause)

That could be done. It must be if we are to see the survival of the American labor movement. Our markets make us the most vulnerable to the new piracy.

Today we represent only some ten percent of the American work force. If there is to be escape, we must at once confound global capitalism. If there were an AFL-CIO inspired charter to realize the vision of workers on all continents, we would be embracing our true destiny.

Certainly we were never meant to be the lieutenants of capitalism. Certainly we were never meant to be the pall bearers of the workers of the world.

(Secretary-Treasurer Henning received a loud, standing ovation upon the conclusion of his address.)

Chairman Gruhn next called on Dallas Jones, chairman of the Resolutions Committee, for a report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS Dallas Jones, Chairman

Chairman Jones reported as follows:

STATEMENT OF POLICY XIV Public Employees

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY XV Civil Rights

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 1 Defeat Anti-Immigrant Initiative

Chairman Jones's motion to adopt the Committee's recommendation of concurrence was seconded.

Speaking in support of the Committee's recommendation were delegates Katie Quan (International Ladies Garment Workers Union No. 101, San Francisco), Mary Bergan (California Federa-

tion of Teachers, Oakland), Dolores Huerta (United Farm Workers, Keene), Norm Johnson (Service Employees No. 660, Los Angeles), and Secretary-Treasurer Henning.

The motion to adopt the Committee's recommendation of concurrence was then carried.

Resolution No. 6
Oppose "Save Our State" Initiative
and
Resolution No. 13
Oppose Anti-Immigrant Proposition
The Committee's report:

"Mr. Chairman, your Committee recommends these resolutions be filed due to adoption of Resolution No. 1 on this subject, and I so move."

The motion was seconded and carried.

Resolution No. 24
Support Human Resources
Development Institute

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Committee on Resolutions.

Escort Committee for
Lloyd Aubry, Director
Department of Industrial Relations

Chairman Gruhn then requested Federation Vice Presidents John Smith and Billy Joe Douglas to escort Director Lloyd Aubry to the platform.

Chairman Gruhn called on Secretary-Treasurer Henning, who introduced Director Aubry to those assembled.

Address
Lloyd Aubry, Director
California Department
of Industrial Relations

There have been many accomplishments in the Department of Industrial Relations in recent years, said Director Aubry. The Department, he noted, has just held a conference on security in the workplace, and is focussing on developing Cal-OSHA standards on ergonomics and tuberculosis. More enforcement has been planned, he said, on the underground economy, construction, and the auto repair business. Director Aubry said the Federation-sponsored family leave law preceded the federal government's bill, and noted that California has passed labor-supported legislation outlawing discrimination on the basis of sexual orientation and banning smoking in the

workplace in the absence of similar legislation from Washington, D.C.

Director Aubry was applauded by the delegates for his address.

Arturo Rodriguez, President of
United Farm Workers
Escorted to the Platform

Chairman Gruhn next called on the Sergeants-at-Arms to bring the United Farm Workers representatives into the Convention hall. Twenty five farm workers and organizers, who had traveled from Stockton, carried flags of the United Farm Workers Union in a procession to the Convention platform. They were led by UFW President Arturo Rodriguez and Vice President Dolores Huerta amid chants of "Viva La Causa!," "Viva Los Campesinos!," and "Si Se Puede!" The delegates were on their feet with a sustained ovation.

Chairman Gruhn then called on Secretary-Treasurer Henning, who introduced President Rodriguez to the delegates.

Address
Arturo Rodriguez, President
United Farm Workers of America

President Rodriguez reminded the delegates that this is the first California Labor Federation Convention since the death of Cesar Chavez. As a way of remembering Cesar Chavez in a special way, he said, the United Farm Workers decided on a pilgrimage from Delano to Sacramento to parallel the march Chavez led in 1966 in the early days of the union's development.

Begun on March 31, 1994, the pilgrimage covered 343 miles in 25 days. During that time, he said, more than 16,000 people signed authorization cards for the United Farm Workers Union.

Since the pilgrimage, Rodriguez said, the union has won five elections by huge margins, representing over 1,300 workers. Many farm workers now have health coverage and a pension plan for the first time as a result of these negotiated agreements.

The UFW, he emphasized, is continuing its attack on the use of cancer-causing and birth defect-causing chemicals. The struggle to ban dangerous pesticides, begun long ago by Cesar Chavez and Dolores Huerta, has resulted in successes, he pointed out. At the beginning of the grape boycott, he said, five cancer-causing chemicals were targeted by the UFW. Now, four out of five—Dynosed, Methylbromide, Parathion and Phosdrin—have either been banned or phased out over the last two years.

President Rodriguez asked the delegates for

their continued support of the table grape boycott, and support for the work begun by Cesar Chavez to gain contracts for farm workers.

The delegates responded to President Rodriguez's address with a standing ovation.

Prayer for Father Victor Salandini

Upon the conclusion of President Rodriguez's address, Chairman Gruhn asked the delegates to join together in prayer for Father Victor Salandini, an early supporter of the UFW who is now suffering from a serious illness.

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced the next speaker, Bob Balgenorth, president of the State Building and Construction Trades Council.

Address

Bob Balgenorth, President California State Building and Construction Trades Council

President Balgenorth told the delegates that times are not good in California, and we are going to have to work hard together to turn things around for working people and their families. State spending per student is in the lowest fifth of the country, and cuts in welfare are being forced upon people who can least afford them.

Term limits, he warned, are going to have a negative impact on working people. In 1996, he said, Speaker Willie Brown will be lost, one of the best friends organized labor has ever had.

New Assembly members elected in the coming November elections will be voting for Speaker of the House, and we need a Speaker who has the courage and commitment to protect our interests. It's now more important than ever, he emphasized, for labor to unify and work hard to put friends into office during the coming elections.

The election of Kathleen Brown to the Governor's office, is essential, Balgenorth said. If labor is to defeat those who would eliminate the middle class, he said, it will have to be accomplished through a grass roots campaign by using phone banks, mailings, walking precincts and getting out the vote. We've done it before, he said, and can again with courage and commitment.

The delegates confirmed his vow with enthusiastic applause.

Escort Committee for Senator Lockyer

Chairman Gruhn called on Federation Vice Presidents Mike Day and Owen Marron to escort Senator Bill Lockyer to the platform for his address.

He then called on Secretary-Treasurer Henning who introduced Senator Lockyer to the delegates.

Address

Bill Lockyer President Pro Tempore California State Senate

Senator Lockyer underscored the importance of working hard to maintain a Democratic majority in the Assembly with the November elections only 100 days away. In the State Senate, he said, 15 Democrats are up for election. He cautioned that right wing Republicans are increasingly taking control of their party and are using money from right wing extremists to do so. Many of the districts are up for grabs and difficult to hold on to, he said. Four conservative wealthy families, he said, have pumped more than \$4 million of their personal fortune into various campaigns and crusades around the state in the last two years. Therefore, he stressed, labor's help is needed more than ever if we hope to save jobs, preserve prevailing wages, gain collective bargaining for public employees, defeat voucher education, and halt the spread of privatization. Labor has the soldiers, he said, to bring in the votes needed to win the fight.

Upon completing his address Senator Lockyer received loud applause.

Convention Photograph

Following Senator Lockyer's speech, Chairman Gruhn announced that a photograph of the assembled delegates would be taken at 2 p.m. Wednesday.

He next called on Jack McNally, chairman of the Committee on Constitution for a report.

REPORT OF COMMITTEE ON CONSTITUTION

Jack McNally, Chairman

Chairman McNally reported as follows:

Resolution No. 20

Mileage Reimbursement

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 21

COPE Per Capita

The Committee's report:

"Mr. Chairman, your Committee recommends concurrence, and I so move."

The motion was seconded.

Secretary-Treasurer Henning spoke in support of the Committee's recommendation.

The Committee's recommendation was then adopted.

**Resolution No. 22
Political Endorsements
for Statewide Candidates**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 23
Compensation of Officers**

The Committee's report:

"Mr. Chairman, your Committee recommends adding additional Whereas provisions such that the resolution would read:

Whereas, The Executive Council is authorized to raise periodically the salaries of the President and Secretary-Treasurer; and

Whereas, The Executive Council has acted periodically to raise the salaries of the President and Secretary-Treasurer; and

Whereas, The salaries were last increased by the Executive Council in 1990 and should be reflected in the Constitution; and

Whereas, The Constitution has not provided for the automatic updating of information related to salaries

Be It Resolved, That Article XI beginning on page 32 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 found on page 32 by deleting "\$40,000.00" and inserting in its stead "\$71,500.00".

2. Amend Section 2 found on page 32 by deleting "\$50,000.00" and inserting in its stead "\$82,500.00".

3. Amend Section 3 found on page 32 by adding the following sentence at the end of the Section, "Any increase in salary pursuant to this Section shall be reflected in Sections 1 and 2 of this Article when this Constitution is printed as required by Article XIX."

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

The motion was seconded.

Secretary-Treasurer Henning spoke to clarify the intent of the resolution.

The Committee's recommendation was adopted.

This concluded the report of the Committee on Constitution.

Report Adopted as a Whole

Chairman McNally's motion to adopt the report of the Committee on Constitution as a whole was seconded and carried. He then thanked the individual Committee members for their efforts and read their names.

Committee Discharged with Thanks

Chairman McNally's motion to discharge the Committee on Constitution with thanks was seconded and carried.

Announcement

Chairman Gruhn announced that Walter Johnson, executive secretary of the San Francisco Labor Council requests all representatives of California labor councils be present at a luncheon scheduled for noon in Suite 310 for a discussion of important issues.

Recess

Chairman Gruhn then called on Secretary-Treasurer Henning who moved that the Convention proceedings recess until 2 p.m.

His motion was seconded and carried.

AFTERNOON SESSION

The Convention was called to order at 2:12 p.m.

Chairman Gruhn called on Secretary-Treasurer Henning for the purpose of introducing the first speaker of the afternoon, Secretary Kevin Boyd, representing the Labor Council of New South Wales, Australia.

**Address
Kevin Boyd, Secretary
Textile, Clothing and
Footwear Union of Australia
New South Wales Branch**

Secretary Boyd brought his fraternal greetings

from the Labor Council of New South Wales, at 100 years, the oldest labor council in Australia. He told how the Labor Council was formed out of a strike by sheep shearers in 1891. From that struggle, not only the Labor Council was born, but also the sense that all the unions needed to consolidate in order to combat the employers. Ultimately, the labor movement in Australia created the Australian Labor Party, the first democratically elected political entity to represent the interests of working people. Nowadays, he said, the unions look upon the Australian Labor Party as the political wing of the trade union

movement.

Traditionally, Secretary Boyd said, labor sits down with government each year to form a wage policy that is effected through an arbitration system. But now, he pointed out, that system is slowly transforming into something closer to enterprise bargaining as it is known in the U.S.

Australian industries are being adversely affected by a flood of imports from low cost countries abroad, a situation similar to that in the United States. So, both countries, he said, are faced with similar trade problems as well as a changing work force.

Only 15 years ago Australian union workers represented 60 percent of the work force. Now the figure has dropped to below 40 percent. The struggle for the trade union movement, he said, is far from over.

The delegates applauded Secretary Boyd at the conclusion of his address.

Gifts Exchanged

Upon the conclusion of Secretary Boyd's speech, Secretary-Treasurer Henning presented him with a gift, a photograph of the Golden Gate Bridge. Secretary Boyd thanked Secretary-Treasurer Henning and gave him two photos of original art, paintings by Australian Aborigines. Secretary-Treasurer Henning thanked Secretary Boyd and said the art would be displayed at the San Francisco office of the Federation.

Escort Committee For Controller Gray Davis

Chairman Gruhn called for the Escort Committee for Controller Gray Davis to bring him to the platform. Federation Vice Presidents William Waggoner and Richard Robbins escorted Controller Davis to the podium for his address.

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced the next speaker, State Controller Gray Davis.

Address Gray Davis State Controller Candidate for Lieutenant Governor

Controller Davis told the delegates it is vital to the state's future to elect Kathleen Brown Governor in November. As State Controller, he said, many battles had been waged with labor's help. The most important action we can take on behalf of ourselves, our children and grandchildren, he said, is to elect labor's friends in the upcoming elections. He asked for labor's support in his bid for Lieutenant Governor. He also stressed the need to keep U.S. Senator Dianne Feinstein in office.

With Kathleen Brown as Governor, he predicted they would work well together to help rebuild the state. We need an aggressive plan, he said, to keep companies in California in order to create more employment opportunities.

The Public Employees Retirement System, he said, has \$1.3 billion now allocated for investment in California. Some of the money went to the AFL-CIO Housing Trust for investment in union-only home construction. Some 9,000 people were put to work and 6,700 houses built last year. This is how, he said, to put people to work and drive the economy.

The delegates responded to Controller Davis's address with strong applause.

Upon the conclusion of Controller Davis's address, Chairman Gruhn called upon Secretary-Treasurer Henning who introduced the next speaker, Assembly Speaker, Willie Brown, Jr.

Address Willie Brown, Jr.

Speaker of the State Assembly

Speaker Brown said 1994 may well be the year in the electoral process that determines where we go as a people for the next quarter of a century. Labor's opponents, he warned, have been waging war for the last 15 years. We have a lot of work to do, he said, to ensure Democratic victories in those districts that are vulnerable to Republican inroads. His agenda, he proclaimed, is to make Pete Wilson one of the newly unemployed persons in the state. It will take the kind of effort labor mounted in 1958 when Pat Brown was elected Governor and the Right-to-Work bid was soundly defeated.

Together, we can get the 41 Assembly seats needed to win the Speakership, he said, as well as elect Kathleen Brown Governor. By achieving those goals, he predicted, we will charter the course for the state for years to come.

Since November his campaign operation has spent over \$800,000. More than 125,000 new voters have been registered. We have the opportunity, he said, to register between 400,000 and 500,000 Latinos in California. Working together, he predicted many Democratic victories, enough to turn the tide in favor of working people.

Speaker Brown was given loud, sustained applause at the conclusion of his address.

Victimized Sprint Workers Presented

Chairman Gruhn called on Secretary-Treasurer Henning who introduced Marie Malliett, president of Communications Workers No. 9410. She spoke on behalf of the 235 Sprint Corp.

workers, fired when the company shut down operations at its San Francisco-based subsidiary La Conexion Familiar, upon learning the workers intended to vote for union representation.

Eighty percent of the displaced workers are Spanish-speaking women who were doing telemarketing work for the company, Malliett said. Sprint engaged in a vicious anti-union campaign prior to the scheduled NLRB election, she said. Upon realizing the union vote would prevail, she said, Sprint simply fired the workers via loud-speaker on July 14, eight days prior to the scheduled NLRB election.

Workers Introduced

Three of the victimized workers, Argelia Ardon, Nellie Choy, and Alisa Lopez, were brought to the platform to tell first hand of their experience. Speaking Spanish, their stories were interpreted and related to the delegates in English. They told how their dreams for a better life had been cruelly crushed, affecting not only themselves, but their families as well. Their right to organize according to democratic principles was denied with their dismissals, they said, not for economic reasons as company managers asserted, but because the workers wanted a union.

Each worker was loudly applauded by the delegates upon telling her story.

The CWA, President Malliett said, is carrying on the fight. The union will be going to court on behalf of the workers, she said.

She thanked CWA national organizer Virginia Rodriguez for her untiring work in organizing and assisting the workers from Sprint's La Conexion Familiar. The delegates applauded her efforts.

Chairman Gruhn next called on Secretary-Treasurer Henning who presented Doug Cuthbertson, president of the Conference of Newspaper Unions, for an address.

Address

Doug Cuthbertson, President Conference of Newspaper Unions

Doug Cuthbertson, chairperson of the Conference of Newspaper Unions as well as executive officer of the Newspaper Guild Local 52 in San Francisco, told the delegates how labor relations for the newspapers in San Francisco had been reasonably productive since the 1930's, except for

one strike in 1968. When that conflict was settled, he said, all the unions in the plant had contracts and bargaining was conducted from that point solely on a joint basis. Peace in the industry prevailed, he said, until last year when the publishers decided to import a union-busting law firm from Nashville.

Their infamous track record includes attacks on organized workers in New York, Chicago and Wilkes-Barre, Pennsylvania. In San Francisco, he said, the publishers broke their commitment to bargain on a joint basis with the eight local unions involved. The eight unions are affiliated with five national and international unions: the Teamsters, the Graphic Communications Union, the Communications Workers of America, the Newspaper Guild and the Service Employees.

The Conference of Newspaper Unions, he said, has filed charges that were upheld by the NLRB, which ordered the employers back to the table to bargain jointly.

Cuthbertson asked the delegates to help bring pressure on the publishers by getting their members to fill out cards pledging to cancel their subscriptions if they are subscribers. They can also pledge not to subscribe or buy the San Francisco Chronicle or Examiner for the duration of the struggle.

The delegates responded to Chairman Cuthbertson's address with loud applause.

Announcement from Arturo Rodriguez

Secretary-Treasurer Henning thanked Chairman Cuthbertson for his words and then said that he had just received a communication from Arturo Rodriguez, president of the United Farm Workers Union. President Rodriguez's message announced another election victory for the United Farm Workers, the sixth in the last nine weeks. The workers at E and J Gallo Winery voted 81 to 21 for the union.

Recess

Chairman Gruhn reminded the delegates of work to be done and addresses to be heard at Wednesday's session.

He then called on Secretary-Treasurer Henning who moved that the Convention recess until 9:30 a.m. Wednesday morning. His motion was seconded and carried, whereupon the Convention recessed at 4:05 p.m.

PROCEEDINGS of the Twentieth Convention

THIRD DAY

Wednesday, July 27, 1994

MORNING SESSION

CALL TO ORDER

Chairman Gruhn called the Convention to order at 9:50 a.m.

He then called on Pastor Mike Flores of Victory Outreach Church to give the morning's invocation.

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS Loretta Mahoney, Chairwoman

After thanking Pastor Flores for his invocation, Chairman Gruhn next called on Loretta Mahoney, chairwoman of the Committee on Credentials for a report.

Chairwoman Mahoney reported the additions to and deletions from the Preliminary Roll of Delegates and announced there were 331 registered delegates. (See completed Roll of Delegates.)

Final Report Adopted

Chairwoman Mahoney's motion to approve the Committee's report was seconded and carried. She then thanked the Committee members for working long, hard hours and read their names.

Committee Discharged with Thanks

She next moved that the Committee members be discharged from their duties with thanks. The motion was seconded.

Chairman Gruhn expressed his appreciation for the Committee's work and the motion carried.

Introduction of David Sickler

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced the next speaker, David Sickler, Director of AFL-CIO Region VI.

Address David Sickler Regional Director AFL-CIO Region VI

Director Sickler reported the findings of a poll conducted by the Wilson Center for Research on the attitudes of non-union workers toward the labor movement.

In contrast to polls conducted in 1979 and 1980, when the anti-union attitudes of non-union workers was 54 percent, the perceptions of this group of workers toward unions today has greatly improved. In 1980, he said, only 25 percent of non-union workers considered themselves pro-union. Now, 53 percent of the workers polled were clearly pro-union. Four significant groups of non-union workers, he pointed out, held the key to the turnaround in attitudes. The first, women, have come into the work force in the interim period by the millions.

Historically they have been a difficult group to organize because of their fears, he said. But, as women stayed in their jobs, they found they were underpaid, overworked, sexually harassed, rarely promoted, never trained and they fast became members of a new underclass with a declining standard of living. Consequently their attitudes toward unions changed. Today, women are 14 percent more likely to join a union than men.

The second group studied, he said, was African-American and Latino non-union workers. Not surprisingly, these two groups support unions by about 70 percent, polls revealed. Of these 12 million non-union workers, a huge portion is located in California.

The third group polled, he said, was comprised of middle class young people between the ages of 16 to 29 and not college bound. Another difficult group to organize, young people often see their jobs as temporary stepping stones on the way to a better position. This group, he said, may be the most victimized of all. Hardly equal to the image of a Yuppie with a BMW, Sickler pointed out that the average person today between the ages of 20 and 25 earns only \$15,000 a year, cannot buy a house, often can't pay rent or afford a car and auto insurance and is forced to live at home. For the first time since the 1920's, this generation has no hope of having a better life than its parents. This group of non-union workers supported the trade union movement by 68 percent, the study showed.

The fourth group of non-union workers studied was older adult workers whose jobs have vanished

due to plant closure or exportation overseas. They lack health insurance, pensions and job security. They are the reason the temporary agency Manpower is the largest private employer in the country today. Thirty five million workers today, he pointed out, are part-timers who want full-time jobs.

All of these groups, he said, are found in their greatest concentrations in California. Organizing them is our great challenge, he emphasized, and we have to approach the task collectively with new ideas and new ways to get the job done.

Director Sickler was treated to a standing ovation by the delegates upon the completion of his address.

Chairman Gruhn thanked Director Sickler for his address and then called on Dallas Jones, chairman of the Committee on Resolutions for a further report.

**FURTHER REPORT OF
COMMITTEE ON RESOLUTIONS
Dallas Jones, Chairman**

Chairman Jones reported as follows:

**STATEMENT OF POLICY XVI
Housing**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XVII
Education**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XVIII
Environment and Safety and Health**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XIX
Energy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XX
Community Concern and Service**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 2
Support for 1994/95
United Way Campaign**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 7
Establish a Federation
Communications/Media Department**
The Committee's report:

"Mr. Chairman, your Committee recommends referral to the incoming Executive Council for an analysis of potential expense of the projects proposed and I so move."

The motion to adopt the Committee's report was seconded and carried.

**Resolution No. 9
Building F.O.R.U.M.**

The Committee's report:

"Mr. Chairman, your Committee recommends adding to the first sentence of the resolve 'which comply with AFL-CIO policy.' As so amended, the Committee recommends concurrence, and I so move."

The motion was seconded.

Delegate Edith Withington (Office and Professional Employees No. 29 Retirees Club, Oakland) spoke in support of the Committee's recommendation.

The motion to adopt the Committee's report was carried.

**STATEMENT OF POLICY XXI
Rights of People with Disabilities**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**STATEMENT OF POLICY XXII
Immigration**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 17
Establish Labor Party**

The Committee's report:

"Mr. Chairman, your Committee recommends nonconcurrence, and I so move."

The motion was seconded.

Delegates Stan Smith (San Francisco Building and Construction Trades Council) and Walter Johnson (San Francisco Labor Council) spoke in opposition to the Committee's recommendation.

Chairman Gruhn requested that delegate Smith submit his proposed amendment to the resolution to the Chair in writing. Delegate Smith agreed to do so.

Delegate Jack Woodard (California State Employees Assn. No. 1000, SEIU, Sacramento) moved to table the subject matter until the afternoon session. His motion was seconded and carried.

**Resolution No. 18
Strengthen Ties with
Mexican Trade Unions**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 28
Boycott Bank of America**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 29
Support for American Guild of
Musical Artists**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 30
Justice for Sprint Corporation
Workers Victimized by Sprint
Closing of La Conexion Familiar**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Committee on Resolutions.

Collection for Sprint Workers

Delegate Tim Dixon (Studio Electricians No. 40, Hollywood) moved that a collection be taken among the Convention delegates to assist the 235 workers fired by the Sprint Corporation. There was no objection from the delegates, and his motion was seconded and carried.

Chairman Gruhn instructed the Sergeants-at-Arms to conduct a voluntary collection in accordance to orderly procedures.

He then called on Eddie Powell, chairman of the Committee on Legislation for a report.

**REPORT OF COMMITTEE
ON LEGISLATION
Eddie Powell, Chairman**

Chairman Powell reported as follows:

**Resolution No. 15
Public Works Jobs to Rebuild America**
The Committee's report:

"Mr. Chairman, your Committee recommends amending point seven in the first resolve by deleting the words, 'such legislation will,' amending point eight in the first resolve by deleting the words 'such a bill must,' adding an additional resolve to the conclusion of the resolution to read, 'and be it finally resolved the foregoing is contingent upon the legislation receiving support from the Building and Construction Trades Department, AFL-CIO and the California Building and Construction Trades Council.'

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

The motion was seconded.

Delegate Matt McKinnon (California Conference of Machinists, Sacramento) moved to amend the Committee's report.

Chairman Gruhn requested the written amendment be brought to the podium.

Delegate McKinnon then read the proposed amendment as follows: "The amendment is to delete line 2 of part 8 which reads 'cutting the military budget and.' The amendment is further to add to the end of the paragraph before 'be it resolved,' 'money that has been saved by defense cuts must be used for peacetime conversion and other job creation.'

His motion was seconded.

Speaking in support of the amendment were delegates McKinnon, Stan Smith (San Francisco Building and Construction Trades Council), and Carl Wood (Utility Workers No. 246, Los Alamitos).

Amendment Adopted

The motion to adopt the amendment to the Committee's report was then carried.

Speaking in support of the Committee's report as amended were delegates Carl Wood (Utility Workers No. 246, Los Alamitos), Steve Nutter (Ladies Garment Workers No. 512, Los Angeles), and Secretary-Treasurer Henning.

The motion to adopt the Committee's report as amended was then carried.

**Resolution No. 16
Support Infrastructure
Restoration Act**

The Committee's report:

"Mr. Chairman, your Committee recommends this resolution be filed since it deals with subject matter covered by Resolution No. 15, and I so move."

The motion was seconded and carried.

**Resolution No. 19
American Maritime
Industry Revitalization**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 25
Tips Recognized as Wages for
Statutory Benefits**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 26
Tips Recognized as Wages for
Employment Benefits**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 27
Casino/Riverboat Gambling**

The Committee's report:

"Mr. Chairman, your Committee recommends concurrence, and I so move."

The motion was seconded.

Delegate Mary Bergan (California Federation of Teachers, Burbank) moved to amend the resolution.

Chairman Gruhn requested that the written amendment be brought to the rostrum. He noted that the amendment proposed to delete all the whereas clauses and the first resolve clause.

Speaking in support of the amendment were delegates Bergan, and Barbara Wilson (California State Employees Association No. 1000, SEIU, Sacramento).

Delegate Steve Nutter (Ladies Garment Workers No. 512, Los Angeles) sought clarification of the intent of the resolution.

Speaking in opposition to the amendment were delegates Angela Keefe (Hotel Employees and Restaurant Employees No. 681, Santa Ana), James Ferguson (Fire Fighters No. 798, San Francisco), Bill Fogarty (Orange County Central Labor Council, Santa Ana), and Stan Smith (San Francisco Building and Construction Trades Council).

Delegate Jack Woodward (California State Employees Association No. 1000, SEIU, Sacramento) moved the previous question. His motion was seconded and carried by the necessary two-thirds vote, closing debate.

**Amendment Lost, Committee's
Recommendation Adopted**

The vote on the proposed amendment was then lost.

The motion to approve the Committee's recommendation was carried.

**Committee's Report Adopted
As a Whole**

Chairman Powell's motion to adopt the Committee's report as a whole was carried.

Committee Thanked and Discharged

He then thanked the members of the Committee on Legislation for their work and read their names. His motion to discharge the Committee with thanks was seconded and carried.

Chairman Gruhn next called on Secretary-Treasurer Henning for an announcement.

**Collection for Sprint Workers
Nets \$1,410.25**

Secretary-Treasurer Henning announced that the delegates attending the Convention had voluntarily contributed the sum of \$1,410.25.

Recess

Chairman Gruhn called on Secretary-Treasurer Henning who moved that the Convention recess for a lunch break. The motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order and asked that the delegates prepare themselves for the Convention photograph.

He then called on Dallas Jones, chairman of the Resolutions Committee for a final report.

**FINAL REPORT OF COMMITTEE
ON RESOLUTIONS
Dallas Jones, Chairman**

Chairman Jones reported on Resolution No. 17-Establish Labor Party, which had been tabled at the morning's session.

Resolution No. 17 Establish Labor Party

The Committee's report:

"We have an amended report, striking the aforementioned resolves and substituting a resolve that reads: 'Resolved, That we sympathize with the intent of the resolution and refer to the Executive Council for consideration.'

"As so amended, Mr. Chairman, your Committee recommends concurrence, and I so move."

The motion was seconded.

Delegate Stan Smith (San Francisco Building and Construction Trades Council) spoke in support of the Committee's recommendation as amended.

Recommendation Adopted As Amended

The motion to adopt the Committee's recommendation as amended was then carried.

This concluded the final report of the Committee on Resolutions.

Report Adopted as a Whole and as Amended

Chairman Jones's motion to approve the Committee's report as a whole and as amended was seconded and carried. He thanked the Committee members on behalf of the delegates for their work and efforts, and read their names.

Members Discharged with Thanks

Chairman Jones's motion that the Committee be discharged with thanks was seconded and carried.

NOMINATIONS AND ELECTION OF OFFICERS

Chairman Gruhn announced that it was now time to nominate and elect the officers of the California Labor Federation, AFL-CIO for the ensuing two-year period.

He called on Vice President Dallas Jones to preside during the nominations for the offices of President and Secretary-Treasurer of the Federation.

President

Vice President Jones, now Acting Chairman of the Convention, declared nominations open for the office of President.

Albin J. Gruhn (Hod Carriers and Laborers No. 139, Santa Rosa) was nominated by John F. Henning (Office and Professional Employees No. 3, San Francisco).

The nomination was seconded by Archie Thomas (Northern California District Council of Laborers, Richmond), and Patricia Meritt (Hotel Employees and Restaurant Employees No. 814, Santa Monica).

There being no further nominations, Acting Chairman Jones declared the nominations closed.

It was moved that the Secretary-Treasurer cast a unanimous ballot for the election of President Gruhn, who was unopposed.

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot.

Acting Chairman Jones declared Albin J. Gruhn elected President by the Convention.

President Gruhn thanked the delegates and expressed his appreciation for their continued support.

Secretary-Treasurer

Acting Chairman Jones declared nominations open for the office of Secretary-Treasurer of the California Labor Federation.

John F. Henning (Office and Professional Employees No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers and Laborers No. 139, Santa Rosa).

The nomination was seconded by Loretta Mahoney (Hotel Employees and Restaurant Employees No. 18, Santa Rosa), (Steve Edney (United Industrial Workers-Cannery Division, Wilmington), and Diana Volpini-Allen (Office and Professional Employees No. 3, San Francisco).

There being no further nominations, Acting Chairman Jones 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.

The unanimous ballot was cast by President Gruhn and he then declared John F. Henning elected Secretary-Treasurer by the Convention.

Secretary-Treasurer Henning then expressed his thanks and appreciation to the delegates.

Acting Chairman Jones then passed the gavel to President Gruhn, now presiding.

Geographical Vice Presidents

Chairman Gruhn declared the nominations open for Geographical Vice Presidents and At Large Vice Presidents.

He then called on Secretary-Treasurer Henning who made the following nominations:

District No. 1—Richard Robbins (Electrical Workers No. 465, San Diego).

District No. 2—William Waggoner (Operating Engineers No. 12, Pasadena).

District No. 3A—Jim R. Wood (Communications Workers No. 9000, Los Angeles).

District No. 3B—Kendall Orsatti (Screen Actors Guild, Los Angeles).

District No. 3C—Jerry P. Cremins (Plumbers and Pipefitters No. 78, Los Angeles).

District No. 3D—Dallas Jones (Los Angeles and Orange Counties Fire Fighters No. 1014, Southgate).

District No. 3E—Steven T. Nutter (Ladies Garment Workers No. 512, Los Angeles).

District No. 3F—John L. Smith (Laborers No. 1184, Riverside).

District No. 4—Armando Vergara (Carpenters No. 721, Whittier).

District No. 5—Leo Valenzuela (Laborers No. 585, Ventura).

District No. 6—Don Hunsucker (United Food and Commercial Workers No. 1288, Fresno).

District No. 7—Billy Joe Douglas (Cement Masons No. 814, Stockton).

District No. 8—Val Connolly (Hotel and Restaurant Employees No. 340, San Mateo).

District No. 9—E. Dennis Hughes (United Food and Commercial Workers No. 428, San Jose).

District No. 10A—Gunnar Lundeborg (Sailors Union of the Pacific, San Francisco).

District No. 10B—Sherry Chiesa (Hotel and Restaurant Employees No. 2, San Francisco).

District No. 10C—Michael J. Day (East Bay Automotive Machinists No. 1546, Oakland).

District No. 10D—T.J. Stapleton (Operating Engineers No. 3, San Francisco).

District No. 11A—Owen Marron (Service Employees No. 616, Oakland).

District No. 11B—Thomas J. Sweeney, (Electrical Workers No. 595, Oakland).

District No. 12—Jack McNally (Electrical Workers No. 1245, Walnut Creek).

District No. 13—Loretta Mahoney (Hotel Employees and Restaurant Employees No. 18, Santa Rosa).

District No. 14—Jack Loveall (United Food

and Commercial Workers, Retail Clerks No. 588, Roseville).

At Large Vice Presidents

Office A—Edward C. Powell (I.A.T.S.E. No. 16, San Francisco).

Office B—Janice Wood (Communications Workers No. 9000, Los Angeles).

Office C—Jim R. Green (Carpenters No. 713, Hayward).

Office D—Mike Quevedo, Jr. (Laborers No. 300, Los Angeles).

Office E—Lee Pearson (Rocket and Missile Lodge No. 946, Rancho Cordova).

Office F—Yolanda Solari (California State Employees Association, SEIU No. 1000, Sacramento).

Office G—Steve Edney (United Industrial Workers—Cannery Division, Wilmington).

Office H—Ophelia A. McFadden (Los Angeles County Employees No. 434, S.E.I.U., Vernon).

Office I—Wayne A. Clary (Steelworkers No. 1304, San Leandro).

Office J—Mary Bergan (United Teachers of Oakland No. 771, Oakland).

Office K—Margaret Shelleda (United Public Employees, SEIU, No. 790, Oakland).

Office L—Michael Riley (Teamsters No. 986, Los Angeles).

Office M—Ted Hansen (Hotel Employees and Restaurant Employees No. 49, Sacramento).

The nominations were seconded.

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 cast a unanimous ballot for the unopposed Geographical Vice Presidents and At Large Vice Presidents as nominated by Secretary-Treasurer Henning.

Secretary-Treasurer Henning then cast the unanimous ballot and Chairman Gruhn declared the nominees elected by the Convention.

INSTALLATION OF OFFICERS

George McCartney
Seafarers—Atlantic and Gulf
San Francisco

Chairman Gruhn next called on delegate George McCartney for the official swearing in of

the newly elected officers. Delegate McCartney requested the officers to raise their right hand as he administered the Oath of Office as follows:

“I (giving name) hereby pledge upon my sacred honor that I will faithfully perform the duties of my office to the best of my ability 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 the rules governing state central labor bodies.”

“I hereby declare you all sworn in. Congratulations.”

In Memoriam

Chairman Gruhn called on Secretary-Treasurer Henning to read the names of those brothers and sister unionists who had died during the two years since the last Convention.

Secretary-Treasurer Henning read their names as the delegates stood in silence:

Herb Brisbee, United Food and Commercial Workers No. 775, San Mateo.

Germaine Bulcke, International Longshoremen's and Warehousemen's Union, San Francisco.

Leonard Cahill, Lumber and Sawmill Workers No. 2695, Loyalton; No. 2808, Arcata, and California Labor Federation, AFL-CIO.

Floyd Cain, Carpenters No. 1571, San Diego and San Diego-Imperial Counties Labor Council.

Cesar Chavez, United Farm Workers of America, Keene.

Manuel Dias, United Auto Workers, Hayward; California CIO Council, and California Labor Federation, AFL-CIO.

Roger Fisher, Sr., Laborers International Union and Laborers No. 652, Santa Ana.

A.H. (Bill) Gallardo, California Labor Federation, AFL-CIO and Labor Council for Latin American Advancement.

William L. (Bill) Gilbert, AFL-CIO Region VI Director and Los Angeles/Orange Counties Organizing Committee.

John Handcox, Southern Tenant Farmers Union Organizer and Composer of “Roll the Union On.”

David Jenkins, International Longshoremen's and Warehousemen's Union, San Francisco.

John Kelly, Office and Professional Employees International Union, New York.

Mark Locher, Screen Actors Guild, Los Angeles.

Paul Mahoney, Hotel Employees and Restaurant Employees No. 18, Santa Rosa.

K.T. Stevens, American Federation of Television of Radio Artists, Los Angeles.

R.W. (Jack) Stowers, San Bernardino and Riverside Counties Central Labor Council and Communications Workers of America No. 9588, Colton.

Philip Vera Cruz, United Farm Workers of America, Keene

Estolv Ward, Alameda County CIO and Labor Biographer.

(Here followed a moment of silence by the assembled delegates.)

Sergeants-at-Arms Thanked

Secretary-Treasurer Henning then thanked the Sergeants-at-Arms for their work and read their names:

Willie J. Billingsly, Jr., Chief Sergeant-at-Arms (Laborers No. 73, Stockton).

Diana Volpini-Allen (Office and Professional Employees No. 3, San Francisco)

Ron Blakemore (Electrical Workers No. 1245, Walnut Creek)

Robert Burns (Operating Engineers No. 12, Pasadena)

Rudy Meraz (Graphic Communications No. 583, San Francisco)

Mike Nye (San Jose Federation of Teachers No. 957, San Jose)

Joe Sharpe (UFCW Retail Clerks No. 648, San Francisco)

Help for Sprint Workers

Secretary-Treasurer Henning announced that the Federation's Worker Assistance Program, under the direction of Program Director Tony Castillo, will be an important part of the rapid response team meeting on Thursday with the Sprint Corp. dislocated workers in San Francisco. The goal, he said, will be to ensure the victimized workers get access to job placement and retraining services. Participating in the meeting at the San Francisco Labor Council will be representatives from Community Services, the Employment Development Department, Private Industry Councils, and other counseling services, he said.

Convention City

Secretary-Treasurer Henning announced that prior to the opening of the Convention, the Exec-

utive Council had voted unanimously that the next Convention of the Federation be held in Los Angeles.

Chairman Gruhn, hearing no objection, declared Los Angeles the 1996 Convention City.

Chairman Gruhn called on Loretta Mahoney, chairwoman of the Credentials Committee for a final report.

**FINAL REPORT OF COMMITTEE
ON CREDENTIALS**

Loretta Mahoney, Chairwoman

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

Announcement

Chairman Gruhn called on Secretary-Treasurer Henning who announced that the banner displayed in the Convention hall had been donated by the Sign and Display Union Local 510 of San Francisco under the direction of Michael Hardeman. The delegates responded with appreciative applause.

Recess

Chairman Gruhn then called on Secretary-Treasurer Henning who moved that the Convention recess until 7:30 p.m. for the evening session of the COPE Pre-General Election Convention.

His motion was seconded and carried.

THIRD DAY
EVENING SESSION
(Pre-General Election Convention)
Wednesday, July 27, 1994

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: "This Pre-General Election Convention of the California Labor Federation, AFL-CIO, is now in order to transact such business as may legally come before it."

**Escort Committee for
Kathleen Brown**

Chairman Gruhn called on Federation Vice Presidents Mary Bergan and Mike Quevedo, Jr. to escort Kathleen Brown to the podium for her address.

**Introduction of
Kathleen Brown**

Chairman Gruhn called on Secretary-Treasurer Henning who introduced Candidate Brown to the Convention.

**Address
Kathleen Brown**

Democratic Candidate for Governor

Candidate Brown told the delegates how Governor Wilson has broken his promises to the voters over the last four years. He hasn't improved education in California, she said, despite his boasts to be the education Governor. Under his administration, California has slipped to 39th in per pupil spending, last in classroom computers, and last in classroom overcrowding, she said.

The state's economy, she pointed out, suffers the burden of a three billion dollar deficit. Brown insisted that Pete Wilson be held accountable for that debt as well as seven billion dollars in tax increases over the last four years. The Governor is responsible, she said, for raising college tuitions, losing 550,000 jobs, cutting 1,600 law enforcement jobs, vetoing unemployment extension money and appointing IWC members to prevent raising the state minimum wage.

Brown promised to restore the California promise if elected Governor. We must revitalize California's manufacturing base through job training in order to add 1,000,000 good paying jobs, she said. Our graduating high school seniors must be prepared for work in the next century, and

she promised to accomplish that goal through a revitalization of our school system.

Her plan, she said, would open up the doors of government and opportunity to the working men and women of California.

The delegates treated Kathleen Brown to a standing ovation at the conclusion of her address.

Introduction of Richard Walsh

Chairman Gruhn called on Secretary-Treasurer Henning who introduced the next speaker, Richard Walsh, Director of National COPE.

**Address
Richard Walsh
Director**

**AFL-CIO Committee on
Political Education**

This election year presents many challenges for labor, Director Walsh said. The off-year elections traditionally have gone against the incumbent President, and 1994 appears to pose many more than the usual number of difficulties, he said. The general consensus in Washington today, he pointed out, was that the Democrats can expect to lose at least 20 seats in the House of Representatives, and if that happens, there will be fewer Democrats in that body since 1954.

Political cynicism seems to be running rampant throughout the country. People are expressing at the ballot box and the polls, pent-up frustration with our political institutions, rightly or wrongly, he said. We should see these signs as a warning, he emphasized, and get down to work to elect our friends and turn back initiatives that undermine working people.

The best example for us to focus on, he said, is to defeat Pete Wilson and elect Kathleen Brown as Governor while beating back Wilson's "Save Our State" initiative. We also need to roll up our sleeves to defeat carpetbagger Michael Huffington, he warned, who apparently is willing to spend millions to topple incumbent U.S. Senator Dianne Feinstein who boasts a 100 percent voting record.

California excelled in electing President Clinton with 55 percent of the vote compared to 42 percent for the rest of the states. We can perform

that way again, he predicted. After January 1, 1995, huge opportunities in the political process should show up when the Motor Voter Act takes effect. In 1992 there were six states that had motor voter registration, and their turnout was 59.8 percent compared to the 52 percent in non-motor voter states.

We had a significant victory in 1993 in California when we defeated the Voucher Initiative with a 70 percent vote. And we helped State Senator David Roberti turn back a gun lobby attempt to recall him in 1994.

We were the model in the Presidential race and congressional victories in 1992. Now, Director Walsh said, California is depended upon to set the trend by making changes in the Legislature.

Director Walsh was given loud applause upon completing his address.

Escort Committee for Tony Miller

Chairman Gruhn then called on Federation Vice Presidents Ted Hansen and Lee Pearson to escort the next speaker, Tony Miller, the recommended candidate of the Federation Executive Council for the office of Secretary of State.

Introduction of Tony Miller

Chairman Gruhn called upon Secretary-Treasurer Henning who introduced the next speaker, Tony Miller, to the Convention delegates.

Address Tony Miller Acting Secretary of State

For the past 24 years, the labor movement and the Democratic Party have been able to take the Secretary of State's office for granted, said Tony Miller, now Acting Secretary and a candidate for that office in the November general election. The reason, he said, is because Jerry Brown and March Fong Eu have been serving as Secretary of State all those years.

Now, however, there exists a substantial risk that the office could be won in November by the Republican Party, and at a critical time too, he said, because the next Secretary of State will be the implementor of motor voter registration. Although the new motor voter process is supposed to go into effect January 1, 1995, Governor Wilson and his Republican allies in the legislature are doing everything in their power to stop it from happening, Miller warned.

The best way for Republicans to win elections, he said, is when voter turnout is low. The motor voter law can reverse that experience. Another dose of medicine to combat Republican success, he said, is to elect Kathleen Brown Governor, and

himself as Secretary of State. She has promised to create a million new jobs for California workers and Miller said he would facilitate bringing in a million new voters if elected to the office.

With the additional jobs and the voters, he said, we can restore the California promise for this generation and those to follow.

Acting Secretary of State Tony Miller received a standing ovation at the conclusion of his address.

Escort Committee for Kathleen Connell

Chairman Gruhn next called on the Escort Committee for Kathleen Connell to accompany the Democratic candidate for State Controller to the podium. Federation Vice Presidents Gunnar Lundeberg and Yolanda Solari escorted Candidate Connell to the stage area for her address to the Convention.

Introduction of Kathleen Connell

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced Kathleen Connell, candidate for the office of State Controller, for her address.

Address Kathleen Connell Candidate for State Controller

Kathleen Connell described her 20 years of experience in business, education, government and finance to the delegates, which she said would serve her well as State Controller.

Among her proudest achievements she said, however, was her six years of service with Mayor Tom Bradley when she served as Cabinet Secretary in charge of Housing and Economic Development in Los Angeles. There, she said, they were able to build 10,000 units of low and moderate income housing for Los Angelenos.

California, she warned, is at the brink of economic receivership. In order to balance the budget, she said, Governor Wilson and the Legislature have agreed to find the reserves to pay off over four and a half billion dollars of revenue anticipation warrants.

Failing to do that by April of 1996, she said, means there would be insufficient funds in the treasury, forcing an automatic cutback across the board of governmental programs, services and jobs.

As State Controller, she said she would institute practices to avoid economic disaster. She will implement a performance review system that will

involve auditing government agencies and contractors in order to avoid public employee layoffs at the end of 1995.

To preserve programs that function well now in the state, she said we need to develop a zero base budget, designed for results, not politics.

She also plans to become an aggressive member of CALPERS and CALSTRS as a pension fund advisor, she said. Connell dedicated herself to investing first in companies located in California. And lastly, Connell said as State Controller she would craft an economic policy that identifies the industries of the future: biotech, high tech communication, alternative transportation, tourism, international trade and the entertainment industries.

We desperately need a community college system, she said, that educates the labor force to provide a training program for those industries of the future. As State Controller, Connell pledged she would accomplish that.

The delegates gave Kathleen Connell strong, sustained applause at the completion of her address.

Escort Committee for Phil Angelides

Chairman Gruhn next called on Federation Vice Presidents Dennis Hughes and Dallas Jones to escort Phil Angelides to the platform upon his arrival at the Convention hall.

Greetings from Barbara Boxer U.S. Senator

Chairman Gruhn then called on Secretary-Treasurer Henning to read a communication sent to the delegates by U.S. Senator Barbara Boxer:

“Dear Delegates,

“My warmest greetings to you as you gather tonight at the California AFL-CIO Biennial Convention.

“I am sorry that Senate business prevents me from delivering this message to you personally. I’m proud of my long standing relationship with organized labor and strong record of support for working men and women.

“This Convention is an opportunity to celebrate the accomplishments of working America, to honor the men and women who built the American dream.”

The delegates applauded the Senator’s greetings, and Chairman Gruhn then called on Secretary-Treasurer Henning to read the recommendations of the Executive Council’s Standing Committee on Political Education.

Endorsement Procedure Explained

Chairman Gruhn described the endorsement process to be followed. Secretary-Treasurer Henning would read the names of the candidates recommended by the Executive Council for the offices of United States Senator, Governor, Lieutenant Governor, Secretary of State, State Controller, State Treasurer, State Attorney General, Superintendent of Public Instruction, State Insurance Commissioner, the State Board of Equalization, United States Representatives in Congress, the State Senate, State Assembly, and positions on the statewide ballot propositions. Any delegate having a disagreement or question concerning a particular district, he said, should ask that that district be set aside to be taken up after the other districts were acted upon.

Secretary-Treasurer Henning reported 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

Sacramento, July 27, 1994

The Executive Council of the California Labor Federation, AFL-CIO met at the Radisson Hotel in Sacramento, July 21 and 22, 1994 to consider candidates for election to the offices of United States

Senator, Governor, Lieutenant Governor, Secretary of State, State Controller, State Treasurer, State Attorney General, Superintendent of Public Instruction, State Insurance Commissioner, the State Board of Equalization, positions on the statewide ballot propositions, and local central body COPE recommendations for election to the United States House of Representatives, the State Senate, and the State Assembly, on the November 8, 1994 general election ballot.

In the following instances a recommendation has been made by the Executive Council without consideration of the local central labor body COPE:

No recommendation was received for the office by the local central labor body COPE with jurisdiction for the district.

No recommendation was received for the office from one or more local central labor body COPEs that share jurisdiction of a district.

Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office.

Such Executive Council recommendations are preceded by an asterisk (*).

In certain instances recommendations of the local central body 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 present and eligible to vote of said Executive Council, and recommendations were then made by the Executive Council. These recommendations are preceded by a double asterisk (**).

The following recommendations are accordingly submitted by the Executive Council for designated offices:

United States Senator

Dianne Feinstein (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of United States Senator was seconded and carried.

Governor

Kathleen Brown (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Governor was seconded and carried.

Lieutenant Governor

Gray Davis (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Lieutenant Governor was seconded and carried.

Secretary of State

Tony Miller (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

Kathleen Connell (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of State Controller was seconded and carried.

State Treasurer

Phil Angelides (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of State Treasurer was seconded and carried.

State Attorney General

Tom Umberg (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of State Attorney General was seconded and carried.

Superintendent of Public Instruction

Delaine Eastin

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Superintendent of Public Instruction was seconded and carried.

State Insurance Commissioner

Art Torres (D)

Secretary-Treasurer Henning's motion to adopt

the Executive Council's recommendation for the office of State Insurance Commissioner was seconded and carried.

State Board of Equalization

District 1.

Johan Klehs (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Johan Klehs (D) for the State Board of Equalization's First District was seconded and carried.

District 2.

Robert Presley (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Robert Presley (D) for the State Board of Equalization's Second District was seconded and carried.

District 3.

Ernest J. Dronenburg, Jr. (R)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Ernest J. Dronenburg, Jr. (R) for the State Board of Equalization's Third District was seconded and carried.

District 4.

Brad Sherman (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Brad Sherman (D) for the State Board of Equalization's Fourth District was seconded and carried.

Secretary-Treasurer Henning then read the Executive Council's recommendations for U.S. Representatives in Congress.

United States Representatives in Congress

District

1. Dan Hamburg (D)
2. Mary Jacobs (D)
- * 3. Vic Fazio (D)
4. Katie Hirning (D)
5. Robert T. Matsui (D)
6. Lynn C. Woolsey (D)
7. George Miller (D)
- **8. Nancy Pelosi (D)
9. Ronald V. Dellums (D)
10. Ellen Schwartz (D)
11. Randy A. Perry (D)
12. Tom Lantos (D)
13. Fortney Pete Stark (D)
- *14. No Endorsement
15. Norm Mineta (D)
16. Zoe Lofgren (D)
- *17. No Endorsement
18. Gary A. Condit (D)
- *19. Rick Lehman (D)
20. No Endorsement
21. John L. Evans (D)
22. Walter Holden Capps (D)
23. Kevin Ready (D)
- *24. Anthony C. Beilenson (D)
25. James H. Gilmartin (D)
- **26. Howard L. Berman (D)

Congressional Districts No. 3, 8, 14, 15, 19, 24, 26, 30, 33, and 42 were set aside by request.

Recommendations Adopted

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for

District

27. Doug Kahn (D)
28. Tommy Randle (D)
29. Henry Waxman (D)
- **30. Xavier Becerra (D)
31. Matthew G. Martinez (D)
32. Julian C. Dixon (D)
- **33. Lucille Roybal-Allard (D)
34. No Endorsement
35. Maxine Waters (D)
36. Jane Harman (D)
37. Walter R. Tucker III (D)
38. Peter Mathews (D)
39. R.O. (Bob) Davis (D)
40. Donald (Don) M. Rusk (D)
- *41. Ed Tessier (D)
42. George E. Brown, Jr. (D)
43. Mark A. Takano (D)
44. Steve Clute (D)
45. Brett Williamson (D)
46. Michael Farber (D)
47. Gary Kingsbury (D)
48. Andrei Leschick (D)
49. Lynn A. Schenk (D)
50. Bob Filner (D)
51. Rita K. Tamerius (D)
52. Janet M. Gastil (D)

U.S. Representatives in Congress with the exceptions of those districts set aside by request.

His motion was seconded and carried.

District No. 3

Secretary-Treasurer Henning moved adoption

of the Executive Council's recommendation for District No. 3: *Vic Fazio, Democrat*.

His motion was seconded.

Speaking in support to the Executive Council's recommendation were delegates Mary Bergan (California Federation of Teachers, Burbank), Steve Edney (United Industrial Workers—Cannery Division, Wilmington), and James Earl Jackson (Electrical Workers No. 45, Hollywood).

Speaking in opposition to the Executive Council's recommendation were delegates Tim Dixon (Studio Electricians No. 40, North Hollywood) and Pat Maurice (Studio Electricians No. 40, North Hollywood).

The previous question was moved by delegate Jack Woodward (California State Employees Assn. No. 1000, SEIU, Sacramento). His motion was seconded and carried.

Secretary-Treasurer Henning spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation of *Vic Fazio, Democrat* was carried.

District No. 8

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for District No. 8: *Nancy Pelosi, Democrat*.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Walter Johnson (San Francisco Labor Council, San Francisco) and Rudy Meraz (Graphic Communications No. 583, San Francisco).

Division of the House

Following the vote on the motion to adopt the Executive Council's recommendation, Chairman Gruhn called for a Division of the House.

Motion Lost

He asked the Sergeants-at-Arms to count the standing delegates and announced the total as 46 "Yes" and 29 "No," not enough to meet the required two-thirds vote.

The motion, he announced, had lost.

New Motion

Delegate Walter Johnson (San Francisco Labor Council, San Francisco) moved for *Open, Democrat and No Endorsement, Republican*.

His motion was seconded.

Delegate Reeva Olson (Office and Professional Employees No. 3 Retirees Club, San Francisco) spoke in support of delegate Johnson's motion.

Motion Carried

The motion to endorse *Open, Democrat and No Endorsement, Republican*, in Congressional District No. 8 was then carried.

District No. 14

Secretary-Treasurer Henning moved the Executive Council's recommendation of *No Endorsement* in the 14th Congressional District.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Amy Dean (South Bay Labor Council, San Jose) and Art Pulaski (San Mateo County Central Labor Council, San Mateo), and Secretary-Treasurer Henning.

Motion Lost

The motion to adopt the Executive Council's recommendation was then lost.

New Motion Carried

Delegate Art Pulaski (San Mateo County Central Labor Council, San Mateo) moved *Open, Democrat and No Endorsement, Republican* in Congressional District No. 14.

His motion was seconded and carried.

Introduction of Phil Angelides

Chairman Gruhn declared that the endorsement procedure would be temporarily interrupted at this point and called on Secretary-Treasurer Henning who introduced the next speaker, Phil Angelides, candidate for State Treasurer

Address

Phil Angelides

Candidate for State Treasurer

Phil Angelides thanked the delegates for his endorsement and told them he looked forward to rebuilding the State of California. As Treasurer, he said, his plan includes investing the state's \$150 billion portfolio in California businesses before committing any money overseas.

He anticipates working with a new Democratic Governor, Kathleen Brown, to plan great public works for the next 30 years.

He envisions getting about the business of educating California's work force, building the transit systems and the infrastructure that will sustain us in the next century.

The delegates gave candidate Angelides strong

applause at the conclusion of his address.

Chairman Gruhn then called on Secretary-Treasurer Henning to continue the report and recommendations of the Executive Council. Secretary-Treasurer Henning continued:

District No. 15

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of *Norm Mineta, Democrat*, in the 15th Congressional District.

His motion was seconded.

Delegate Amy Dean (South Bay Labor Council, San Jose) spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to accept the Executive Council's recommendation of *Norm Mineta, Democrat*, in Congressional District 15 was carried.

District No. 19

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of *Rick Lehman, Democrat*, in the 19th Congressional District was seconded and carried.

District No. 24

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of *Anthony C. Beilenson, Democrat*, in the 24th Congressional District.

His motion was seconded.

Delegate Marty Hittelman (Los Angeles College Guild No. 1521, Los Angeles) spoke in opposition in the Executive Council's recommendation.

Division of the House

The vote was taken and Chairman Gruhn indicated the motion was lost for lack of the necessary two-thirds vote. He asked if any delegate would like to request a Division of the House.

Recommendation Adopted

A Division of the House was called for and the motion to adopt the Executive Council's recommendation to endorse *Anthony C. Beilenson, Democrat*, in Congressional District No. 24 was carried by the necessary two-thirds of the delegates present and voting. The sergeants-at-arms counted 41 "Yes" votes to 18 "No" votes.

District No. 26

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of *Howard L. Berman, Democrat*, in the 26th Congressional District was seconded and carried.

District No. 30

Secretary-Treasurer Henning moved to adopt the Executive Council's recommendation of *Xavier Becerra, Democrat*, in the 30th Congressional District.

His motion was seconded.

Delegate Kurt Larsen (Food Industry and Beverage Warehouse Drivers No. 630, Los Angeles) spoke in opposition to the Executive Council's recommendation.

Delegate Dallas Jones (Los Angeles and Orange Counties Fire Fighters No. 1014, South Gate) spoke in support of the Executive Council's recommendation.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of *Xavier Becerra, Democrat*, in the 30th Congressional District was carried.

District No. 33

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of *Lucille Roybal-Allard, Democrat*, in the 33rd Congressional District was seconded and carried.

District No. 42

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of *George E. Brown, Jr., Democrat*, in the 42nd Congressional District was seconded and carried.

Recommendations Adopted as a Whole and as Amended

On Secretary-Treasurer Henning's motion, duly seconded, the Executive Council's recommendations for U.S. Representatives in Congress, as a whole and as amended, were adopted.

Secretary-Treasurer Henning then read the Executive Council's recommendations for the State Senate.

State Senate

District

2. Mike Thompson (D)
4. Michael H. McGowan (D)
6. Leroy F. Greene (D)
8. No Endorsement
10. Bill Lockyer (D)
12. Dan McCorquodale (D)
14. Open
16. Jim Costa (D)
18. Jack O'Connell (D)
20. Herschel Rosenthal (D)

None of the State Senate districts was set aside.

Recommendations Adopted as a Whole

On Secretary-Treasurer Henning's motion, duly seconded, the recommendations of the

District

22. Richard G. Polanco (D)
24. Hilda Solis (D)
26. Diane E. Watson (D)
28. Ralph C. Dills (D)
30. Charles M. Calderon (D)
- **32. Ruben S. Ayala (D)
34. Donna L. Chessen (D)
36. Kay Cenicerros (D)
38. William A. (Bill) Craven (R)
40. Steve Peace (D)

Executive Council for State Senate were adopted as a whole.

He next read the Executive Council's recommendations for the State Assembly.

State Assembly

District

1. Dan Hauser (D)
2. James Bainbridge (D)
3. Jim Chapman (D)
4. Charles W. (Charlie) Fish (D)
5. Joan Barry (D)
6. Kerry Mazzoni (D)
7. Valerie K. Brown (D)
8. Tom Hannigan (D)
9. Phillip Isenberg (D)
10. T. Kathleen Wishnick (D)
11. Bob Campbell (D)
12. John L. Burton (D)
13. Willie L. Brown, Jr. (D)
14. Tom Bates (D)
15. Open
16. Barbara Lee (D)
17. Michael J. Machado (D)
18. Michael Sweeney (D)
19. Jackie Speier (D)
20. Liz Figueroa (D)
21. Byron D. Sher (D)
22. John Vasconcellos (D)
23. Dominic L. (Dom) Cortese (D)
24. Ed Foglia (D)
25. Margaret E. Snyder (D)
26. Sal Cannella (D)
27. Bill Monning (D)
- *28. Lily Cervantes (D)
29. Michael E. O'Hare (D)
30. Bryn Allison Batrich (D)
31. Cruz M. Bustamante (D)
- *32. Jack Keally (D)
33. John B. Ashbaugh (D)
34. Timothy G. Hauk (D)
35. Mindy Lorenz (D)
36. James L. Hutchins (D)

District

37. Dorothy S. Maron (D)
38. Josh A. Arce (D)
39. Richard Katz (D)
40. Barbara Friedman (D)
41. Sheila James Kuehl (D)
42. Wally Knox (D)
43. Adam Schiff (D)
44. Bruce Philpott (D)
45. Antonio Villaraigosa (D)
46. Louis Caldera (D)
47. Kevin Murray (D)
48. Marguerite Archie-Hudson (D)
49. Diane Martinez (D)
50. Martha M. Escutia (D)
51. Curtis R. Tucker, Jr. (D)
52. Willard H. Murray, Jr. (D)
53. Debra Bowen (D)
54. Betty Karnette (D)
55. Juanita M. McDonald (D)
56. Bob Epple (D)
57. Martin Gallegos (D)
58. Grace F. Napolitano (D)
59. Margalo Ashley-Farrand (D)
- **60. Open
- *61. No Endorsement
62. Joe Baca (D)
63. Richard Edwards (D)
64. Roberta (Bobbi) Meyer (D)
65. Richard D. Sandoval (D)
66. David Hendrick (D)
67. Jonathan Wolf-Willis (D)
68. Irv Pickler (D)
69. Mike Metzler (D)
70. Jim Toledano (D)
71. Jeanne Costales (D)
72. Allan L. Dollison (D)

State Assembly (cont'd)

District

- 73. Lee Walker (D)
- 74. Poppy DeMarco Dennis (D)
- 75. Katherine Wodehouse (D)
- 76. Susan A. Davis (D)

None of the State Assembly districts was set aside.

Recommendations Adopted as a Whole

On Secretary-Treasurer Henning's motion, duly seconded, the recommendations of the Executive Council for State Senate were adopted as a whole.

Motion to Reconsider

Congressional District No. 8

Delegate Matt McKinnon (California Conference of Machinists, Sacramento) moved to reconsider the action taken on Congressional District No. 8.

His motion was seconded.

Chairman Gruhn noted that under the rules, a

District

- 77. Tom Connolly (D)
- 78. Deirdre (Dede) Alpert (D)
- 79. Denise Moreno Ducheny (D)
- 80. Julie Bornstein (D)

motion to reconsider would require a two-thirds vote of the delegates present and voting.

Secretary-Treasurer Henning and delegate Walter Johnson (San Francisco Labor Council, San Francisco), spoke in opposition to the motion to reconsider.

Delegate McKinnon spoke in support of his motion.

Motion to Reconsider Lost

The motion to reconsider the action taken by the Convention on Congressional District No. 8 was lost.

Chairman Gruhn then asked Secretary-Treasurer Henning to announce the Executive Council's recommendations for the ballot propositions on the November 8, 1994 general election ballot.

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 8, 1994 General Election ballot.

PROPOSITION NO. 181

Passenger Rail and Clean Air Bond Act of 1994

Recommendation: Vote YES

Legislative Counsel's Digest: This measure would enact the ... Passenger Rail and Clean Air Bond Act of 1994, ... which, if adopted, would authorize ... the issuance, pursuant to the State General Obligation Bond Law, of bonds in the amount of \$1,000,000,000. ...

The act provides for submission of the ... 1994 bond act at the November 8, 1994, general election in accordance with specified law. (AB 973)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 181 was seconded and carried.

PROPOSITION NO. 182

California Housing and Jobs Investment Bond Act

Recommendation: Vote YES

Legislative Counsel's Digest: This measure would repeal ... the authority of the California Housing Finance Agency to carry out the purposes of the Cal-First Time Home Buyers Act, would repeal the provision establishing the First-Time Home Buyers Policy Committee, and would repeal the provisions constituting the buy-down mortgage plan. The measure would, instead, enact the California Housing and Jobs Investment Bond Act and require that the proceeds of bonds issued and sold pursuant to the measure be deposited in the California Housing Loan Insurance Fund, where these moneys would be continuously appropriated for the purpose of making financing opportunities available to first-time home buyers of low and moderate income in the

state. The measure would provide for the submission of these provisions to the voters ... at the statewide general election to be held on November 8, 1994. ... (AB 215)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 182 was seconded and carried.

PROPOSITION NO. 183

Recall Election: State Officers

Recommendation: Vote YES

Legislative Counsel's Digest: This measure would authorize a recall election to be conducted within 180 days from the date of certification of sufficient signatures in order that the election may be consolidated with the next regularly scheduled election occurring wholly or partially within the same jurisdiction in which the recall election is held, if the voters eligible to vote at that next regularly scheduled election equal at least 50 percent of all the voters eligible to vote at the recall election. (SCA 38)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 183 was seconded and carried.

PROPOSITION NO. 184

Sentence Enhancement. Repeat Offenders. Initiative Statute

Recommendation: Vote NO

Official Summary: Provides increased sentences for convicted felons who have previously been convicted of violent or serious felonies such as murder, mayhem or rape. Convicted felons with one prior conviction would receive twice the normal sentence for the new offense. Convicted felons with two or more prior convictions would receive three times the normal sentence for the new offense or 25 years to life, whichever is greater. Includes as prior convictions certain felonies committed by juveniles over 16 years of age. Reduces sentence reduction credit which may be earned by these convicted felons.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Annual and one time costs to the state of several billions of dollars would be incurred as a result of additional and longer state prison commitments; some savings to local government in an unknown amount would

result from the shifting of sentenced offenders from local to state responsibility and fewer prosecutions of repeat offenders.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 184 was seconded and carried.

PROPOSITION NO. 185

Public Transportation Trust Funds. Gasoline Sales Tax. Initiative Statute.

No Recommendation

Official Summary: Imposes additional four percent tax on retail sales of gasoline; proceeds deposited into transit and highway trust funds. Revenue to be spent on electric rail and clean fuel buses, light rail, commuter and intercity rail systems, transit for elderly and disabled persons, bicycle projects, crime reduction on transit systems, and other transportation programs. Limits overhead on state construction projects and transportation operations funded from revenue.

Provides for acquisition of agricultural land conservation easements, wetlands, riparian habitat and land for parks as offsets to transportation impacts.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: The measure would generate revenues in the range of \$700 million to \$724 million in the first year (1995), increasing annually. Would annually transfer approximately \$25 million in sales tax revenue from the General Fund to the newly created Transportation Planning and Development Account. Reduction in gasoline consumption as a result of the higher tax could result in sales and gasoline tax revenue losses of approximately \$21 million to the state and \$13 million to local government. Costs to administer and implement programs created by the measure would be fully covered by generated revenues.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 185 was seconded and carried.

PROPOSITION NO. 186

Health Services. Taxes. Initiative Constitutional Amendment and Statute

Recommendation: Vote YES

Official Summary: Establishes health services system with defined medical, prescription drug, long-term, mental health, dental, emergency, other benefits, available to California residents. Establishes Health Security Fund. Elected Health Commissioner to administer Fund and system. Imposes tax upon employers, individuals, with stated exemptions; surtax upon cigarette, tobacco products. Requires tax proceeds, existing federal, state, county health care funds, if authorized, be paid into Fund. Requires health benefit providers, authorized cost, be paid from Fund. Requires Commissioner coordinate with federal law. Limits annual expenditures to prior year expenditures, as adjusted. Creates advisory Policy Board, Consumer Council.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments. Additional revenues to the state in the range of \$40 billion annually would result for new revenue sources to fund universal health care services. Expenditure, including those to replace existing employer and employee costs for health care services, could be higher or lower than new revenue amount, depending on a number of factors.

Fiscal impact on state and local governments as providers of health care is unknown, but could result in long run savings, potentially in the hundreds of millions of dollars annually to the extent that expenditures for health care programs are limited to a specified rate of increase.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 186 was seconded and carried.

PROPOSITION NO. 187

Illegal Aliens. Ineligibility for Public Services. Verification and Reporting. Initiative Statute

Recommendation: Vote NO

Official Summary: Makes illegal aliens ineligible for public social services, public health care services (unless emergency under federal law), and attendance at public schools (elementary, secondary, and post-secondary).

Requires various state and local agencies to report persons who are apparent illegal aliens to the California Attorney General and the U.S. Immigration and Naturalization Service (INS). Mandates California Attorney General to transmit reports to INS and maintain records of such

reports. Makes it a felony to manufacture, distribute, sell or use false citizenship or residence documents.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: Annual savings at the state level potentially in excess of \$100 million from withholding health and social services to undocumented persons. Annual savings at the local level potentially exceeding \$200 million primarily from withholding medical care from undocumented persons. School districts would likely incur additional cost of tens of millions of dollars in the first two years of implementation and in excess of \$10 million annually thereafter, to verify the legal status of students, parents and guardians. Savings to education, if any, are unknown.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 187 was seconded and carried.

PROPOSITION NO. 188

Smoking and Tobacco Products. Statewide Regulation. Initiative Statute.

Recommendation: Vote NO

Official Summary: Establishes statewide smoking and tobacco regulations. Repeals California Indoor Clean Air Act of 1976. Repeals and preempts local smoking and tobacco regulations. Bans public smoking with significant exceptions.

Permits smoking sections in restaurants and employee cafeterias. Bars not regulated. Permits smoking in private offices, and business conference rooms with occupants' consent.

Exempts from smoking regulations gaming clubs, bingo establishments, racetracks, sports facility private boxes and smoking lounges.

Regulates location of tobacco vending machines and billboards. Increases penalties for tobacco purchases by minors. Permits amendment of tobacco regulations by two-thirds vote of Legislature.

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Unknown effects on public-sector health care costs and state tobacco tax revenues, depending on the extent there are changes in the consumption of tobacco products and/or exposure to second-hand smoke. State costs to enforce the measure would be around \$1 million annually; local enforcement costs would

probably not be significant.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 188 was seconded and carried.

Recommendations Adopted as a Whole

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the ballot propositions as a whole was seconded and carried.

Executive Council Granted Authority

Secretary-Treasurer Henning moved that the Executive Council be granted authority to take

positions placed on the ballot subsequent to the Convention.

His motion was seconded and carried.

Delegates Thanked

Chairman Gruhn and Secretary-Treasurer Henning thanked the delegates for their patience and contribution to the success of the Convention.

Adjournment

Secretary-Treasurer Henning then moved that the Convention be adjourned sine die.

His motion, duly seconded, was carried, whereupon, the Twentieth Biennial 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 1994 Convention.*

DIGEST

I THE ECONOMY

The minimal jobless economic recovery from the Bush recession does little to help California workers. The economic program adopted in 1993 by Congress favored deficit reduction over job creation. The Federation proposes a government fiscal stimulus program for job creation and retention through public works projects, by spending for education and training, and by building housing for low and moderate income Americans. A long-term industrial policy is required to increase America's global economic presence, to rebuild America's infrastructure and restore our industrial base, to convert from military spending, and to guarantee good jobs in the future. Foreign trade agreements must be structured to improve trade union rights and living standards of our trading partners, and not undermine American jobs and incomes.

Adopted, p. 12.

II TAXATION

The modest 1993 Clinton income tax reform is a small step towards restoring progressivity to our tax system.

The California Labor Federation supports further change of our tax system to raise adequate revenues for needed programs and to shift the tax burden back to those most able to pay—the wealthy and the corporations. Most of our current fiscal problems are due to unjustified massive giveaways to the rich and business under Reagan and Bush. Taxes for the rich fell, while taxes on the poor increased.

Adopted, p. 12.

III INTERNATIONAL AFFAIRS

Our foreign policy should be based on the principle of democracy, including democracy in the economic sphere, as well as on the principles of human rights, self-determination, and freedom of association. A cornerstone of democracy is the ability of workers around the world to exercise their fundamental right to form free unions.

Trade sanctions should be imposed on countries restricting the formation and activities of free unions, lest American workers be forced to compete with slave labor. There should not be free trade for nations without free labor unions.

Adopted, p. 13.

IV WORKERS' COMPENSATION

The Workers' Compensation Reforms in 1989 and 1993 provided California's injured workers with new benefits totaling 2.25 billion dollars. Further improvement is required to insure that the system serves the needs of injured workers, not the enrichment of doctors, lawyers, insurers and other third parties. The California Labor Federation is committed to the continued upgrading of the system's benefit levels and operating effectiveness.

Adopted, p. 13.

V UNEMPLOYMENT INSURANCE

California's maximum weekly U.I. benefit of \$230 is woefully inadequate.

The California Labor Federation is committed to further improving the benefits under the state's Unemployment Insurance Program. Our benefits still rank among the lowest in the nation despite a very healthy balance in the state's U.I. Trust Fund.

Reform is needed to allow extended unemployment benefits during periods of extended high unemployment.

Adopted, p. 13.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The 48 year old Unemployment Compensation Disability Insurance program in California is one of only five such state programs nationally. It extends wage-related benefits to workers sustaining non-occupational illness or injury and is wholly financed by an employee payroll tax. The California Labor Federation is committed to achieving further improvements in the UCIDI program, to insure that workers do not suffer undue financial stress from sickness, injury or disease. A Federation-sponsored bill, passed in 1989, increased the maximum weekly benefit from \$224 to \$336.

Adopted, p. 13.

VII WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women to gain equality both on and off the job. Women are still denied full social and economic equality by pervasive sex discrimination and sexual harassment. Women are much more likely than men to live in poverty. Women must be a visible and increasing part of the union movement's face to the public on all issues, not just on a narrow set of "women's issues."

Adopted, p. 13.

VIII SOCIAL SECURITY

The Federation reaffirms its unconditional opposition to Social Security cutbacks and pledges its support of the efforts of the national AFL-CIO to insulate the system from political decision making and assure beneficiaries of the safety of their benefits.

Adopted, p. 13.

IX HEALTH CARE

Our nation's health care system is in a state of collapse. Soaring medical costs have resulted in high premiums that encourage employers to shift the cost burden onto employees. The consequence is 6 million uninsured Californians and more collective bargaining impasses caused by disputes over health benefits.

The California Labor Federation recognizes that collective bargaining alone cannot fulfill our health care needs. At the federal level, we support the AFL-CIO's campaign to enact President Clinton's health reform which would provide universal coverage. In California, the Federation supports the establishment of a single-payer system that would eliminate the costly bureaucracy and profit-motivated insurance industry's role and contain costs while providing health care to all Californians.

Adopted, p. 14.

X WELFARE

Thirty seven million Americans live in poverty. Tens of millions more scrape by barely above the official poverty line. Reagan-Bush era welfare cuts must be restored. We call for an employment program as the only long-term solution to poverty.

Adopted, p. 14.

XI CONSUMER PROTECTION

The California Labor Federation reaffirms its support for a broad range of consumer protection legislation. There is no basis to the conservative claim that the "free market" will insure consumer product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of consumers.

Adopted, p. 14.

XII LABOR LEGISLATION

Federal labor law has become a tool for union-busting employers.

Banning permanent replacements for strikers is essential for equitable labor relations in the nation. At the state level, the Federation supports legislation to combat the state's \$60 billion a year underground economy.

Adopted, p. 14.

XIII AGRICULTURAL LABOR

The California Labor Federation reiterates its strong support for the United Farm Workers and California's Agricultural Labor Relations Act. We will continue to fight those legislative and administrative efforts by the anti-union agribusiness community to destroy collective bargaining in agriculture. We support the UFW's boycott of table grapes and their efforts to ban dangerous pesticides from the fields.

Adopted, p. 14.

XIV PUBLIC EMPLOYEES

Huge federal budget deficits and state revenue shortfalls have led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public workers, while the real inequities in the tax system go unresolved. The Federation opposes attempts to reduce budget deficits by cutting public employees' pay and benefits. Public employees need protection from the increasing practice of

contracting out. The Federation calls for extending public employees full collective bargaining rights, including the right to strike, permission to negotiate the agency shop, enforcement of prevailing rate laws, extension of OSHA to all public workers and reform of the California Public Employment Relations Board.

Adopted, p. 17.

XV CIVIL RIGHTS

Economic decline and reactionary rhetoric have produced increased racial antipathy. The California Labor Federation stands with our nation's minorities in opposing attacks on their economic, political and civil rights. We call for an expansion of affirmative action and pay equity, enforcement of civil rights legislation and job protection for gay and lesbian workers. We encourage the participation and leadership of women and minorities at all levels of the union movement. We oppose the racist and xenophobic "Save Our State" ballot initiative, Proposition 187.

Adopted, p. 17.

XVI HOUSING

Despite some improvement in the past two years, the American dream of owning one's own home remains out of reach for many American families. Affordable rental housing is becoming scarce, and 3 million Americans are homeless, living in the streets without a roof over their heads. In California, 60 percent of households do not earn enough to buy a median priced home. The California Labor Federation calls on federal and state government to adopt programs to provide decent affordable housing for everyone. In the meantime, adequate shelters for the homeless must be provided by government.

Adopted, p. 24.

XVII EDUCATION

The California Labor Federation opposes state cutbacks in educational programs and attempts to implement an education voucher system. California's schools will require a massive infusion of money to meet the needs of sharply increasing enrollments.

The Federation reaffirms its commitment to the adequate funding of public education, to universal early childhood education, to adequate child care facilities, to increased funding for the arts and its opposition to tuition increases within California's higher education system.

Adopted, p. 24.

XVIII ENVIRONMENT AND SAFETY AND HEALTH

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. We salute the contribution of environmental groups in the struggle for workplace safety and health. The California Labor Federation opposes all attempts to gut environmental protections and workplace safety and health regulations. We need more stringent regulations and greater enforcement.

Adopted, p. 24.

XIX ENERGY

U.S. dependence on imported oil continues to increase. The Federation supports increased conservation and development of alternative energy sources as well as greater democratic control of the energy and utility industry.

Adopted, p. 24.

XX COMMUNITY CONCERN AND SERVICE

The labor movement must be actively involved in the communities where workers live. Crime, alcoholism, drug abuse and other problems directly affect our society and the lives of wage earning Californians, on and off the job. The California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many of these problems. We oppose programs whose purported aim is to reduce crime but threaten the basic civil liberties of the American people.

Adopted, p. 24.

XXI RIGHTS OF PEOPLE WITH DISABILITIES

The Federation supports legislation prohibiting discrimination against people with disabilities by mass transit providers, continued enforcement of federal legislation prohibiting discrimination against people with disabilities in educational opportunities and the adoption of a national health policy which is sensitive to the needs of our nation's physically challenged population.

Adopted, p. 24.

XXII IMMIGRATION

We are a nation and a labor movement built by immigrants. Although immigrants pay taxes and their work contributes greatly to our state, they are being blamed for California's economic woes. More resources to better control our borders and more vigorous labor law enforcement are real solutions to controlling illegal immigration. Proposition 187, the so-called "Save Our State" initiative, is a sham solution which must be defeated. It offers phony savings while wasting precious public resources, increases emergency health care costs and public exposure to communicable diseases, pushes children out of school and into street gangs and child labor, turns teachers, health care professionals and social service workers into immigration police, and promises widespread discrimination against all people of color. Its real purpose is to drive a wedge of fear between working people, and defeat Labor's candidates and our agenda for change.

Adopted, p. 24.

I THE ECONOMY

Clinton's election was a direct result of the prolonged Bush recession of 1990-92. Focussing on high unemployment, Clinton tapped voter discontent with the Bush Administration's inaction.

U.S. official unemployment reached 7.7 percent in June 1992, highest since 1984. In California, official unemployment peaked at 10.1 percent in January, 1994.

In May, 1994, unemployment stood at 6 percent nationally, and 8.3 percent in California. The recovery is well under way, say the Wall Street pundits. Yet in our state, it threatens to be a jobless recovery. California has lost some 800,000 jobs since 1990, with over 260,000 in manufacturing.

In the first half of 1994, California added a mere 6,200 jobs, an insignificant portion of the 1.6 million new jobs created nationally.

In the 1960's, California added one new job for every two new residents. In the 1970's, the job/population growth ratio was 1 to 1.3. But from 1988 to 1992, California added only 44,300 jobs while its population grew by 2,596,000, a 1 to 58 job growth - population growth ratio.

Reagan-Bush era tax policies robbed the federal treasury, and encouraged corporations to make quick profits, through leveraged buyouts and hostile acquisitions.

Business neglected to reinvest in technological and productivity improvements.

Cynical Reagan-Bush administrations ran up huge federal deficits which they used as a club to hold down social spending on vital programs. Over 39 million Americans don't have health insurance. Our schools are a scandal, our housing stock has deteriorated, and our roads and bridges are collapsing from lack of maintenance and repair.

The legacy of Republican debt has haunted every attempt by the Clinton Administration to stimulate the economy. Lacking the will to fight the bond markets, Clinton quickly backed down from his initial \$50 billion jobs proposal. At the same time, cutting back defense spending that has hit California's economy the hardest.

The Federal Reserve Board wields excessive power. It takes the viewpoint that full employment will overheat the economy. In 1994 the Fed began pushing up interest rates to maintain high unemployment rates.

In 1992, Clinton triumphed by calling for a jobs program. Public opinion polls confirmed that the American people considered unemployment a burning issue, and federal deficits a minor concern. But, when confronted by Wall Street, Clinton has behaved as if Ross Perot, crusader against federal deficits, won office.

We applaud the Administration's emphasis on joint labor-management worker retraining. To keep pace with rapidly changing technology, government and industry must commit to providing workers new skills that will keep the U.S. on the cutting edge of a high skill, high wage economy.

Yet, Secretary Reich's beguiling job training focus has a troubling aspect. It presumes that corporations will always flee to the lowest paid corners of the world, or use those threats to force wages down at home. It denies the historic role that workers' struggle played in achieving better pay and conditions. It was the labor movement as much as technological advance that provided the U.S. with the world's highest living standards. Statements that the "jury is still out" on whether labor unions have a future should be considered as contemptible and should never be uttered by a labor secretary. In truth, the jury is still out on whether the Clinton Administration can survive unless it chooses to side with the people, not Wall Street.

The California Labor Federation calls for an aggressive federal fiscal stimulus program to create jobs now. Government spending will rebuild our nation's decrepit infrastructure and rekindle the belief in a better future for the unemployed and the poor who now face the prospects of a bleaker tomorrow.

Our positions on the economy are:

1. Full employment must be the primary objective of national policy. Full employment is a precondition for the health and well-being of all Americans. We urge Congress to enact a job creation program through spending on public works projects, on education and training, to build new housing for low-and moderate-income Americans, to aid state and local governments to forestall further public service cut-backs, and to provide extended unemployment benefits. We oppose further Federal Reserve Board interest rate hikes which stifle growth.
2. Job growth alone is not sufficient if the bulk of jobs created are low wage, do not pay benefits, or are only temporary. We support efforts to require employers to provide certain benefits, such as health insurance and parental leave. Part-time, temporary and contract workers now make up almost one-third of the work force, yet on average they only earn 60 percent of the hourly wage of full-time workers. In the past 12 months, the temporary industry grew by 20 percent, while overall employment increased just two percent. We oppose legislative efforts to expand the definition of independent contractors and contingent employees.

Average weekly earnings at the end of 1993, adjusted for inflation, were 12.6 percent lower

than in 1979. The de-industrialization of our nation has wiped out over 2½ million well paid manufacturing jobs. Whatever job growth has occurred under Clinton, has been concentrated in lower paid service sector jobs. In 1993, 176,000 factory jobs vanished.

We believe labor, government and business must develop an industrial policy to nurture our global competitiveness in key industries that create jobs. Such long-term economic planning must be both democratic and pro-labor.

3. The trade deficit is a major component of America's economic woes. The \$115.8 billion trade deficit in 1993 represents 2.4 million U.S. jobs lost, and communities devastated through plant shutdowns. The passage of the North American Free Trade Agreement (NAFTA) has begun to worsen our trade imbalance by opening the flood-gates for a U.S. job hemorrhage to Mexico. Despite predictions of a U.S. export surge by NAFTA backers, the first quarter of 1994 showed a 22.5 percent rise in Mexican exports to the U.S. versus a 15.7 percent rise in U.S. exports to Mexico. The result is the loss of almost half of our cross border trade surplus to Mexico.

A more ominous note is found in the increasing export of U.S. mechanical and industrial equipment to Mexican factories gearing up to produce advanced products for export to the U.S.

The General Agreement on Tariffs and Trade (GATT) and other trade agreements must be based upon the concept of fair trade, not free trade, with retaliatory measures against other nations that erect artificial barriers to importation of U.S. goods or who engage in predatory export policies. GATT must link trade with the respect for workers' rights, and should provide for loss of GATT trading privileges to those countries which fail to respect basic labor rights, including the right to free union organization, even in so-called "free trade" zones. Governmental agencies should be prohibited from buying foreign goods wherever possible.

Retraining, extended health benefits, income maintenance programs and early retirement must be provided by corporations to workers who are dislocated through plant closures when U.S. facilities move overseas.

GATT as currently proposed must be defeated as well because it threatens the sovereignty of U.S. environmental and consumer protection laws. Already, the U.S. ban on importation of dolphin-killing tuna fishing methods has been ruled as unfair competition by a GATT tribunal. Pesticides and other toxins banned in the U.S. must not be reintroduced under free trade agreements.

We oppose GATT legislation which grants "fast track" approval by Congress of any future

amendments of GATT, or any extension of NAFTA to other nations in this hemisphere, as labor's interests can only be defended when members of Congress can debate and amend actions by unelected U.S. trade negotiators.

4. The end of the cold war, while welcome, has battered California's defense-dependent economy. Military base closures will diminish 77,000 military and civilian jobs, as well as some 200,000 base support jobs. Over 250,000 defense-related manufacturing jobs have been lost since 1990. The federal government must provide California with an extra measure of retraining and retooling help. Income maintenance for unemployed defense workers must be supplied.

By building bullet trains instead of bombs, we can improve the quality of life for all. Industrial policy must focus on rededicating this skilled work force for infrastructure revitalization and housing, transportation, communications, and other public spending projects.

5. At both the federal and state levels, we support an increase in the minimum wage. In December, 1987 the united efforts of labor, church and community groups won an increase in the California minimum wage to \$4.25 an hour. Although this was an important victory, a worker with a full-time year-round minimum wage job still earns a poverty level income of under nine thousand dollars a year. To make the minimum wage a living wage, as is required by law, the minimum wage must be increased substantially. The minimum wage should be set at no lower than 50 percent of the average manufacturing wage, and should be indexed for inflation. As of May, 1994, this would require a \$6.26 per hour minimum wage.

At the state level we call upon the legislature to:

1. Crack down on the underground economy, which is a \$60 billion California enterprise. The underground economy deprives the state of \$3 billion in desperately needed tax revenues, and consigns workers to sub-minimum poverty wages, with lack of workers' compensation, disability insurance and unemployment insurance benefits. We support legislation to increase penalties for law-breakers, to allow workers to sue to recover illegally withheld wages and benefits, and to make employers jointly liable for violations by their subcontractors.
2. Pursue policies to revitalize our urban areas and attract both manufacturing and service sector jobs into the inner cities. African Americans, Asians and Latinos will soon together make up the majority of California's population, and should have the right to participate equally in our economy.

3. Restore state services that have been cut back, pursue public works projects such as housing development and rehabilitation, clean water and sewage treatment facilities and other projects designed to conserve energy and protect the environment while also creating jobs. Government-assisted housing programs are needed for low- and moderate-income families to relieve the housing shortage and subsidies are needed to aid the homeless.
4. Oppose deregulation of protective labor, consumer, and environmental laws. Legislators must not cave in to employers who threaten to leave our state unless we impose third world standards.

Special legislative efforts should be undertaken to preserve vital industries, including aerospace, manufacturing, and film making, providing such legislation does not undermine established labor standards.

Adopted, p. 12.

II TAXATION

Tax policy was a cornerstone of Reagan-Bush plans to redistribute income away from working people and into the pockets of the very rich.

The Reagan Administration undermined popular support for our system of taxation by riddling the tax code with loopholes, then rode a wave of cynicism to cut taxes on the rich by promoting the notion of a flat tax.

From 1979 through 1993, inflation-adjusted wages dropped 12.6 percent for the average American worker. Between 1977 and 1989, the income of the top 20 percent of families increased by an inflation-adjusted 29 percent. The top one percent improved its income by 77 percent.

Yet during 1980-1990, payroll taxes on the richest one percent dropped by 25 percent, while the rate on the poorest 20 percent increased by 16 percent.

The Clinton 1993 budget began to address this disparity. Marginal tax rates on joint filers earning over \$140,000 were raised to 36 percent, and for those earning over \$250,000 were raised to 39.6 percent. This level still represents about one-half the tax rate on the very rich of the early 1960's, and is lower than the 50 percent top brackets that prevailed into the mid 1980's.

Increases in Social Security (FICA) taxes hit the poor particularly hard. For many poor families, FICA taxes take more than federal income taxes. Preserving the social security system is essential. The FICA retirement tax is particularly regressive, because it is assessed at a flat rate up to a maximum income of \$60,600. High income earners thus pay FICA taxes at a lower effective rate than moderate and low income earners.

Corporate income taxes have fallen drastically. Corporations' share of total federal taxes amounted to 22 percent in 1965, but dropped to nine percent by 1992. In Japan, corporate taxes amount to 7.5 percent of Gross Domestic Product; in the U.S., only 2.2 percent.

The California Labor Federation calls for progressive federal and state tax policies that require the rich and corporations to pay their fair share.

We urge Congress to:

1. Increase the marginal income tax rate to 41 percent on top earners. (Joint filers with more than \$145,000 income.)
2. Impose a 10 percent surtax on those earning over \$1 million.
3. Raise the corporate tax rate to 41 percent.
4. End tax breaks for multinational corporations.
5. Increase the progressivity of the FICA tax.
6. Oppose any measure to tax employer-paid health care or fringe benefits.

At the state level, the California Labor Federation calls for:

1. Elimination of the 1995 sunset of the top marginal income tax rates which in 1993, were 11 percent for joint filers earning over \$424,760, and single individuals earning over \$212,380, and 10 percent for joint filers earning over \$212,380, and single individuals earning over \$106,190. Unless the sunset is eliminated, these rates will revert back to 9.3 percent.
2. Increase bank and corporation taxes.
3. Restore the renter's tax credit.
4. Impose an oil severance tax.

The California Labor Federation also favors the establishment of a split roll property tax to tax commercial property at a higher rate than residential property. We call for the elimination of the $\frac{2}{3}$ super majority vote required to raise state or local taxes. Majority vote requirements removed by Proposition 13 should be restored.

Federal and state legislators have been too eager to provide corporate tax breaks.

Any capital investment tax credits must have assurances that corporations will provide permanent jobs to California residents at prevailing wages. Penalties should be imposed for corporations receiving tax breaks that fail to maintain a long term job commitment.

Adopted, p. 12.

III INTERNATIONAL AFFAIRS

We rededicate ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to movements for economic justice, democracy and human rights wherever they occur—to the student and worker pro-democracy movements in Thailand and

China and to the democracy movements in Mexico and the labor movement in South Korea and Guatemala. We condemn all manifestations of a revival of global anti-Semitism, racism, and ethnic nationalism. We make no excuses for the enemies of human rights. Whether they be capitalist, fascist or communist, a single standard must apply.

The communist governments of Eastern Europe fell by their own weight once the Red Army ceased to be a force for repression. The Soviet Union and the Warsaw Pact are defunct.

President Clinton must continue to reduce the military budget. Defense workers need retraining and defense industries need retooling. An industrial policy is required to create peacetime jobs for dislocated defense workers.

The President has shown vacillation in the international arena. As a result, petty dictators are allowed to engage in butchery in Bosnia, Rwanda, Haiti, East Timor and elsewhere. Ultrationalists in Russia and other former Soviet bloc countries raise the spectre of renewed imperial expansion and repression of ethnic and religious minorities. International resolve is required to make sure the collapse of Communism doesn't lead to a new era of regional conflict and mass repression.

Democracy cannot exist when union officials and other critics of government are systematically murdered or brutalized.

Trade sanctions should be imposed on countries restricting the formation and activities of free unions, lest American workers be forced to compete with slave labor. There should not be free trade for nations without free labor unions. The U.S. should boycott China. Instead, Clinton gives it most-favored nation status.

In a world dominated by multinational corporations, communication between unions of different countries is crucial to our ability to bargain and organize. We call for increased contact between unions in the United States and free trade unions in the rest of the world.

We applaud the establishment of non-racial democracy in South Africa. Decades of sacrifice, armed struggle and union organizing under the leadership of the African National Congress and Congress of South African Trade Unions succeeded in bringing down the racist regime. Throughout the 1980's and 1990's, U.S. labor gave moral, political and material support to the South African black freedom movement.

We reiterate our historical opposition to imprisonment without trial in Northern Ireland and call for replacement of British troops with a peace-keeping force of the United Nations. An election should be held in all of Ireland on the question of independence, not merely in the six counties of a partitioned province that is neither a geographic nor an historic entity.

We call on all U.S. employers operating in Northern Ireland to adopt and abide by the MacBride Principles which provide for fair employment practices. We support legislation banning the investment of state funds in companies which fail to abide by these principles.

Ethnic cleansing in the former Yugoslavia must be halted through decisive international peacekeeping action. The butchers in the Bosnian Serb regime must be brought to trial for crimes against humanity.

The Federation supports the right of national existence for the democratic State of Israel, and the right of its citizens to freedom from mindless terrorism and reaffirms its long-standing and unswerving commitment to the security of the State of Israel and U.S. support for its survival.

We reaffirm our close friendship with Histadrut and support its struggles to protect the rights of the Israeli working people.

We hail the successful negotiations undertaken by Israel's labor government and the Palestine Liberation Organization which produced the historic autonomy arrangement for the Gaza Strip and Jericho. We urge these efforts to continue, and urge Israel's Arab neighbors to negotiate a comprehensive peace agreement which guarantees Israel's right to live in secure borders and also insures freedom and self determination for Palestinians and all Middle Eastern peoples.

The Federation supports the right of oppressed people to engage in militant forms of self-defense. While we hope liberation can be achieved through peaceful means, we recognize that violent repression must at times be countered by armed struggle.

The Federation supports the Zapatista rebellion by the native population in Chiapas, Mexico and condemns the Mexican government's bloody reprisals. Unless the one-party PRI dictatorship makes way for real democratic elections, popular resistance will grow and should have the support of U.S. trade unionists.

We support the quarantine of the Haitian despots, and call for the reestablishment of the legitimate Aristide government.

We call for:

- The enforcement of a full economic embargo, with the provision of humanitarian assistance.

- The closing of legal loopholes that allow more than 80 U.S.—based corporations to evade the embargo and to import Haitian-made goods into the United States, worth \$154 million in 1993 alone—a 44 percent increase over the previous year even while the embargo was supposedly in effect. These plants should be closed and allowed to reopen after democracy is restored and when their workers have the right to organize and bargain collectively.

- The immediate suspension of Haiti's U.S.

General System of Preferences (GSP) privileges.

- The freezing of all bank accounts and seizure of all assets belonging to the dictatorship and its supporters, and the denial of their visa requests.

Rebuilding our economy in the post-cold war era is required to insure that our democratic system remains a model for the rest of the world. In the end, a sound economy will prove the essential defense of our national security.

Adopted, p. 13.

IV WORKERS' COMPENSATION

Workers' compensation insurance was designed to promptly guarantee specific levels of compensation for injured workers for losses due to work-related injuries and remove matters of fault and proper levels of compensation from litigation.

The system should provide for safety in places of employment and full provision for medical and remedial treatment.

Over the years the system fell into a state of bad disrepair. Benefits were inadequate. State Administrative agencies were not adequately staffed to handle the volume of cases. The system of evaluating permanent disability served the interests of doctors and lawyers and not those of injured workers. The cost of the system continued to rise at rapid rates, much of it attributed to medical and insurance companies' profits.

Two Workers' Compensation Reform laws, in 1989 and 1993, negotiated by the California Labor Federation, brought about many improvements in the system, in addition to new benefits totaling \$2.25 billion.

Benefits payable to injured workers were hiked by almost 120 percent as a result of the 1989 and 1993 reforms. Weekly temporary disability and permanent total disability benefits, which were capped at \$224 as recently as 1989, rose to \$406 on July 1, 1994, and will increase to \$448 on July 1, 1995, and to \$490 on July 1, 1996.

Death benefits that stood at \$70,000 in 1989 will increase in two steps to \$125,000 for one dependent, and from \$95,000 to \$145,000 for two dependents, and to \$160,000 for three or more dependents in two steps by July 1, 1996. Maximum weekly permanent partial disability benefits increased from \$148 for employees with disabilities rated from 25 percent to 69 percent in three steps to \$170 on July 1, 1996. Permanent partial disability benefits rated between 70 percent and 99.75 percent will increase from \$148 in three steps to \$230 by July 1, 1996.

The 1993 reform cut workers' compensation administrative costs by an estimated \$1.5 billion,

with one half going to workers in higher benefits and one half to employers in reduced premiums.

The measure also banned the practice of doctors referring patients to clinics they own, which is estimated to have cost \$350 million a year in unnecessary billing. It also set up a targeted high hazard industry inspection fund and provided for alternative dispute resolution systems in the unionized construction sector.

Much still needs to be done to bring the workers' compensation system into good working order.

At \$406, California's current maximum benefits still lag behind 30 states, while employer costs remain among the four highest in the nation. Maximum benefits should be increased and indexed to keep pace with inflation despite the costs imposed by hospitals, doctors, insurers, and needless litigation.

Finally, the Federation recognizes that in the field of workers' compensation, prevention of illnesses and injuries is vital. Strict enforcement of occupational health and safety laws, safety training of workers and management personnel, and labor-management safety committees are key to controlling workers' compensation costs.

Adopted, p. 13.

V UNEMPLOYMENT INSURANCE

During California's prolonged recession, our state's unemployment insurance system is failing its mission of providing adequate economic support for those who have lost their jobs.

California's system provides only 31 percent of the unemployed with benefits.

In 1993, California's average weekly benefit of \$157 represented only 28 percent of the state's average weekly wage, the lowest replacement rate in the nation.

Maximum weekly benefits were increased from \$166 to \$230 by 1992, as a result of Federation-sponsored legislation in 1989. Since then, our efforts to raise maximum benefit levels have met vetoes.

Currently 29 states still have higher maximum weekly benefits than California's. Thirty seven states have indexed their maximum weekly benefits to rise with increases in the state's average weekly wage. California's benefits are not indexed, and thus may fall further behind other states as cost of living increases produce automatic benefit increases in these states.

The reason for the inadequacy of California's unemployment insurance benefits lies not with economics but with politics. In contrast to underfunded U.I. Trust Funds in many states, California's U.I. Fund is projected to have a stable balance of \$2.3 billion through the end of 1995.

Moreover, California's employers pay a lower unemployment insurance tax than employers in 18 states. Our unemployment insurance tax rate as a percentage of total payroll is .9 percent, the same as the U.S. average. Thirty nine states have a higher taxable wage base than ours which is the minimum required by federal law, \$7,000.

We strongly support the national AFL-CIO's efforts to reform the unemployment insurance system by setting minimum federal standards for benefits and for financing.

In 1991, the national AFL-CIO succeeded in enacting an emergency Federal Unemployment Compensation Act, which provided 13 to 20 weeks of extended benefits.

After several renewals, and an increase to 20 to 26 weeks of extended benefits, the federal law expired in October, 1993.

We support the national AFL-CIO's campaign to reauthorize the program to continue as long as unemployment remains above six percent.

At the state level, we shall continue to seek to achieve the following goals:

1. The weekly benefit amounts should be increased so as to equal at least 50 percent of the worker's earnings in the highest quarter of earnings and the maximum benefit should be increased to equal at least two-thirds of the state's average weekly wage, and be indexed.
2. Eligibility requirements for extended benefits should be reformed. All long-term jobless workers with a demonstrated attachment to the labor force should be entitled to unemployment benefits regardless of the unemployment rate. Triggers for determination of availability of extended unemployment insurance benefits should be based on the total unemployment rate, rather than on the insured unemployed rate.
3. Extra benefits in California should be provided for dependents as in 10 other state plans.
4. The waiting week should be compensated retroactively after seven weeks of unemployment.
5. Unemployment insurance benefits should be available to strikers after seven weeks of strike, or immediately, in cases where an employer locks out employees or commits unfair labor practices.
6. The taxable wage base should be increased to insure the adequacy of future benefits and solvency of the fund.
7. Workers should be paid interest on unemployment benefits that are wrongfully denied.

Adopted, p. 13.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

California's 48 year old Unemployment Compensation Disability Insurance Program is one of only five such programs in the nation. It provides wage-related benefit payments to workers who are suffering from injuries or illnesses not related to their jobs.

Most private sector and some public sector workers are covered by disability insurance. The program is financed entirely by covered workers through a payroll tax withheld from their earnings. The contribution is based on a percentage of a worker's earnings. For example, the contribution for 1994 is 1.3 percent of the first \$31,767 in earnings (a maximum of \$412.97). The contribution level may vary from year to year depending on the balance in the disability insurance fund.

A few private sector employers are covered by "voluntary" private plans approved by the Director of the Employment Development Department in lieu of the state plan. Some public sector employees have gained coverage under the state plan although unemployment disability insurance coverage for public sector employees is not mandatory. In 1994, a total of 9,972,000 workers are covered by the state plan and another 612,000 by voluntary plans.

More than \$2 billion in benefits were paid to 716,000 California workers in 1993 by the state plan. Of these claims, 166,500 were based on disabilities related to pregnancy.

Federation-sponsored legislation in 1989 increased the maximum weekly benefit from \$224 a week to \$336 a week, effective in 1991. The maximum benefit period has been increased over the years by Federation-sponsored legislation and now is fixed in statute at 52 weeks. The benefit amount reflects 55 percent of the workers' average weekly earnings.

However, in 1993, insolvency in the fund led the Director of the Employment Development Department to impose weekly benefit cutbacks to \$266 for a 10 month period. When the solvency crisis became apparent, the Federation introduced bailout legislation that would have increased the payroll tax rate to 1.4 percent and taxable wage ceiling to \$34,000. Despite majority support in both houses of the legislature, Republican opposition in the Assembly kept us from achieving the 2/3 majority needed for an urgency measure.

Late in 1993, the bill, SB4 (Johnston) was enacted without the urgency provision, and full benefits were restored beginning January, 1994.

Solvency has been restored and it is currently forecast that the fund balance will reach \$1.5

billion by the end of 1994 and \$2.1 billion by the end of 1995. As a result, the payroll tax rate is expected to decrease to 1.1 percent in 1995.

Historically, disability insurance benefits have been adjusted to keep pace with increases in workers' compensation benefits. This year, the Federation is sponsoring legislation (SB 2031-Roberti) to increase disability benefits to \$406 a week.

Disability benefits, like workers' compensation benefits, should be tied to the state's average weekly wage and the maximum benefit amount should be set at an amount equal to at least 200 percent of the state's average weekly wage, and should provide most injured workers with a replacement of two-thirds of their regular wages, which would avoid the biennial legislative battles to achieve needed cost-of-living increases.

The Employment Development Department should be required to make every effort to recover monies owed by workers' compensation carriers to the disability insurance fund on claims which are paid by EDD and are eventually held to be work-related and thus covered by workers' compensation.

Adopted, p. 13.

VII WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women to gain equality both on and off the job. Women are still denied full social and economic equality by pervasive sex discrimination.

On an annual basis women earn only 71 percent of what men earn. In 1992, 24 percent of all full-time working women were "low earners," a sub-poverty level income of \$13,091 calculated by the Census Bureau. This compares to 14 percent of full-time working men classified as "low earners." The situation for minority women is even more difficult. Twenty seven percent of African American women and 37 percent of Hispanic women working full-time were "low earners."

Union organization makes a dramatic difference for working women. On average, in 1994, women trade unionists earned 35 percent more than non-union women, and out-earned non-union men. The wage gap between union men and women stands at 20 percent. While the gap must be eliminated, it does compare favorably with the 31 percent gap between wages of non-union men and non-union women.

We urge all affiliates to vigorously support affirmative action plans that will give women access to higher paying occupations in which they are under-represented.

Jobs that are predominately held by women are generally underpaid when compared to men's jobs of comparable skill, effort and responsibility. We

urge all affiliates to work for comparable worth or "pay equity" to raise the pay of traditionally underpaid women's and minority occupations.

We urge affiliates to increase efforts to organize clerical, service, and other occupations where women workers are predominant, and to bring into the collective bargaining process the issues of pay equity, child care, family leave, flexible work hours and expanded sick leave.

Sexual harassment and sexual abuse of women workers are widespread. Unions must defend women workers who are victims, and must educate their members to help eradicate this problem. Employers must be held accountable for this ugly form of sex discrimination.

Recognizing that male and female standards of propriety differ, the Federation supports legislation to establish a reasonable person of the same gender standard in determining sexual harassment charges.

Families have changed dramatically in recent years but most employers have not adapted their employment policies to meet these changes.

In 1991, the Federation succeeded in enacting our Family Leave Act, under which most workers in California are entitled to take unpaid leaves of absence of up to four months in any two year period for birth, adoption, or to care for ill family members.

To succeed in organizing women, the labor movement must encourage the participation and leadership of women at all levels of union activity and office.

Specifically, the Federation supports coalitions with women's rights groups to either secure legislation or to achieve the following objectives which:

1. Support the Equal Rights Amendment.
2. Improve equal opportunity for women in employment and promotion.
3. Encourage the full participation of women in all trade union activities, including the encouragement of trade union women's involvement in the Coalition of Labor Union Women, (C.L.U. W.)
4. Provide free quality child care to meet the needs of all working parents who require such services.
5. Support equal pay for work of comparable value.
6. Support state legislation and increased collective bargaining protection to combat sexual harassment in any form in the workplace.
7. In light of increasing attacks on women's reproductive rights, we urge the national Federation to reconsider its position of neutrality on the issue.

Adopted, p. 13.

VIII SOCIAL SECURITY

The Social Security program has a long history of functioning as a safety net for all Americans, including retired workers, surviving spouses and dependent children of covered workers, and the disabled.

The California Labor Federation supports the efforts of the national AFL-CIO to protect and improve the Social Security system by:

1. Creating an independent Social Security agency to improve the efficiency of services, insulate it from political decision-making and assure beneficiaries that assets accumulating in the trust funds will be used exclusively for their health and economic security.
2. Changing the index for computing annual cost-of-living adjustments to one that reflects the experience of a majority of the work force.
3. Improving the benefits formula for those who have worked at substandard wages and for women who have worked in both the home and work force.
4. Repealing the increased age requirement for retirement adopted in 1983, which is scheduled to take effect in the year 2000.
5. Instituting a system to recognize periods of layoff for benefit purposes.
6. Raising the maximum taxable wage base to reach to total earnings of high-wage earners. Only about 90 percent of all earnings in Social Security-covered employment is now taxable.
7. Rectifying an inequity in reduced benefits suffered by those persons who were born between the years 1917 and 1926, known as the "notch years."

Adopted, p. 13.

IX HEALTH CARE

Thirty nine million Americans, including six million Californians do not have health insurance. Most of these are workers and their dependents. In 1994, health care costs will consume over 15 percent of the gross national product. For many years, the cost of medical care has increased at a rate almost twice that of all other goods and services. Comprehensive health benefits now represent 12 percent of an employer's payroll, up more than 280 percent since 1980. These costs are a major factor in our nation's weakness as an economic power. The U.S. spends on a per capita basis, 40 percent more than Canada, and 90 percent more than Japan on health care. These nations provide universal health care, unlike the U.S.

More and more employers shift the burden of health insurance on to their employees, as medical costs skyrocket. The percentage of uninsured Californians has increased by over 50 percent since 1980. Today, 21 percent of Californians have no health insurance.

The California Labor Federation supports the AFL-CIO efforts to enact the Clinton health care proposal. The Clinton plan establishes universal coverage for all Americans. The Clinton plan allows states to establish a single-payer system, which we advocate in California. This federal enabling legislation is a necessary precondition for enactment of the California Single-Payer initiative, which will appear on the November, 1994 ballot.

We oppose legislative efforts to tax employee health benefits.

We support union negotiated employee wellness programs, other preventive measures, and early intervention programs which are both cost effective and reduce the incidence of illness. Any comprehensive health reform legislation must allow exceptions for labor-management negotiated benefits that provide superior coverage.

Adopted, p. 14.

X WELFARE

Today over 37 million Americans live in poverty.

Children account for 40 percent of the poor.

The situation is even worse than the unacceptable picture painted by the official statistics. The government's 1994 poverty guideline for a family of four is \$14,800 a year. Millions of families with somewhat higher incomes are not officially poor, but do not have adequate incomes.

While economic hardship and misery have grown, the federal and state governments have slashed welfare programs to the bone and beyond. Millions of people in need now receive no government assistance whatsoever. Social program cuts have hit minority families especially hard.

The poor have become convenient scapegoats for the economic decline of American capitalism. Rather than spotlighting the investment policies of the corporate leaders who have chosen to ship our jobs and technology to third world countries, conservatives have turned public opinion against welfare recipients as the source of our economic ills.

This year's special target is the undocumented worker. Study after study shows, undocumented workers contribute more in taxes than they receive back in social services.

Despite this, Governor Wilson is sponsoring the "Save Our State" initiative, Proposition 187, on the November 1994 ballot, which would deny illegal immigrants and their children social ser-

vices, including health, welfare and education services. It would turn social workers and educators into finks who would be obliged to report children lacking proof of legal status to the Immigration and Naturalization Service.

Persistent high unemployment and reduced real earnings contribute to the increase in poverty in the 1990's. In 1992, eighteen percent of all full-time workers earn below the "low earnings" threshold of \$13,091. This represents a 50 percent increase in full-time poverty level jobs since 1979. Almost half of full-time workers, age 18-24, earn poverty wages.

The California Labor Federation believes it is the duty of the state in a democratic society to provide an adequate income for those who work but whose earnings are insufficient to keep them above poverty.

To ensure an adequate income for those who work, and for those who are unable to work, we urge the following:

1. Reversal of federal and state social service cutbacks. Expand eligibility rules to restore coverage to those cut from assistance, including workers on strike. Restoration of the purchasing power of Aid to Families with Dependent Children (AFDC) benefits.
2. An industrial economic policy which fosters full employment at good wages, and educational and job training programs targeted to the economically disadvantaged.
3. Restoration of the minimum wage to 50 percent of the state average weekly wage.
4. Federally and state-financed child care centers with educational, health and nutritional services for children of working and welfare parents.
5. Federal fiscal relief for the state and local governments which bear the rising financial costs due to their current welfare programs.
6. Outreach programs in order to reach the vast number of hidden poor and ease bureaucratic regulations which now prevent many of the needy from receiving help.
7. Expansion of the Federal Earned Income Credit which provides income support for poor working families.

Adopted, p. 14.

XI CONSUMER PROTECTION

The Federation reaffirms its traditional support for consumer rights under the law. We pledge our best efforts to maintain and expand the rights of consumers, to support adequate staffing and budgets for consumer agencies, and to seek assurance that agencies will act with independence and integrity in advancing the consumer's interest.

We are opposed to "regulatory relief" for busi-

ness that undermines product safety, weakens consumers' rights to full and accurate product information, or reduces penalties for deceptive practices. The "free market" will not insure product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of the consumers.

The California Labor Federation supports efforts to:

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and item pricing.
2. Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest.
3. Support expanded consumer education programs in schools, consumers and non-profit organizations. We endorse the Consumer Federation of California.
4. Enact legislation to create boards to represent consumers before the Insurance Commission and Public Utilities Commission. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industry.
5. Support proposals for state supervision of the cable television industry.
6. Oppose all attempts to eliminate or restrict lifeline utility rates.
7. Amend the California Constitution to provide for the election of California Public Utility Commissioners.
8. Encourage the purchase of union-made American goods.

Adopted, p. 14.

XII LABOR LEGISLATION

Our hard won laws to protect the rights of workers to organize into unions and bargain collectively have been eroded over the decades by hostile rulings of the National Labor Relations Board and federal courts.

Employers violate these laws with impunity, knowing that procedural delays prevent enforcement for years and that the price of settling will be cheap.

The 1994 Fact Finding Report of the Dunlop Commission pointed out the failure of federal labor law to protect workers' rights. In the late 1980's the NLRB found unlawful firings of union supporters occurred in one out of four union certification election cases, compared to one out of twenty cases in the early 1950's. The increase in the number of union supporters fired increased from one out of 700 in the early 1950's to one out of 50 in the 1980's.

These statistics understate the true dimension

of these unfair labor practices, since they only reflect organizing campaigns that advance to the stage of election petitions. Many more organizing attempts are snuffed out by employer coercion and retaliations.

The national AFL-CIO legislative campaign to ban the permanent replacement of strikers would have restored some balance to labor-management relations. Under the NLRA, workers have been stripped of weapons such as the secondary boycott, hot cargo agreements and sitdown strikes.

We also support comprehensive labor law reforms, including the following: prompt resolution of representation questions; remedies for employer interference with employee free choice that are as effective as the remedies against union secondary activity; a prohibition on corporate manipulations, particularly "double breasting," to evade contract terms; provision for union certification based upon determination of majority support through a card check; arbitration of unresolved first contracts; prohibition of federal contracts for labor law violators; an end to employer misuse of the bankruptcy system; and a fair and realistic definition of the legal primary activity that is outside the ban on secondary boycotts.

Non-union employee "involvement" committees are subject to manipulation by management and should be banned as a modern version of the company union.

At the state level, we are faced with a major erosion of our longstanding overtime protections. The Industrial Welfare Commission has already adopted employer-sponsored 12 hour day proposals in four wage orders covering hospital workers, retail workers, restaurant and hotel workers, office workers, transportation workers, and workers in the amusement and recreation industry. An enormous outcry of opposition from broadcast union members convinced the IWC to reject an employer 12 hour petition in that industry.

The Federation calls for a reversal of all 12 hour provisions either by the IWC or by legislative action.

We also support legislation and/or administration to:

1. Combat the state's \$60 billion a year underground economy, by increasing penalties on wage and hour law violators, and by allowing workers a private right of action against employers violating these laws.
2. Strengthen prevailing rate and apprenticeship laws.
3. Prevent the PUC from interfering with collective bargaining in their rate making process.
4. Increase funds for job training provided by the Employment Training Panel and the Job Training Partnership Act.
5. Oppose non-union parallel programs in

apprenticeship and support passage of H.R. 1036 (Berman).

We oppose the use of prison labor at the expense of "free" labor.

We are alarmed by the growing proliferation of sweatshops in California's garment industry, where more than 130,000 labor, and we call for legislation making manufacturers jointly liable for labor law violations in the shops of their sewing sub-contractors, and for increased resources to wipe out violations in these sweatshops.

Adopted, p. 14.

XIII AGRICULTURAL LABOR

California's unique Agricultural Labor Relations Act of 1975 was the culmination of years of struggle in the fields and on the boycott picket lines. Under this law, scores of elections were held and farm workers overwhelmingly chose union representation with the United Farm Workers of America, AFL-CIO.

The Federation, in coalition with the UFW and other unions, has succeeded in defeating all of the growers' attempts in the last 12 years to weaken the ALRA through legislative action.

Yet, through staff cuts and the domination of the ALRB by pro-grower members and a General Counsel hostile to the interests of farm workers, the Deukmejian and Wilson administrations succeeded in converting the Board from a protector of workers' interests to a protector of growers' interests. We oppose the current efforts of the ALRB to re-write its regulations to hamper unionization.

Still, the legal framework which enabled many farm workers to reap the benefits of collective bargaining could become useful if future appointments provide a balanced Board and a fair General Counsel.

We pledge our continued support to the UFW in their difficult task of organizing the more than 300,000 farm workers working in California's fields and vineyards.

We also support the boycott of table grapes, which underscores the union's demands for safe, healthful working conditions and its efforts to ban dangerous pesticides from the fields.

We oppose legislation to weaken California's pesticide regulation through "harmonization" with EPA standards.

Conditions in the fields have also been worsened by the reemergence of large numbers of farm labor contractors in this state who in many instances insulate the grower from liability for payment of good wages, benefits and social insurance.

The Federation supports legislation to make growers liable for labor law violations committed by farm labor contractors.

Adopted, p. 14.

XIV PUBLIC EMPLOYEES

Public employees, federal, state and local, number over two million in California and comprise 16 percent of the state's wage and salary work force. Public employees are now the largest group of union members in the state.

For over a decade public employees have come under attack on a number of different fronts. Popular frustration with taxes and a declining standard of living has led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees, while the real inequities in the tax system are ignored.

Huge revenue shortfall projections at the state and federal level have resulted in job cuts for public workers. Governor Wilson pitted local government against the state by shifting \$2.3 billion away from cities and counties in 1993. Passage of Proposition 172 partially alleviated the shortfall, by continuing a half cent sales tax to fund local public safety functions. This year, projections of state shortages of up to \$5 billion have produced job cuts and takeaway demands as politicians refuse to raise the revenues needed to provide public services.

Balancing government budgets on the backs of public employees is totally unacceptable. Public employees are not responsible for the deficits, and their pay and benefits are not legitimate targets for the budget cutting axe.

It is necessary to create a fair and equitable system of taxation, so that the cost of government falls on those most able to pay - the corporations and wealthy individuals.

Public employees continue to contend with attempts to contract out work they have traditionally performed, to private for-profit firms. Contracting out often results in higher costs and poorer quality of services, decreased accountability, and increased potential for corruption.

To secure greater protection for public employees, the California Labor Federation supports:

1. The extension of full collective bargaining rights to all public employees, including the inviolate right to strike.
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees.
3. Adoption of legislation prohibiting the contracting out of work traditionally performed by public employees.
4. Strict enforcement of prevailing rate laws in work performed under public contracts.

Adopted, p. 17.

XV CIVIL RIGHTS

George Bush inflamed racial passions by creating a phony issue of job quotas for minorities. This classic right wing response to economic hardship sets one group of workers against another, based on race or ethnicity, and thus precludes a common front among working people against their class enemies.

Targeted this year are immigrants who are blamed for all the budgetary woes that are the result of job flight out of California.

By focusing on unemployment, Clinton's campaign overcame Bush's strategy of pitting white against black, man against woman, and straight against gay. The Clinton election holds promise of a revived federal commitment to civil rights for all.

However, Bill Clinton's tendency to retreat on civil rights in the face of conservative opposition is troubling. His failure to defend the appointment of Lani Guinier and his dissembling "don't ask, don't tell" policy on gays in the military, show a reluctance to fight for his professed beliefs. Labor and our progressive allies must hold the president's feet to the fire.

Today, as racial antagonism is on the upswing, it is crucial for the future of the labor movement and our country, that we strengthen our efforts to ensure equal rights for all.

By uniting all working people on the basis of shared class interest, organized labor stands as a natural bulwark against the divide and conquer strategy of bigots.

Unions offer women and minorities the means to defend themselves against economic hardship, racism, sexism and sexual harassment in the workplace. The Federation calls on all affiliates to make a renewed, committed effort to organize women and minority workers. To succeed, the labor movement must encourage the participation and leadership of women and minorities at all levels of union activity and office.

The California Labor Federation strongly supports the implementation of affirmative action programs to overcome historic discrimination and employment barriers which have denied women and minorities equal employment opportunities.

Jobs that are predominantly held by women and minorities are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. To address this problem, we urge all affiliates to work for comparable worth or "pay equity."

Gays and lesbians deserve protection from discrimination as workers and as citizens. To combat homophobia, the California Labor Federation supported legislation enacted in 1992, AB 2601 (T. Friedman) which outlawed job discrimination

based on sexual orientation.

There is no place in this country for racism, sexism, anti-semitism, anti-gay prejudice or discrimination against immigrants. All manifestations of bigotry must be condemned. The Federation supports the enactment of legislation to deal with the growing number of hate crimes.

In addition to the above policies, we support the following:

1. Full economic, social and political justice, for all persons irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, age, or physical disability.
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution.
3. Enactment of legislation to guarantee the civil rights of persons who have tested HIV positive from discrimination in employment, housing, credit, public accommodations and public service.
4. Additional resources for schools located in depressed areas to insure equal educational opportunities for all.
5. Increased support for and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, the Asian Pacific American Labor Alliance, the National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women, National Organization for Women, and similar community organizations that have visions of a just and fair society.
6. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors, National Council of Senior Citizens and the continued efforts by the Federation's senior action program in organizing retired workers on issues reflecting the concerns of the aging.
7. Defense of women's health clinics from attack by extreme rightists.
8. Justice for Wards Cove Packing Co. workers.
9. Opposition to the racist and xenophobic "Save Our State" ballot initiative.

Adopted, p. 17.

XVI HOUSING

Housing affordability has improved in the past two years, due to dropping mortgage interest rates and declining home prices. There is little rebound in housing starts during the recovery from the Bush recession. This is due in part to the glut of unsold real estate from the savings and

loan debacle of the 1980's. For far too many, the dream of owning a home is beyond reach.

As of 1993, an estimated 60 percent of California households could not afford the statewide median priced home of \$188,870. Nationwide, 42 percent of households cannot afford the U.S. median priced home of \$106,800.

The phenomenon of homelessness has become a national disgrace.

In California, as many as 250,000 are homeless. An additional 6 million poverty level households in the U.S. spend more than one-half of their incomes on housing.

Housing starts are inadequate to fill the need. The 1994 California forecast of 100,000 starts, includes 82,000 single-family and 18,000 units of multi-family housing. At its peak in 1986, California housing starts reached 314,600 total units (146,600 single and 168,000 multi-family units). Rational housing policy is needed to stop this boom and bust cycle, eliminate speculative and tax-loop-hole driven excesses, and to furnish an adequate and steady supply of new housing.

Our Federation urges the implementation and funding of the federal Homeownership Trust which was enacted in 1990, but never funded. Funding at \$500 million a year would provide down payment assistance and interest rate buy down aid to 50,000 moderate-income families who would otherwise be unable to qualify to buy a home.

We support the AFL-CIO Housing Investment Trust which funds homebuilding constructed by union craftsmen. In California, we support efforts to assist migrant farm workers through the provision of state supported housing.

The California Labor Federation supports the following coalition efforts to deal with the housing problem:

1. Increase state funding for low-income housing through housing bonds and other methods. We support long term funding for the California Housing Trust Fund.
2. Restore federal funding to low-income housing assistance programs.
3. Restore and increase the amount of the renter's state income tax credit.
4. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.
5. Amend Article 34 of the state constitution to remove the onerous, costly and unnecessary requirement of holding a referendum before low-income public housing can be developed.
6. Expand the use of employee pension funds for housing construction.
7. Prohibit discrimination in housing against single parent households, students, families with children, the elderly, minorities,

- and people with disabilities.
8. Provide that renters cannot be evicted without just cause. In cities with rent control, we support vacancy control so landlords do not have an economic incentive to evict tenants in order to raise rents. Oppose state legislation to eliminate local rent control ordinances.
 9. Require strict building, safety, health and plumbing codes enforcement in construction and rehabilitation.
 10. Ban the use of plastic pipe and cellulose insulation in housing construction.

Adopted, p. 24.

XVII EDUCATION

The California labor movement has long recognized the primary role that public schools play in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education being the privileged preserve of the rich alone and has consistently worked to expand and improve the offerings of the public education system.

Education is an investment in the future of America, with a better trained, more productive work force and a well informed citizenry. The goal of the California Labor Federation is to insure equal access to all levels of education for every person who seeks and can benefit from that education. We seek further to eradicate forever all barriers of race, sex, ethnicity, economic status and neighborhood in order to provide equality of access.

All public school personnel should have the right to organize and bargain collectively. The California Labor Federation firmly opposes any employment discrimination in our public schools based on age, sex, sexual orientation, race, ethnicity or political belief.

Quality education also needs adequate funding.

Fifty four percent of local school funding for most districts is derived from the state budget.

During the past 3 years, Governor Wilson has reduced actual school funding per pupil. Following on the reductions forced on schools as a result of Proposition 13, these cuts have harmed our schools' ability to deliver instructional services. California ranks 49th in average class size, and 43rd in per pupil spending on a wealth-adjusted basis.

The average California teacher has one-third more students than the typical teacher in the United States.

Thousands of new classrooms and new teachers are needed to house and teach these new students. Salaries must be increased to a level which would attract and retain teachers.

The Federation calls for new revenues to be generated from a more progressive state income tax system to fund education at an adequate level. Quick fixes such as funding by lottery are no solution to the problem of funding education.

In 1993, the Federation waged a successful campaign along with teacher and classified employee unions to defeat Proposition 174, the School Voucher Initiative. The measure would have provided a \$2 billion taxpayer subsidy to private schools which could have operated without any teacher credentialing or training requirements. Public schools would have suffered an immense cutback in funding. This would have furthered class division, with public schools for the needy and private schools for middle and upper income families.

The Federation urges local central labor council COPEs to actively participate in local school board races, and to vigilantly monitor and expose "stealth" candidates of the religious right.

This Federation believes vocational education must be related to actual employment and training needs. These programs must consider local economic conditions and be developed in cooperation with the labor movement. Emphasis must be on the preparation for high skill, high wage jobs. Transition from school to work should be an integral part of the curriculum of the last two years of high school.

Cutbacks in college financial aid and the rising costs of university education are turning our state's system of public higher education into a haven for the rich alone. The 1994 state budget increased the University of California tuition by 10 percent, on the heels of a 23 percent increase in 1993.

The ultimate goal for the state and nation must be free college tuition in public higher education if all youth are to be assured of equal opportunity.

The California Labor Federation recognizes that to succeed in school, children need parental involvement in their education. Programs to encourage parental volunteer activities in schools, including AB 2590 (Eastin), are vital to our schools. However, parent volunteers must never become a substitute for the employment of full-time teachers, counselors and para-professionals.

The California Labor Federation supports efforts to bring parents and teachers more directly into the education decision-making process. School site councils should be expanded and their funding should be increased. We support mentor teacher programs which lead to collaborative improvement in teaching skills.

All school reform programs should be premised on the support of collective bargaining representatives of teachers and other school personnel.

We acknowledge the crucial role that non-certificated classroom personnel play in the educa-

tional process and believe that California should consider the certification of these employees. It is also the policy of the California Labor Federation that all non-certificated employees be included in staff development funds and programs generated by both the federal and state governments.

In reaffirmation of our support of quality education for all citizens as a civil right, we also endorse:

1. Continuation of the growth of adult and life long education.
2. Programs designed to further reduce the rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services.
3. Presentation of organized labor's contribution to this nation's history throughout the curriculum and in all instructional materials.
4. Opposition to the growing tendency by higher education institutions to "casualize" teaching jobs by these schools' refusal to grant tenure to a greater number of instructors and by the staffing of courses with ever-increasing numbers of part-time employees.
5. Funding to expand the arts on an equitable basis with other disciplines throughout the public school curriculum from pre-school through adult education.
6. Adequately funded programs to meet the educational needs of limited English speaking students.
7. Defending the separation of church and state in public education by countering the religious right's assault on secular curriculum.
8. Labor involvement in job and skill training with respect to school-to-job transition.
9. We also endorse opposition to efforts to deny education to children of undocumented immigrants.

Adopted, p. 24.

XVIII ENVIRONMENT AND SAFETY AND HEALTH

The California Labor Federation affirms its support for a wide range of environmental issues. We salute the contribution of environmental groups in the struggle for workplace safety and health.

We oppose attempts by industry to pit workers' jobs against environmental policies. We can both protect the environment, and have full employment. Short-sighted, environmentally destructive policies cannot be the basis of a healthy economy.

At the same time, the California Labor Federation insists that sound environmental programs—which are intended to benefit society as a

whole—must not impose disproportionate burdens on workers. Organized labor must be involved in the shaping of environmental programs to safeguard against the diminishing of the standard of living of any workers.

Experience shows that environmental and workplace deregulation leads to increased business profits at the expense of the environment and the lives and health of workers.

The Wilson Administration has seized upon the notion of "California Competitiveness" to attack environmental regulations. The decline in manufacturing jobs in California is shared by Utah, Nevada and other states with weaker environmental laws, and is tied to the current recession and structural defects in the U.S. economy.

Efforts to reduce California's pesticide registration program to the lesser federal standard are based on the false notion of over-regulation of agriculture. California agriculture benefits from billions of dollars of state largesse, including water subsidies and research at the University of California. The Federation will fight to protect farm workers and consumers from exposure to toxic pesticides.

At both the state and federal level we support tougher enforcement of environmental and health and safety laws and stronger penalties for violators.

The California Labor Federation joins with the national AFL-CIO in supporting:

1. Reform of federal OSHA to extend coverage to all workers, enhance enforcement authority, and mandate employer safety programs with worker participation.
2. Faster progress by the EPA in cleaning up hazardous waste sites, while maintaining adequate worker training and health and safety.
3. A strengthening of the federal pesticide law requiring full testing of pesticides and restriction of those products which pose adverse health and environment effects.
4. An increase in the level of funds for wastewater treatment projects to the level of the late 1970's and early 1980's.
5. Implementation and strict enforcement of rules to regulate releases of hazardous chemicals from chemical plants.
6. Inclusion of provisions in all trade agreements, including the General Agreement on Tariffs and Trade that guarantee the sovereignty of U.S. environmental laws from attack by foreign nations with lower standards.
7. Increased assistance from developed countries and international lending institutions to less developed countries for ecologically sound development.

At the state level, the Federation supports:

1. The development of a comprehensive solid

waste management resource recovery system.

2. Affording emergency response personnel access to inspect the Material Safety Data Sheets of any user, manufacturer, producer or seller of a hazardous substance.
3. Greater state control over the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects and diseases.
4. Development of a Cal-OSHA workplace violence prevention standard.
5. Development of a comprehensive Cal-OSHA ergonomics standard to prevent repetitive strain injuries.

Adopted, p. 24.

XIX ENERGY

The United States continues to increase its dependence on imported oil. The Energy Policy Act of 1992 is a small step towards conservation and research. More effort is needed to solve our long term energy problems.

The California Labor Federation calls for a two-pronged approach to increase conservation and accelerate development of alternative energy sources.

While once extremely successful, conservation in California is now on the decline. Electricity use is now rising faster than population growth.

To encourage energy conservation the California Labor Federation supports:

1. Efforts to urge the California Public Utilities Commission to revitalize conservation programs at California utilities, through true least-cost energy planning and putting conservation providers on the same footing as power providers.
2. The increased government funding of research geared towards the development of more effective energy-conserving technologies, products and services.
3. The establishment of temperature, lighting and ventilation standards which could be effectively enforced in industrial and commercial buildings to improve energy conservation and prevent indoor air pollution.
4. The strengthening and enforcement of automobile efficiency standards, and adequate funding for government research on improving automobile efficiency.
5. The expansion of subsidized mass transit and the retooling of industry to build more mass transit.
6. Efforts to encourage water conservation.
7. The adoption of legislation for private business as well as public utilities to give priority to the use of renewable resources

for the production of energy.

8. Opposition to de-regulation of gas and electric services provided by public utilities that would shift higher costs to residential rate payers.
9. Opposition to performance based rate-making that would compromise the public's health, safety and environment.
10. Development of non-polluting alternative transportation systems, including a California electric and natural gas car industry.

It is time for the U.S. government to take a progressive role in oil importation agreements and negotiations with exporting countries. Such government intervention should lower energy prices by cutting oil company profits.

We also support a permanent ban on Alaskan oil exports.

Adopted, p. 24.

XX COMMUNITY CONCERN AND SERVICE

The labor movement must be actively concerned with the welfare of the less fortunate and with issues such as crime, alcoholism and drug abuse. These issues affect trade unionists on the job, and in the communities in which they live.

Achievement of full employment for all at a just wage with good working conditions would go far to alleviate many social ills. Studies show a strong link between higher unemployment and increases in crime, domestic violence, suicide and murder.

The disease of street crime cannot be cured by quick-fix political sloganeering. Poverty, declining living standards, and joblessness, combined with media glorification of violence and glamorization of the lifestyles of the rich, all help to breed a culture of despair and irresponsibility that fosters crime. Broad social policies must attack the roots of crime. Instead, right wing politicians cook up a "three strikes" stew for a public hungry for security. Mandatory life sentences will only produce geriatric prisons at a cost of billions to taxpayers.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions. The Federation supports programs which focus on prevention and rehabilitation rather than punishment. Workplace drug testing should be based on evidence of impairment and any worker who is tested must be provided with adequate opportunities of checking the accuracy of the test results.

Charity is not a substitute for justice. It is the ethical obligation of government to assist the less fortunate, whether in chronic distress or suffering the temporary effects of natural disasters or human-caused chaos. Labor has a rich history of helping those in need. As a supplement to govern-

ment's role, labor unions should cooperate with charitable organizations including the United Way, International Guiding Eyes, and others of similar merit. Such support is contingent upon these organizations' active support of the right of workers in non-profit social service agencies to organize unions and bargain collectively.

These organizations must give proper public recognition to organized labor's financial assistance. Workplace fundraising efforts must be non-coercive and must contain safeguards to assure that workers' contributions are strictly voluntary.

We support the Clinton Administration's National Youth Service program.

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 reduce crime, including community self-policing and early intervention with at-risk children.
2. Cooperation with the National Council on Alcoholism and other programs to deal with alcoholism and drug abuse.
3. Relief for victims of earthquake, drought, hurricane, famine, and civic unrest around the world.
4. Cooperation with programs to help the less fortunate, including the elderly, the homeless, the poor, people with disabilities, and sufferers of AIDS and other diseases.
5. Cooperation with community and local labor groups to gain access to Cable TV, public television, and other media.
6. Cooperation with joint AFL-CIO-American Red Cross programs to enlist union blood donations and provide workplace education on AIDS.

Adopted, p. 24.

XXI RIGHTS OF PEOPLE WITH DISABILITIES

People with disabilities and sensory impairments make up nearly 20 percent of our nation's population, yet unfair social policies, and prejudicial paternalistic attitudes oppress them and exclude them from full participation in American society.

Historically, persons with disabilities have faced discrimination based on the general public's misconception that disabled persons are sick and unable to work or are not intellectually capable of participating in the mainstream of life. These prejudices have resulted in massive unemployment and underemployment.

Organized labor strongly supported passage of the Americans with Disabilities Act. This law

provides basic civil rights to the disabled. We urge the vigorous enforcement of ADA.

In order to promote the employment of physically challenged persons, the California Labor Federation will continue to support legislation removing institutional barriers and discriminatory practices in all phases of employment and non-work related activities.

In addition, we specifically support:

1. Legislation prohibiting discrimination against individuals with disabilities by local transit providers.
2. State legislation to amend the Fair Employment Act to include mentally handicapped persons as a protected group.
3. Expanded state and county support of community programs for the mentally and developmentally disabled to ensure that those individuals have adequate services to continue to live outside of institutions.
4. Expanded state and federal funding of rehabilitation and vocational rehabilitation programs so that individuals with disabilities have the maximum opportunity of entering or reentering the work force.
5. Accessibility by qualified individuals with disabilities to union employment and apprenticeship programs.
6. Expansion of efforts to bring union representation to sheltered workshops for persons with disabilities and to workers at community group homes and private convalescent facilities housing and caring for persons with disabilities.
7. Expanded funding for county operated attendant care programs so that individuals employed as attendants can earn a decent wage and provide quality care to the disabled. The attendant care work force must have the right to unionize.
8. The right of job applicants and workers to know the contents of pre-employment medical examinations.

Adopted, p. 24.

XXII IMMIGRATION

The labor movement and this country were built by immigrants, including those from Africa who were kidnapped and forced into slavery. Public concern about immigration rises and falls with our economy, and our immigration laws reflect this. Our laws have also historically reflected public attitudes about race, with bans and discriminatory limits on legal immigration from Asia, Africa, and Latin America which have only recently been rectified.

Targeted this year are immigrants who are blamed for all the budgetary and economic woes that are the result of job flight out of California.

Proposition 187, the divisive, spiteful, and racist so-called "Save Our State" initiative, does nothing to solve our immigration problems. It poses a major threat to the human and civil rights of all of California's working people and their children, wastes precious public resources, threatens the health and security of our communities, and turns teachers and nurses into immigration police spies. Health care, social service, and education professionals are charged with reporting patients, clients, and children "suspected" of breaking complex immigration laws; this will inevitably cause widespread discrimination against all people of color, whether or not they are here legally. This initiative would push immigrant children out of schools and into street gangs and child labor. Its denial of immunization, pre-natal, and other basic services only promises to expose the public to greater danger from communicable diseases while costing the public more for emergency services. Proposition 187's lack of real effectiveness make plain that its actual purpose is to scapegoat immigrants, divide working people by preying on their fears, and in this way help to defeat labor's candidates and labor's

agenda for change.

To solve our immigration problems, we must do much more to beef up protection of our borders and fairly enforce U.S. immigration laws without discrimination. Proposition 187 does nothing in these areas.

Immigrants come here for jobs, not for free education or health care. We must do more to keep employers from enticing illegal immigrants to come here. Proposition 187 does nothing about this.

The Wilson Administration's failure to enforce our minimum wage and overtime laws is a big incentive for employers to hire undocumented immigrants who will accept whatever wages and conditions employers dictate. Proposition 187 does nothing about this.

Proposition 187 does not address the real problems with immigration. It is a sham solution that offers bogus savings, confuses and divides the public, inflames racial conflict, and promises only to make matters worse.

Adopted, p. 24.

RESOLUTIONS

Defeat Anti-Immigrant Initiative

Resolution No. 1—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The so-called "Save Our State" ("SOS") initiative falsely argues that we must "Save Our State" by:

1. Banning undocumented children from attending public schools;
2. Requiring public school teachers to report to the INS "suspected" undocumented children;
3. Denying prenatal care to undocumented women;
4. Requiring health care workers to report to the INS "suspected" undocumented patients, including children, of receiving immunization;
5. Requiring local police to cooperate with the INS in deporting undocumented persons arrested, including those subjected to citizen's arrest on picket lines;
6. Adopting a host of other measures, aimed at penalizing undocumented immigrant families in our community, most of which only duplicate existing restrictions or violate state or federal constitutional or statutory law; and

Whereas, Our state needs real change to improve the economic welfare of working people and not the sort of harsh, vindictive, unnecessary and counter-productive measures offered by the SOS Initiative which falsely promise change while providing political cover for failed politicians; therefore be it

Resolved, By the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation:

1. Opposes the so-called "Save Our State" anti-immigrant Initiative if it is placed on the California ballot in November 1994; and
2. Recruits and expends resources from its affiliates to defeat this Initiative.

Referred to Committee on Resolutions.
Adopted, p. 17-18.

Support for 1994/95 United Way Campaign

Resolution No. 2—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Citizen participation in voluntary human service programs is a hallmark of the American democratic society; and

Whereas, The AFL-CIO has been committed

to voluntary action since its foundation and, through its Department of Community Services, has worked together with United Way and its member agencies for the benefit of the total community; and

Whereas, It is important that this cooperative relationship must be based on equal partnership and it must be extended to the entire community; and

Whereas, More than 259 member agencies, Red Cross and health partners are joined together in a campaign partnership with local affiliates; and

Whereas, This campaign now combines community services at the local level with national programs directed towards curing crippling and life threatening disease, constituting the largest federated campaign in California and one of the largest in the country; and

Whereas, Members of organized labor are represented on the United Way corporate and regional boards, councils and campaign committees; the American Red Cross, as well as on the voluntary health agencies joining this campaign, and are participating in the effective budgeting and allocation of contributed funds for the good of the total community; and

Whereas, The support of Labor is extremely important to United Way in planning for the future social needs of our community, and United Way supports the basic voluntary services of the community through its campaign, and is the only one that can and does represent its agencies and partners; and

Whereas, Hundreds of thousands of residents of this 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; and

Whereas, The United Way Campaign will have the effect of increasing people's opportunities to give where they work, providing a partnership between public and private organizations to attack the many and pressing needs of all residents of the community; and

Whereas, This partnership will underwrite to the maximum extent possible, a balanced network of vital human care services including health, child care, neighborhood centers, professional guidance, youth services, emergency aid and disaster relief, blood programs, aid to military families, as well as national research, therapeutic and educational programs; and

Whereas, There is an established Community

Services Department, AFL-CIO, as a permanent part of the United Way, with 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, utilizing the more than 259 member agencies of United Way, 12 major health agency partners, and nine chapters of American Red Cross; and

Whereas, It is United Way policy, by action taken by the National Assembly of 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 without interference or coercion for the purpose of collective bargaining in good faith and, to support the resolution of labor negotiation differences employing commonly recognized and accepted procedures provided in collective bargaining; and

Whereas, By a new Memorandum of Understanding reached recently between United Way of Los Angeles, Inc., and the Los Angeles County Federation of Labor, AFL-CIO, reiterating the commitment of the United Way in the greater Los Angeles area to the beliefs held mutually by United Ways and organized labor, and a desire to continue the mutually advantageous relationship of many years standing, a relationship that has done much to contribute to the well-being of the total community; and

Whereas, It was agreed that if either party, the AFL-CIO or the United Way, brings to the attention of the other a situation that warrants reviews at the request of either the Secretary-Treasurer, AFL-CIO, or the Chairman of the Corporate Board of Directors, United Way, a fact-finding Task Force of 6 (six) will be formed, composed of 3 (three) voting members named by each party and a non-voting Task Force Chair to be named by the United Way. The Task Force's findings will be reported expeditiously to the appropriate body within each organization for action purposes; and

Whereas, United Way's policy is 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, Individual members of organized labor are working as volunteers in behalf of the United Way, the Red Cross, and the voluntary health agencies and have been continually and actively involved in fund-raising efforts for the benefit of the total community; therefore be it

Resolved, That the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, strongly endorses the United Way Campaign of 1994-95, and reaffirms its position in support of United Way, and urges all affiliates and

members to support this year's campaign where labor disputes do not exist, by contributing their fair share in accordance with established giving throughout the community.

Referred to Committee on Resolutions.
Adopted, p. 24.

Cuba

Resolution No. 3—Presented by South Bay AFL-CIO Labor Council, San Jose.

Whereas, In February, 1994 the United States government lifted the economic blockade on Vietnam, imposed after a war that cost many thousands of American and Vietnamese lives, including children, elderly, and incapacitated people; and

Whereas, For 32 years the United States government has imposed a similar blockade on Cuba, a nation with which we are not at war, where we have not lost young lives, but where we are staving to death the most vulnerable, the disabled, the elderly, and the children; and

Whereas, The United States government has a history of military and economic intervention against the working people of Latin America, the Caribbean, and Cuba; and

Whereas, The United States government continues to militarily occupy the Guantanamo base in Cuba, without agreement by the present Cuban government; and

Whereas, In 1993, like in November of 1992, the United Nations General Assembly approved a resolution calling for the repeal of the United States blockade; and

Whereas, We need our resources to deal with our massive economic, social and unemployment problems in the United States; and

Whereas, Lifting the blockade will show that we are not willing to repeat the genocide that happened against the Jews with the Cuban people. It will also create American jobs by opening a market of 10 million people who need U.S. products, not U.S. jobs; therefore be it

Resolved, That this Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, calls upon Congress and the United States government to end the economic blockade against Cuba, normalize diplomatic relations, cease the military occupation of the Guantanamo base, lift the ban of United States citizens to travel to Cuba, and grant the right of all Cuban citizens to travel to the United States; and be it further

Resolved, That the California Labor Federation opposes the Torricelli bill and the Mack amendment, both of which would severely restrict domestic and foreign trade with Cuba,

and support the Rangel bill, HR 2229 to remove the blockade; and be it finally

Resolved, That this resolution be submitted to the national AFL-CIO for action.

Referred to Committee on Resolutions.
Nonconcurrency, p. 13

Haiti

Resolution No. 4—Presented by South Bay AFL-CIO Labor Council, San Jose.

Whereas, The Clinton Administration premises foreign policy in general on the defense of democracy and the promotion of “free market” economies; and

Whereas, The “free market” brings misery to Haitian workers who earn roughly 14 cents an hour and are denied the right to organize unions; and

Whereas, U.S. trade laws are violated when goods produced under such conditions are permitted to enter the country—even bought by the U.S. government; and

Whereas, The democratic election of President Aristide by an overwhelming majority was frustrated by the military which keeps him from assuming office by terror while thousands of Aristide supporters have been massacred; and

Whereas, Executive Orders of Presidents Bush and Clinton have left the so-called embargo on shipments of goods to and from Haiti full of holes. Haitian military tyrants collaborate to violate the embargo, bringing themselves oil through their Dominican Republic border and, trans-shipping to us, according to the DEA, 26,400 pounds of cocaine in 1993; and

Whereas, The only effective policy toward Haiti is against refugees risking death who are caught and returned when they try to escape political repression, terror and misery; and

Whereas, The Haitian people and their representatives call for an effective embargo despite the temporary difficulties they may suffer from it; and

Whereas, The contradictions and failures of U.S. policies begun under President Bush and continue today, defy reason and make a mockery of our national will to defend democracy, while smelling of racism through special victimization of Black Haitian refugees; therefore be it

Resolved, By this Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, that we urge all our representatives at the federal level to endorse and enforce an effective embargo of all goods to and from Haiti until the military stands down and democratically elected leaders take their rightful place in government;

and be it further

Resolved, That we urge our federal representatives to enact a policy toward Haitian refugees that is no less favorable than policy toward refugees from any country in the Caribbean area. When Black Haitian refugees fail to receive equality of treatment from the United States government it cannot be interpreted as anything other than racism under color of law.

Referred to Committee on Resolutions.
Adopted, p. 13.

Vice President Al Gore and Littler Law Firm

Resolution No. 5—Presented by South Bay AFL-CIO Labor Council, San Jose.

Whereas, The Littler, Mendelson, Fastiff, Tichy & Mathiason law firm is well identified as one of the most anti-union law firms across the length and breadth of America; and

Whereas, The aforementioned organization has opposed almost every union activity and organizing effort; and

Whereas, The Littler firm has become one of the largest management agents at the expense of workers; and

Whereas, Vice President Albert Gore has agreed to participate in their anti-union, anti-people seminar; and

Whereas, Such action by a Vice President who was elected because of support from Labor is a direct insult to all workers; therefore be it

Resolved, By this Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, that we urge all affiliates and delegates to contact Vice President Gore and President Clinton to express our strong feeling of resentment for the Vice President's participation in a seminar sponsored by an anti-people law firm; and be it further

Resolved, That we notify the National Office of the AFL-CIO regarding our action on this resolution.

Referred to Committee on Resolutions.
Filed, p. 12.

Oppose “Save Our State” Initiative

Resolution No. 6—Presented by South Bay AFL-CIO Labor Council, San Jose.

Whereas, America is a nation of Native Americans and immigrants who have built upon cultural diversity to create unity; and

Whereas, Human dignity and respect are cornerstones of the American tradition and all immigrants including undocumented persons, have

basic human and civil rights; and

Whereas, All too often immigrants unjustifiably receive blame for many of society's problems; therefore be it

Resolved, That this Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, condemns the concept of any proposition or legislation such as the proposed Save Our State (S.O.S.) initiative that would attempt to deny immigrants their basic human and civil rights; and be it further

Resolved, That the California Labor Federation calls upon all elected officials and nominees to condemn any such initiatives and propositions; and be it further

Resolved, That the California Labor Federation calls upon California labor councils to condemn any such initiatives and propositions; and be it finally

Resolved, That if any endorsed candidate supports the initiative, the Federation would reconsider its endorsement.

Referred to Committee on Resolutions.
Filed, p. 18.

Establish a Federation Communications/Media Department

Resolution No. 7—Presented by United Food & Commercial Workers No. 101, South San Francisco and San Francisco Labor Council.

Whereas, The use of communication technology is playing an increasing role in the lives of working people. These include television programming including cable and interconnection between the telephone and computer networks; and

Whereas, The Indiana State AFL-CIO has recently taken action to establish a monthly labor cable show which would be paid for by a per capita increase; and

Whereas, The Washington State AFL-CIO produces a monthly television show on PBS and cable; and

Whereas, The need for labor information is critical to defend labor and computer networks and bulletin boards are critical to this endeavor; and

Whereas, In order to develop a labor communications strategy, the State AFL-CIO needs to improve its communication resources and increase funding for this work in preparing for the 21 century; therefore be it

Resolved, That this 20th Biennial Convention of the California Labor Federation, AFL-CIO, goes on record that it will establish a union staffed

Media/Communications Department, and be it further

Resolved, That this Department will:

1. Produce a monthly labor cable show that will be distributed to all labor councils as well as distributed to local community access programmers as well as offering it to all California PBS affiliates; and

2. Produce a monthly radio show that will be distributed to all labor councils and encourage its distribution on community radio stations as well as offering it to all California PBS affiliates; and

3. Establish a California Labor Computer bulletin board that will include on-line the weekly edition of California AFL-CIO News and provide news and labor information on a timely basis on California trade unionists and to the news media. It will also include a California labor calendar with activities of all California AFL-CIO locals and lists of all California AFL-CIO boycotted goods; and

4. Join LaborNET IGC and/or LaborNET-CompuServe, so that California unionists can be linked up nationally and internationally on Internet; and be it finally

Resolved, That the California Labor Federation will issue a yearly report printed in the California AFL-CIO News on all labor radio, TV and computer bulletin boards and labor computer networks that are available in California.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 24.

In Solidarity with Cuba

Resolution No. 8—Presented by San Francisco Labor Council, San Francisco.

Whereas, Recent experience shows that our greatest ability to protect our members and to organize the unorganized rests upon our solidarity with workers of other countries; and

Whereas, The current U.S. trade and travel ban on Cuba continues to restrict the freedom of information and the right of U.S. workers to meet with Cuban trade unionists on common concerns and problems; and

Whereas, The Second International Trade Union Conference in Solidarity with Cuba to be held September 23-25, 1994 in Detroit, offers a unique opportunity for organized labor in the NAFTA countries to meet and confer with Cuban and unionists of other nations on common concerns and problems; therefore be it

Resolved, That this 20th Biennial Convention of the California Labor Federation, AFL-CIO, requests that the U.S. State Department grant

visas to Pedro Ross Leal, Executive Secretary of the Cuban Labor Federation (CTC) and to other union representatives in order to attend the September 23-25, 1994 Second International Trade Union Conference in Solidarity with Cuba in Detroit, Michigan; and be it further

Resolved, That the California Labor Federation, AFL-CIO, forward this Resolution to its Labor Council affiliates.

Referred to Committee on Resolutions.
Nonconcurrency, p. 13.

Building F.O.R.U.M.

Resolution No. 9—Presented by South Bay AFL-CIO Labor Council FORUM, San Jose.

Whereas, Approximately five million retired union members nationwide constitute a resource hitherto underutilized by the AFL-CIO; and

Whereas, The AFL-CIO in 1993 set up a retirees organizing project which included California FORUM participation; and

Whereas, California's Federation of Retired Union Members (FORUM) is a recognized national leader in this field, though admittedly only nominally a statewide organization, and still has much to do to organize retirees for political action, support of our local unions, education, organizing the unorganized, etc; therefore be it

Resolved, That this 20th Biennial Convention of the California Labor Federation, AFL-CIO urges upon the national AFL-CIO and the California Labor Federation a continued and stepped-up effort to build retiree clubs and FORUMs. Specifically we urge the State Federation to do the following:

(A) By written communication remind all California local unions that it is national AFL-CIO as well as State Federation policy for each local to organize their retired members into clubs; and

(B) That the State Federation poll each local in this state to determine whether:

- (1) They already have a retirees club,
- (2) They are now working on a plan to establish a retirees club, or
- (3) They have not yet considered this project; and

(C) That the results of this survey be utilized to stimulate further efforts to build clubs and FORUMs throughout the State of California; and

(D) That all locals be urged to assign one officer or liaison to work with an existing retirees club or to assist in the establishment of such a club.

Referred to Committee on Resolutions.
Adopted as amended, p. 24.

Single-Payer Health Care

Resolution No. 10—Presented by South Bay AFL-CIO Labor Council FORUM, San Jose.

Whereas, The labor-endorsed voter initiative, the California Health Security Act, will be on the November, 1994 ballot; and

Whereas, This Single-Payer system based upon the proved and popular Canadian health care system would provide health care for all Californians at no increased cost by eliminating the profit-taking role of insurance companies from the health care scene; and

Whereas, The California Health Security Act needs and deserves the maximum support possible to insure its victory at the polls in November; now therefore be it

Resolved, By this 20th Biennial Convention of the California Labor Federation, that the Federation devotes the maximum resources feasible to obtain the enactment of the California Health Security Act; and be it further

Resolved, That the California Labor Federation is urged to make the California Health Security Act a priority for the November, 1994 election.

Referred to Committee on Resolutions.
Adopted, p. 14.

Public Welfare and Corporate Domination

Resolution No. 11—Presented by South Bay AFL-CIO Labor Council FORUM, San Jose.

Whereas, Systemic changes in the dominant world economic system resulting from developments in transportation, communication and capital concentration are rapidly changing conditions of life throughout the world; and

Whereas, The United States corporate business world is the largest world economy and is therefore the major force in pursuing these changes; and

Whereas, The United States corporate business world is ruthlessly pursuing a course of action arrogantly antithetical to the public welfare of our own people, disempowering and impoverishing the people while seizing defacto control of erstwhile democratic institutions and frustrating the public will; and

Whereas, The United States Constitution reserves for the people the right to shape their institutions to promote the public welfare, now therefore be it

Resolved, By this 20th Biennial Convention of the California Labor Federation, AFL-CIO, that this situation be studied and means sought to protect the working people of our state and our

country from the ravages that we suffer as a result of these developments.

Referred to Committee on Resolutions.
Adopted, p. 14.

Organizing the Labor Force in the Electronics Industry

Resolution No. 12—Presented by South Bay AFL-CIO Labor Council FORUM, San Jose.

Whereas, The major industry in Santa Clara Valley, the electronics industry, is an unorganized segment with a notoriously underpaid and insecure production work force of about 200,000 of whom at least 25 percent are temporary workers; and

Whereas, These workers live a marginal life barely within the economy, are denied home ownership and a normal contribution to civic and social life because of their meager pay; and

Whereas, This condition of living for this large section of the Labor Force constitutes a dangerous threat to the constantly diminishing organized labor segment; and

Whereas, The living standard for all workers has dropped about ten percent in the past ten years, while income and ownership of wealth have increased many times over for the rich, and constitute significant steps toward a divided society of very rich and very poor; and

Whereas, This subject is a matter of statewide and nationwide concern as well as a local problem, now therefore be it

Resolved, By this 20th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation calls attention to this state of affairs and moves toward organizing the electronics industry.

Referred to Committee on Resolutions.
Adopted as amended, p. 12.

Oppose Anti-Immigrant Proposition

Resolution No. 13—Presented by San Francisco Labor Council, San Francisco.

Whereas, The so-called "Save Our State" ("SOS") initiative falsely argues that we must "Save Our State" by:

1. Banning undocumented children from attending public schools;
2. Requiring public school teachers to report to INS "suspected" undocumented children;
3. Denying prenatal care to undocumented women;
4. Requiring health care workers to report to the INS "suspected" undocumented patients,

including children receiving immunization;

5. Requiring local police to cooperate with INS in deporting undocumented persons arrested, including those subjected to citizen's arrest at picket lines;

6. Adopting a host of other measures, aimed at penalizing undocumented immigrant families in our community, most of which only duplicate existing restrictions or violate state or federal constitutional or statutory law; and

Whereas, Our State needs real change to improve the economic welfare of working people and not the sort of harsh, vindictive, unnecessary and counter-productive measures offered by the SOS initiative which falsely promise change while providing political cover for failed politicians; therefore be it

Resolved, By the 20th Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation opposes the so-called "Save Our State" anti-immigrant initiative if it is placed on the California ballot in November 1994; and be it finally

Resolved, That the California Labor Federation recruits and expends resources from its affiliates to defeat this initiative.

Referred to Committee on Resolutions.
Filed, p. 18.

Endorse LCLAA Delegation to Mexico

Resolution No. 14—Presented by San Francisco Labor Council, San Francisco.

Whereas, The globalization of capital and the corresponding embracement with free trade has popularized the concept of free trade as a solution to U.S. workers and workers of other countries; and

Whereas, These so-called solutions only exacerbate existing inequalities of economic resources, devastate the environment, ensure economic dependence, threaten the sovereignty of each country, continue the exploitation of women workers, disproportionately reduce the standard of living of all U.S. workers, especially the oppressed minorities in this country; and

Whereas, The struggle undertaken by the U.S. labor movement during the NAFTA debate has mobilized the labor movement and strengthened strategic alliances with environmental organizations and other progressive forces; and

Whereas, Recent events in Mexico have demonstrated the fallacy of free trade under authoritative regimes; and

Whereas, The San Francisco Chapter of LCLAA is organizing a trade union delegation to

Mexico from August 16-22, 1994 to act as international observers to the Mexican election, initiate ongoing ties with Mexican trade unions, social and political organizations, and to provide an opportunity for U.S. trade unionists to continue our alliances in the post-NAFTA period; therefore be it

Resolved, That the 20th Biennial Convention of the California Labor Federation, AFL-CIO, endorses said delegation, and will assist in informing all delegates and other labor councils of same; and be it further

Resolved, That this 20th Biennial Convention requests the distribution and support of this effort to all Federation affiliates.

Referred to Committee on Resolutions.
Adopted as amended, p. 13.

Public Works Jobs to Rebuild America

Resolution No. 15—Presented by Utility Workers No. 246, Los Alamitos.

Whereas, More than 16 million Americans suffer from unemployment or underemployment; and

Whereas, From 1979 to 1992, the United States lost 2.9 million manufacturing jobs, a net loss of almost one in five production jobs; and

Whereas, One in five full-time workers earn wages that put their families below the poverty line; and

Whereas, Most private sector job creation in recent years has been part-time, temporary and/or low-wage employment, with few if any benefits and poor prospects for advancement; and

Whereas, Only 32 percent of jobless workers are getting regular unemployment insurance benefits, and those who received benefits received, on average, only 37 percent of their previous weekly wages; and

Whereas, Unemployment among African Americans, Mexican Americans and other Latinos, Asian Americans, and other racially and nationally oppressed groups is twice the overall rate, and among youth it is about three times the overall rate; and

Whereas, Immigrant workers should have the right to join unions without fear of deportation and therefore have the right to union wages, conditions and benefits; and

Whereas, Chronic, widespread joblessness is the main underlying cause of the drug crisis, crime, poverty, homelessness, inadequate housing and discrimination that plagues our communities; and

Whereas, The end of the Cold War without a

plan for peacetime conversion in place has led to the loss of millions of jobs, creating economic and social devastation in states such as California; and

Whereas, There is a critical need to rebuild and expand America's deteriorating infrastructure: schools, housing, road, mass transit, water and sewage, utilities, parks, recreational and child care facilities; and

Whereas the Labor Movement has long identified full employment as a key goal; and

Whereas, The Works Progress Administration (WPA), created under the Franklin D. Roosevelt Administration in 1935, provided some 8 and a half million jobs building highways, bridges, parks and other projects intended to have long range value, and played a key role in bringing the United States out of the Great Depression; and

Whereas, Congressman Matthew G. Martinez has introduced the Job Creation and Infrastructure Restoration Act of 1994, H.R. 4708, which addresses many of these issues; therefore be it

Resolved, That the 20th Biennial Convention of the California Labor Federation, AFL-CIO, calls upon Congress and the President to enact legislation which will:

1. Commit hundreds of billions of dollars over a multi-year period for the building of new housing, schools, youth and child care centers, public parks and recreational facilities, mass transportation, and municipal utilities, as well as the renovation of existing facilities;
2. Assist in the conversion of both closed manufacturing plants and obsolete military production facilities to new, socially necessary forms of production;
3. Undertake projects to clean up the environment;
4. Provide work and training/retraining to all the unemployed and underemployed at prevailing union scale wages and guarantee a full complement of benefits such as health care, vacation and pensions;
5. Addressing past and present discrimination, include an effective affirmative action plan with goals, timetables and quotas and will not discriminate against immigrant workers;
6. Include a special youth component which combines employment, education and recreational opportunities and the right to collect unemployment insurance;
7. Beyond the direct creation of millions of public works jobs, such legislation will result in the millions of additional jobs in the manufacturing sector providing materials and machinery for the public works projects, as well as new jobs in

all sectors due to the stimulative effects on the economy of increased purchasing power of a fully employed work force;

8. Such a bill must be financed by cutting the military budget and sharply raising taxes on the very rich and on corporations, as well as by increased tax revenues produced by a more vigorous economy and a fully employed work force; therefore be it further

Resolved, That the Federation commends Congressman Matthew G. Martinez for his authorship of H.R. 4708, the Job Creation and Infrastructure Restoration Act of 1994, which addresses many of these goals, and that the Federation endorses that legislation; and be it further

Resolved, That the Federation will seek sponsorship for the Martinez bill from members of California's Congressional delegation, and will ask all candidates for political office who seek COPE endorsement to support this program and that we will call on all allies of labor to join us in the active effort to secure passage of this bill, and be it finally

Resolved, That the Secretary-Treasurer of the State Federation is authorized to communicate this resolution to all affiliated bodies, to the state labor federations of the other states, and to the national AFL-CIO.

Referred to Committee on Legislation.
Adopted as amended, p. 25.

Support Infrastructure Restoration Act of 1994

Resolution No. 16—Presented by Laborers No. 300, Los Angeles.

Whereas, Congressman Matthew G. Martinez has now introduced H.R. 4708, the Infrastructure Restoration Act of 1994; therefore be it

Resolved, That the 20th Biennial Convention of the California Labor Federation, AFL-CIO, calls upon Congress and the President to support and pass H.R. 4708, and be it further

Resolved, That such a bill will commit hundreds of billions of dollars over a multi-year period for the building of new housing, schools, health facilities, senior, youth and child care centers, public parks and recreational facilities, mass transportation and municipal utilities, as well as the renovation of existing facilities; will assist in the conversion of both closed manufacturing plants and obsolete military production facilities to new, socially necessary forms of production; will undertake projects to clean up the environment; and be it further

Resolved, That such a bill will provide work

and training/retraining to all the unemployed and underemployed at prevailing union scale wages and guarantee a full complement of benefits such as health care, vacation and pensions; and be it further

Resolved, That such a bill, addressing past and present discrimination, will include an affirmative action plan with goals, timetables and quotas and will not discriminate against immigrant workers; and be it further

Resolved, That such a bill will include a special youth component which combines employment, education, and recreational opportunities and the right to collect unemployment insurance; and be it further

Resolved, That beyond the direct creation of millions of public works jobs, this bill will result in millions of additional jobs in the manufacturing sector providing material and machinery for the public works projects, as well as new jobs in all sectors due to the stimulative effects on the economy of increased purchasing power of a fully-employed work force; and be it further

Resolved, That the California Labor Federation commends Congressman Matthew G. Martinez for his commitment to introduce H.R. 4708, the Infrastructure Restoration Act of 1994; and be it finally

Resolved, That the Federation will seek sponsorship for the bill from California members of Congress, and will ask all candidates for political office who seek COPE endorsement to support this program and that we will call on all allies of labor to join us in this active effort to insure passage of such a bill.

Referred to Committee on Legislation.
Filed, p. 26.

Establish Labor Party

Resolution No. 17—Presented by AFSCME No. 444, Oakland.

Whereas, From 1973 to 1992, U.S. productivity rose 25 percent while wages declined 19 percent; and

Whereas, Benefits and rights that have taken decades to win are being taken from us by the employers with the help of the two parties of big business, the Republicans and Democrats; and

Whereas, The North American Free Trade Agreement (NAFTA) and the looting of the Savings and Loan Industry are recent examples of the inability of either of these two parties to represent the interests of working people; and

Whereas, These trends are continuing under the present Administration which, rather than creating employment, intends to drive poor peo-

ple off of welfare and into public service work without union rights and benefits and below union pay scales, driving down our wages and conditions; and

Whereas, In the 1992 pre-election period one poll found that 55 percent of the people asked expressed the desire for a different party from the Republicans or Democrats, a trend that was confirmed by the 19 million votes received by Ross Perot, a billionaire and enemy of working people; and

Whereas, Brother Anthony Mazzochi, former International Secretary Treasurer of the Oil, Chemical and Atomic Workers Union (OCAW) has formed Labor Party Advocates (L.P.A.) for the purpose of campaigning for a Labor Party within the trade unions; therefore be it

Resolved, That the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, recognizes the need for a Labor Party based on the trade unions; and be it further

Resolved, That the California Labor Federation urge every district council to set up Labor Party committees in conjunction with the Labor Party Advocates, the only official trade union group that has consistently campaigned for a Labor Party; and be it further

Resolved, That the California Labor Federation encourages every local union to urge each Central and State labor body to which it belongs to discuss and endorse a Labor Party as well as the Labor Party Advocates and that the California Labor Federation sponsors, in conjunction with L.P.A., regional conferences to build a Labor Party; and be it finally

Resolved, That the California Labor Federation calls on the AFL-CIO to convene a national congress of trade unions in order to form a Labor Party and that the goal of this party shall be to end the domination of U.S. politics and society by big business.

Referred to Committee on Resolutions.

Adopted as amended and referred to Executive Council, p. 24-25, 27.

Strengthen Ties with Mexican Trade Unions

Resolution No. 18—Presented by AFSCME No. 444, Oakland.

Whereas, The passage of NAFTA shows that the United States Labor Movement and workers in the United States in general cannot advance as long as their Brothers and Sisters in Mexico are repressed; and

Whereas, The uprising in Chiapas Mexico once again shows the repressive nature of the Mexican government; and

Whereas, That government does not recognize real trade union or democratic rights and has been responsible for a disastrous fall in the living standards in Mexico as well as driving peasants off their land to make way for agribusiness; and

Whereas, These conditions are also being used to attack jobs and wages here in the United States; now therefore be it

Resolved, By the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation protests the current repression of the Mexican government; and be it further

Resolved, That we call on the labor movement to build increased links with the labor movement in Mexico to encourage true union democracy and independent trade unionism there.

Referred to Committee on Resolutions.
Adopted, p. 25.

American Maritime Industry Revitalization

Resolution No. 19—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, America's maritime industry is a valuable national asset which must be preserved; and

Whereas, In every major U.S. conflict—from the Revolutionary War, to World War II to the Persian Gulf—U.S. vessels and domestic shipyards have given this nation the ability to project its power overseas; and

Whereas, Because of inconsistent federal promotion, however, America's maritime industry has declined considerably since the end of World War II; and

Whereas, Today, U.S.-flag vessels carry less than four percent of our international trade. Once the largest in the world, the U.S. fleet now ranks 17th, with 384 sea-going vessels; and

Whereas, Commercial shipyard work is virtually non-existent. Since U.S. shipbuilding subsidies were terminated in 1981, the U.S. has lost one-third of all its shipyards, 50,000 American shipyard jobs and 100,000 jobs in shipyard supply companies; and

Whereas, The trend can be reversed, however. Prompt federal action can provide incentive to build and ship American; and

Whereas, Time is running out. Absent some kind of government action by the end of the year, American shipping companies will increase their efforts to secure Maritime Administration permission to place over 20 U.S.-flag vessels under foreign registries, which do not adhere to interna-

tional safety, labor and environmental standards; and

Whereas, Significant progress has been made towards enacting legislation which would preserve both a viable U.S.-flag merchant fleet and a domestic shipyard mobility base, many loose ends remain to be tied up before the 103rd Congress adjourns this fall; and

Whereas, Currently, congressional committees in the House of Representatives and the Senate are deliberating industry proposals—including H.R. 4003, the Maritime Administration and Promotional Reform Act—that represent the first comprehensive industry promotional program in nearly 25 years; therefore be it

Resolved, That the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, calls upon the Administration and the Congress to recognize the important economic and national security benefits derived from a strong American maritime industry by enacting pending maritime initiatives as now represented by H.R. 4003; and be it further

Resolved, That the delegates to this Convention actively promote a grass roots campaign by local unions and their rank and file membership to demonstrate that strong public support exists for adoption of federal maritime programs.

Referred to Committee on Legislation.
Adopted, p. 26.

Mileage Reimbursement

Resolution No. 20—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article X beginning on Page 31 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 on page 31 by striking the words “25 cents per mile” found in the first sentence and inserting in their stead the words “29 cents per mile.”

2. Amend Section 2 on Page 32 by striking the word “25 cents per mile” found in the first sentence and inserting in their stead the words “29 cents per mile”.

Referred to Committee on Constitution.
Adopted, p. 19.

COPE Per Capita

Resolution No. 21—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The implementation of term limits

under Proposition 140 has dramatically increased the number of Special Elections for California state legislative offices and;

Whereas, The implementation of term limits under Proposition 140 will result in an unprecedented number of contested primary elections for California state legislative offices;

Be It Resolved, That Article XII beginning on page 32 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 subdivision (a) on page 33 by striking “30 cents” found in the first sentence of the first paragraph and inserting in its stead “35 cents”.

2. Amend Section 1 subdivision (a) on page 33 by striking “5 cents” found in the first sentence of the second paragraph and inserting in its stead “10 cents”.

3. Amend Section 1 subdivision (a) on page 33 by striking “5 cents” found in the first sentence of the third paragraph and inserting in its stead “10 cents”.

Be it further Resolved that Article XIV beginning on page 36 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Part B Representation Section 3 subdivision (a) on page 41 by striking the phrase “seven hundred twenty cents” found in the final sentence of the second paragraph and inserting in their stead the words “eight hundred forty cents.”

Referred to Committee on Constitution.
Adopted, p. 19-20.

Political Endorsements for Statewide Candidates

Resolution No. 22—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, That Article XIV beginning on page 36 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Part F Political Recommendations and Endorsements Section 6 found on page 51 by striking the words “for the purpose of recommending the Executive Council,” and inserting in their stead the words “for the purpose of making recommendations to the Executive Council for candidates for statewide office.”

Referred to Committee on Constitution.
Adopted, p. 20.

Compensation of Officers

Resolution No. 23—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The Executive Council is authorized to raise periodically the salaries of the President and Secretary-Treasurer; and

Whereas, The Executive Council has acted periodically to raise the salaries of the President and Secretary-Treasurer; therefore

Be It Resolved, That Article XI beginning on Page 32 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 found on page 32 by deleting "\$40,000.00" and inserting in its stead "\$71,500".

2. Amend Section 2 found on page 32 by deleting "\$50,000.00" and inserting in its stead "\$82,500".

3. Amend Section 3 found on page 32 by adding the following sentence at the end of the section, "Any increase in salary pursuant to this section shall be reflected in Sections 1 and 2 of this Article when this Constitution is printed as required by Article XIX."

Referred to Committee on Constitution.
Adopted, p. 20.

Support Human Resources Development Institute

Resolution No. 24—Presented by Glass, Molders, Pottery, Plastics & Allied Workers No. 192, Corona.

Whereas, The Job Training Partnership Act (JTPA) offers numerous opportunities for Organized Labor to demonstrate its concern for unemployed workers and to help dislocated workers in the State of California; and

Whereas, These programs enable dislocated workers in the state of California to upgrade their skills, move into new industries, or enter into new occupations; and

Whereas, JTPA programs help to prepare the unskilled and economically disadvantaged for productive employment; and

Whereas, The AFL-CIO Human Resources Development Institute (HRDI) offers expert assistance to labor organizations in the state of California to help them take full advantage of the opportunities offered by the Job Training Partnership Act by providing myriad services, including:

- Training, education, and specially-developed informational materials for union members serving on state and local JTPA councils so they

can better serve and protect the interests of all workers.

- An array of technical services to help labor organizations develop and implement programs for dislocated workers with special emphasis on helping our unemployed union brothers and sisters.

- Special assistance to unions and other labor bodies in upgrading the skills of workers.

- Providing customized financial management services to local, state, and international labor organizations which operate federally-funded programs; and

- Whereas, The Institute provides support to special labor-involved projects that help disabled workers to find meaningful, productive employment and enable them to enter or return to the work force as soon as possible; and

Whereas, The Institute is in its 25th year of exemplary service to Organized Labor in all 50 states; therefore be it

Resolved, That the Twentieth Biennial Convention of the California Labor Federation, AFL-CIO, commends the AFL-CIO Human Resources Development Institute for its unfaltering service to Organized Labor and the unemployed working men and women of the state of California and heartily endorses HRDI's continuing efforts to strengthen Organized Labor's role in the national employment and training system and its commitment to help affiliated unions and other labor entities develop employment and training services for dislocated, economically disadvantaged, and disabled workers.

Referred to Committee on Resolutions.
Adopted, p. 18.

Tips Recognized as Wages for Statutory Benefits

Resolution No. 25—Presented by California State Council of Hotel Employees and Restaurant Employees, Santa Rosa.

Whereas, Workers employed in restaurants and bars are historically dependent upon cash tips or gratuities for most of their income; and

Whereas, Such tip income is subject to income tax and is recognized by California and the Federal Government as wages; and

Whereas, Such tip income is not included in the definition of wages or compensation by California for purposes of computing workers' compensation benefits, unemployment insurance benefits, and disability insurance benefits; and

Whereas, All other workers in California are not similarly deprived of having their full wages

used to compute workers' compensation, unemployment insurance and disability benefits; and

Whereas, There now exists under Federal law a readily ascertainable way to determine tip income by allocated gratuities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, supports legislation to cause tip income to be included in the determination of wages or compensation for purposes of workers' compensation, unemployment insurance and disability insurance benefits.

Referred to Committee on Legislation.
Adopted, p. 26.

Tips Recognized as Wages for Employment Benefits

Resolution No. 26—Presented by California State Council of Hotel Employees and Restaurant Employees, Santa Rosa.

Whereas, Workers employed in restaurants and bars are historically dependent upon cash tips or gratuities for most of their base income; and

Whereas, Such tip income is subject to income tax and is recognized by California and the Federal Government as wages; and

Whereas, It is common for employers in California to provide such benefits as vacation pay, sick leave pay, funeral leave pay, and other such forms of leave on the basis of the base wage of an employee; and

Whereas, Workers employed in restaurants and bars have historically been deprived of having their tip income taken into account by their employers for the purposes of such benefits; and

Whereas, Such discrimination is arbitrary, unjustified and endangers a full living wage for all such workers; and

Whereas, There now exists under Federal law a readily ascertainable way to determine tip income by allocated gratuities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, supports legislation to cause tip income to be included in the computation of wages by any employer who provides such benefits, or any of them, whether by contract or policy, so that the full base wage of all California employees is fully recognized.

Referred to Committee on Legislation.
Adopted, p. 26.

Casino/Riverboat Gambling

Resolution No. 27—Presented by California State Council of Hotel Employees and Restaurant Employees, Santa Rosa.

Whereas, California allows for lawful wagering for horse races and subjects the same to administration through the California Horse Racing Board; and

Whereas, California allows for a State Lottery subject to State control and subject to the use of part of the proceeds thereof to help meet the educational needs of the citizens; and

Whereas, Other states allow casinos and have been successful in the strict control thereof; and

Whereas, Without lawful gambling California is losing jobs and money to such other states; and

Whereas, Lawful gambling in California would bring expanded jobs and revenue and whereas the same would also expand the entertainment industry generally in California; and

Whereas, Article IV, Section 19, of the current California Constitution prohibits the Legislature from authorizing casinos of the type currently operating in Nevada and New Jersey; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, seek the introduction of a resolution by which the Legislature would propose to the People of California the Legislation of casinos and/or riverboat gambling, subject to strict control of a new Gaming Board; and be it further

Resolved, That the California Labor Federation, AFL-CIO, seek the introduction of legislation that includes provisions mandating collective bargaining rights under state law for employees of Indian reservation gambling operations established pursuant to any compact between the State of California and the Federal Government or any Indian tribe.

Referred to Committee on Legislation.
Adopted, p. 26.

Boycott Bank of America

Resolution No. 28—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Bank of America is the nation's second largest financial institution, and is one of California's largest employers; and

Whereas, In 1993, Bank of America announced its plan to eliminate most of its full-time teller positions, by converting as many as 17,000 full-time jobs into part-time jobs; and

Whereas, Part-time status deprives these tellers of over one-half their incomes and eliminates their health benefits; and

Whereas, Most of these employees earn below \$20,000 working full-time and cannot survive on

drastically reduced incomes with no health insurance; and

Whereas, Many of these tellers are heads of households and they and their dependents rely on employer-provided health benefits for their medical care; and

Whereas, Just prior to this announcement, Bank of America reported record profits of \$1.5 billion, and rewarded its Chief Executive Officer with wages and bonuses worth over 4.6 million in salary and stock options; therefore be it

Resolved, That the California Labor Federation affirms its boycott of Bank of America; and be it further

Resolved, That the California Labor Federation calls on its affiliates, members of unions and all people of good will to close their accounts with Bank of America in protest of its unfair treatment of its employees.

Referred to Committee on Resolutions.
Adopted, p. 25.

Support for American Guild of Musical Artists

Resolution No. 29—Presented by California State Theatrical Federation, San Francisco.

Whereas, The American Guild of Musical Artists (“AGMA”) has been engaged since May 1994 in negotiations with the San Francisco Symphony Association for a new collective bargaining agreement to replace the agreement which expires on August 31, 1994; and

Whereas, Many significant issues remain unresolved between the parties, including wages, health benefits, coverage of solo singers (most of whom are already members of AGMA) and increase in the number of professional choristers to a reasonable percentage of the entire chorus; and

Whereas, The Symphony Association has repeatedly refused to respond to AGMA’s requests with any reasonable responses and has specifically rejected the proposal that coverage under the agreement be extended to solo singers on the premise that they are “independent contractors”; and

Whereas, AGMA has requested the participation of a federal mediator to assist the parties in these negotiations in an effort to avoid a work stoppage which would severely affect the unionized and other employees of the Symphony, including the orchestra members and the stage and technical personnel, and would have an adverse impact on the artistic and cultural life of the City of San Francisco; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, deplors the refusal of the San Francisco Symphony Association to negotiate an acceptable contract with AGMA; and be it further

Resolved, That all possible assistance in these negotiations be given to AGMA by the Federation and its constituent Unions, including, but not limited to, support for a work stoppage by the members of the bargaining unit, if one should occur; and be it further

Resolved, That this resolution be endorsed by the California Labor Federation, AFL-CIO, in convention assembled.

Referred to Committee on Resolutions.
Adopted, p. 25.

Justice for Sprint Corporation Workers Victimized by Sprint Closing of La Conexion Familiar

Resolution No. 30—Presented by Communications Workers No. 9000, Los Angeles.

Whereas, On July 14, 1994—with absolutely no warning and just one week before an election to vote on bargaining representation by the Communications Workers of America-Sprint Corp. fired 235 Latino workers and closed its San Francisco-based subsidiary La Conexion Familiar, “the family connection”, and

Whereas, Sprint management secured the offices, announced the shutdown and searched the workers before they were allowed to leave. “Workers burst into tears, at least one woman fainted, and paramedics were summoned after the closure,” the *San Francisco Examiner* reported in a front page story describing the surprise shutdown; and

Whereas, One 57 year old woman was treated and released from San Francisco General Hospital for what was described as a “psychosocial crisis,” and Capt. Phillip Harvey of the Department of Public Health reported finding workers in a state of confusion so severe he considered calling in a psychological counseling team; and

Whereas, The Spanish-speaking telemarketing workers at La Conexion—about 80 percent women—supplied a much needed service to the Latino community, reflected in the fact that they captured seven percent of that market, more than twice the share of Sprint’s internal marketing operation. La Conexion’s general manager as recently as March 1st told the *San Francisco Chronicle* the company’s business was growing “as much as 20 percent a month in the past two years” and predicted annual sales would grow from \$50 million this year to “\$150 million by 1996.” Yet Sprint claimed it was closing the subsidiary because it was losing money; and

Whereas, The aggressively anti-union Sprint Long Distance company requires its managers "to support Sprint's union-free philosophies and programs." Its management guide stresses that, "There is no greater measure of your managerial effectiveness than a union organizing campaign." Moreover, Sprint has employed tactics of fear and intimidation repeatedly in other locations where members of the Sprint Employees Network have been attempting to organize with CWA's help; and

Whereas, CWA has filed an unfair labor practice charge against Sprint, charging that the company closed its Spanish-speaking marketing facility to prevent the 177 union-eligible workers from voting to join the union and to intimidate other Sprint workers; and

Whereas, CWA has requested that the NLRB seek an injunction to re-open the office under Section 10(j) of the National Labor Relations Act and is calling for the labor board to proceed with a representation election; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, strongly condemns Sprint's brutal shutdown of La Conexion Familiar as

motivated solely to prevent its workers from electing to join a union, and we urge union members to write to Sprint CEO William Esrey protesting this outrageous and illegal action; and be it further

Resolved, That the California Labor Federation, AFL-CIO, and all of its affiliates pledge their full support for a campaign by the 235 victimized Latino workers to obtain justice through:

- Timely reopening of La Conexion Familiar;
- Restoration of their jobs with back pay for a time lost due to the closure;
- A proper NLRB election, free from company interference or intimidation; and be it further

Resolved, That we call on affiliates to contact labor's allies, government entities and other organizations that are now using Sprint services and alert them to this violation of workers' rights.

Referred to Committee on Resolutions.
Adopted, p. 25.

Report of the Executive Council

Sacramento
July 25, 1994

To: The 20th Convention of the California Labor Federation, AFL-CIO.

Greetings:

Under the authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on seven occasions during the interim period following the July 27-29, 1992, Convention in San Francisco 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 9-10, 1992, at the Hyatt Regency, Los Angeles; March 9-10, 1993 at the Parc Oakland Hotel, Oakland; June 16-17, 1993 at the Biltmore Hotel, Los Angeles; September 14-15, 1993 at the Capitol Plaza Holiday Inn, Sacramento; December 14-15, 1993 at the Financial District Holiday Inn, San Francisco; April 10-12, 1994 at the Cathedral Hill Hotel, San Francisco; and July 20-22, 1994 at the Radisson Hotel, Sacramento.

Convening as the Standing Committee on Political Education, the Executive Council met on April 10-12, 1994 at the Cathedral Hill Hotel, San Francisco, and on July 20-22, 1994 at the Radisson Hotel, Sacramento.

LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the Hyatt Regency Hotel, Los Angeles, on December 8, 1992, to develop recommendations on legislative priorities for the State Legislature's 1993-94 session to be submitted to the Federation's full Executive Council at its December 1992 meeting.

The Advisory Committee on Legislation was established, pursuant to action of the 1964 Convention for the purpose of assisting the Standing Committee on Legislation in establishing priorities for legislative proposals by the California Labor Federation, based on Convention policy statements and resolutions adopted. The Advisory Committee is appointed by the Executive Secretary-Treasurer and the President to assist the Committee on Legislation.

These committees are guided in drafting their recommendations by the provisions of the legislative review authority granted to the Executive Council under Article VIII, Section 4, of the Federation's Constitution which provides, 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 believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolutions 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 such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

Procedurally, the Advisory Committee made its recommendations on each appropriate policy statement and resolution to the Legislative Committee, which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's Legislative Program was made by the Council itself. The Legislative Committee and its Advisory Committee were confronted with the task of considering the twenty-one policy statements and several resolutions adopted by the Federation's Nineteenth Convention in July, 1992.

All recommendations requiring the introduction of legislation were placed in categories calling for introduction in the first year of the session, the second year of the session or for support of legislation introduced by others, consistent with policy statements and resolutions adopted.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council at its meeting December 9-10, 1992 at the Hyatt Regency Hotel, Los Angeles.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee included: Jack Baugh, Operating Engineers No. 3; Louie Bravo, Southern Calif. District Council of Laborers; Bruce Doering, IATSE Local 659; Ted Hansen, Hotel and Restaurant Employees No. 49; Arlene Holt, AFSCME; E. Dennis Hughes, UFCW No. 428; Walter Johnson, San Francisco Labor Council; Gunnar Lundberg, Sailors Union of the Pacific; Ken Major, Communications Workers District No. 9; Hugo Morris, Teamsters Joint Council No. 42; Steve Nutter, Western States Division ILGWU; Jim Quillin, California Conference of Machinists; Charles Reiter, California State Building and Construction Trades Council; Richard Robbins, IBEW District Council No. 9; Wm. R. Robertson, Los Angeles County Federation of Labor;

Margaret Shelleda, United Public Employees No. 790, SEIU; and Daniel A. Terry, California Professional Firefighters.

The Federation's Standing Committee on Legislation and the Legislative Advisory Committee met on December 13, 1993 at the Financial District Holiday Inn, San Francisco, to review resolutions and policy statements adopted by the 1992 Federation Convention that pertained to state legislation.

The Executive Council's Standing Committee on Legislation then formulated recommendations to the Executive Council at the Council's December 14-15, 1993 meeting. The final determination of the Federation's Legislative Program was made by the Council at that meeting.

Trade unionists representing Federation affiliates from around the state were requested to serve on the Legislative Advisory Committee. Those representatives were: Jack Baugh, Operating Engineers No. 3; Louie Bravo, Southern California District Council of Laborers; Ted Hansen, Hotel and Restaurant Employees No. 49; Arlene Holt, AFSCME; Dolores Huerta, United Farm Workers; E. Dennis Hughes, UFCW No. 428; Walter Johnson, San Francisco Labor Council; Ron Kutak, IATSE Local No. 776; Gunnar Lundberg, Sailors Union of the Pacific; Gerald O'Hara, California Teamsters Public Affairs Conference; Katie Quan, ILGWU; Jim Quillin, California Conference of Machinists; Charles Reiter, California State Building and Construction Trades Council; Richard Robbins, IBEW District Council No. 9; T Santora, Communications Workers District No. 9; Margaret Shelleda, United Public Employees No. 790, SEIU; Daniel Terry, California Professional Firefighters; Armando Vergara, Carpenters Eighth District; and Jim Wood, Los Angeles County Federation of Labor.

ELECTION OF NEW COUNCIL MEMBERS

At the September 14-15, 1993 meeting in Sacramento, members of the Council accepted with regret the resignation of Bill Robertson, who had retired as Vice President, District 3-A. The Council elected Jim Wood, Communications Workers Local 9400, and Executive Secretary of the Los Angeles County Federation of Labor, as a Vice President of the California Labor Federation, District 3-A.

At the same meeting, Council members accepted with regret the resignation of Jim Brown as Vice President, District 11-B. The Council elected Tom Sweeney, IBEW Local 595 and Secretary-Treasurer, Alameda County Building and Construction Trades Council, as Vice President, District 11-B. Council members also accepted

with regret the resignation of Anthony Ramos as Vice President At Large C, and elected Jim Green, Carpenters Local 713, as Vice President At Large C.

At the December 13-14, 1993 meeting in San Francisco, Council members accepted with regret the resignation of Justin Ostro, who retired as Vice President At Large E. Council members elected Lee Pearson, Machinists Local 946, as Vice President At Large E. At the April 10-12, 1994 meeting in San Francisco, the Executive Council accepted with regret the resignation of John Valenzuela, as Vice President, District 5. Council members elected Leo Valenzuela, Laborers Local 585 as Vice President, District 5.

At the same meeting, Council members accepted with regret the resignation of Louis Bravo, Vice President At Large D. The Council elected Mike Quevedo, Jr., Laborers No. 300, as Vice President At Large D.

SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award a record 135 scholarships, valued at \$500 each, in the past two years, to graduating seniors in California's public, private, and parochial high schools, participants in the California Labor Federation's annual scholarship awards competition throughout the state.

Sixty-seven scholarships were awarded in 1993, and a record sixty-eight were awarded in 1994. Four of the scholarships each year are given directly by the Federation in memory of C.J. Haggerty and Thomas L. Pitts, former executive secretary-treasurers of the organization. The rest are co-sponsored by affiliated unions and councils. In 1993 nearly 2,100 high school students applied for Federation scholarships. In 1994, the number of applicants reached 1,950.

The judges for the 1993 and 1994 scholarship programs were: Peter Guidry, former Coordinator for Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Berkeley; Leland S. Russell, Member and Past President, California Council on Adult Education, Bay Section, Walnut Creek; John McDowell, Professor of Labor Relations and Director of the Labor Center, Los Angeles Technical College; and June McMahon, Coordinator for Labor Programs, Center for Labor Research and Education, UCLA Institute of Industrial Relations.

New scholarships have been secured since the Council decided to permit co-sponsorship of memorial scholarships to honor distinguished trade unionists. This has allowed creation of new scholarships, subject to the criteria that include a

requirement that the person being so honored is deceased and had been a member of the co-sponsoring union or council.

As attested by letters from "alumni" of previous contests, school officials and publicity in communities throughout California, this contest is making a significant contribution to expanding public understanding of the organized labor movement, its structure, functions, goals and its place in American society.

EXONERATIONS

Since the last Convention, the Federation's Executive Council has continued the policy authorized by Article XIII, Section 2, of the Federation's Constitution for it to grant exonerations from payment of per capita tax by affiliates involved in labor disputes or for other good causes. Since the 1992 Convention, such aid has been granted in response to requests received from the following organizations:

Millmen's Local No. 1496, Fresno, was granted exoneration in December, 1992, for a six month period as a result of financial hardship.

Painters Union Local 741, Martinez, was exonerated in March, 1993, for a six month period due to financial hardship. At the same meeting, Musicians Local 353, Long Beach, was granted exoneration for six months due to financial hardship.

At the June, 1993 meeting, Iron Workers Shopmen's Local 627, San Diego, was granted a six month exoneration due to financial difficulties arising from a lengthy dispute with NASSCO.

The Executive Council granted exonerations of six months in September, 1993 to Iron Workers Shopmen's Local 790, Oakland, and San Diego City Firefighters Local 145, due to economic difficulties.

BANK OF AMERICA BOYCOTT

In early 1993, Bank of America announced its plan to massively reduce its staff of full-time bank tellers by trimming these into part-time jobs without health benefits. The bank had just achieved record profits of \$1.5 billion.

The Federation began an agitational campaign in defense of these workers. Federation funds were withdrawn from Bank of America. Organizational assistance was provided to Office and Professional Employees Local 3 and 29's campaign to unionize Bay Area Bank of America employees. Affiliates and the public were urged to withdraw funds from BofA.

A formal boycott was held in abeyance at the request of OPEIU during its organizing campaign. In December, 1993, with the concurrence of OPEIU, the bank was placed on the Federation's "We Don't Patronize" list.

RESOLUTIONS FOR SUBMISSION TO AFL-CIO CONVENTION

At its December, 1992, meeting, the Executive Council adopted resolutions for submission to the national AFL-CIO Convention on establishment of a national labor television cable channel and on improvement of public television's portrayal of workers and workplace issues.

At its September, 1993 meeting, the Executive Council adopted resolutions for submission to the national AFL-CIO Convention on a fair immigration policy and on part-time workers/rental workers.

The texts of these resolutions follow:

Establish a National Labor Television Cable Channel

Whereas, The expansion of cable television has led to this technology being introduced into the homes of 60 percent of those who have television in the United States; and

Whereas, The majority of the American working people receive most of their news and information from the television medium; and

Whereas, The labor movement needs regular national television programming that deals with all of the issues which affect working people in every industry, union and region; and

Whereas, There are national cable programs on comedy, law, religion, music, general news, sports, and other specific issues; and

Whereas, There is intense and increasing competition to obtain cable channel spots; and

Whereas, The resources of the labor movement could be so used for popular and serious education for unionists and all working people; and

Whereas, Cable sponsorship would allow for a successful media image to assist in strengthening the labor movement against the attacks on labor from both the employers and government; now be it

Resolved, That the AFL-CIO call for the development and establishment of a national labor cable channel, broadcast by satellite and staffed by union members, such channel to include programming from the national AFL-CIO, international unions, and local Central Labor Councils and State Federations.

Improve Public Television's Portrayal of American Workers and Expand Coverage of Workplace Issues

Whereas, The American labor movement has made and continues to make a vital contribution

to our nation's history, culture and society; and

Whereas, Labor's image has suffered badly at the hands of those who have worked to discredit these contributions; and

Whereas, It is the mission of public television to present a wide diversity of programming not generally found on network or cable television; and

Whereas, Recent lobbying by a coalition of labor and citizen advocacy groups has secured language in the 1991 Telecommunications Act passed by Congress thereby establishing the expectation that public television will expand its presentation of programs on American workers and workplace issues; therefore be it

Resolved, That the AFL-CIO support expansion of public television's programming about American workers and workplace issues and provide objective coverage and a fair portrayal of unions.

Fair Immigration Policy

Whereas, During the past 24 months there have been several highly publicized incidents of immigrants and refugees coming to the U.S. without documents; and

Whereas, Media sensationalism of these incidents has led many Americans to fear there is a massive influx of undocumented immigrants entering this country; and

Whereas, Such fear of "massive influx" is akin to the historical racist hysteria towards workers of color; and

Whereas, Current anti-immigrant sentiments have led some Americans to believe that immigrants in general compete with Americans for jobs and public services; to believe that immigrants are the cause for the economic recession, societal problems and government budgetary shortfalls; and

Whereas, Anti-immigrant sentiments have led to racist sentiments, hate crimes and other actions against all people of color, regardless of citizenship; and

Whereas, Some politicians have irresponsibly proposed schemes to charge border tolls, put the National Guard at the U.S.-Mexican border, refuse citizenship and social benefits to children of undocumented immigrants, issue identity cards to be shown when applying for a driver's license and impose a moratorium on immigration, all of which serve only to fuel and encourage anti-immigrant backlash; and

Whereas, National legislation is pending which undermines due process rights of political asylum seekers; and

Whereas, It is a stated goal of the AFL-CIO to defend the rights of immigrant and minority workers and to be representatives of their cause; be it

Resolved, That the AFL-CIO oppose all administrative, legislative and political attempts to undermine the established rights of immigrants

and refugees; and be it further

Resolved, That the AFL-CIO join with community immigrant rights groups to fight the current anti-immigrant backlash and educate workers and community groups about the dangers in such racist behavior and about the root causes of the international migration of labor; and be finally

Resolved, That the AFL-CIO work actively to provide information to its affiliates regarding anti-immigrant policies and legislation and urge the entire labor movement to press for the defeat of such legislation.

Part-time Workers/Rental Workers and Their Effect Upon the Work Force of the United States

Whereas, The continued rise in the number of part-time workers and other workers who are rented to employers by organizations engaging in such activities is increasingly becoming a factor in the work force; and

Whereas, It is estimated that the number of part-time workers in the United States today is between 25 to 30 percent of the work force, and is growing; and

Whereas, This number is estimated to increase to 50 percent by the year 2025; and

Whereas, In 1993 the reported largest Employer in the United States is not General Motors, Ford, or Chrysler, but "Manpower," an employment agency for blue collar and white collar workers with offices throughout the United States and the world; and

Whereas, There are other such agencies, not as large but growing, which are having an increasing influence in the work force throughout the land; and

Whereas, This continuing growth of part-time and rented workers can destructively impact our standard of living and possibly cause such conditions as those which gave us the "Great Depression" of the 1930's; and

Whereas, If this rapid growth continues unchallenged it will constitute a serious threat not only to the economy but to the labor movement as well; therefore be it

Resolved, That the AFL-CIO create a Task Force to study the effects of this erosion of the work force and develop remedies that would establish standards of work which would assure a full employment economy.

AFL-CIO Convention Acts on Federation's Resolutions

The October 1993, AFL-CIO Convention adopted our resolutions on Cable TV and Public

Television, and incorporated the substance of our resolution on Immigration and similar resolutions in a substitute resolution titled "Immigrants and the Labor Movement," that was adopted by the Convention.

OPPOSITION TO APPOINTMENT OF SANFORD SIGOLOFF AS SUPERINTENDENT OF PUBLIC INSTRUCTION

In December, 1993, Governor Wilson announced the appointment of Sanford Sigoloff to fill the vacancy in the office of Superintendent of Public Instruction. Mr. Sigoloff had a history as a corporate raider. In concert with convicted felon Michael Milken, Sigoloff had built a personal fortune through hostile acquisitions and use of "greenmail," often at the expense of workers, investors, and corporate managers.

Thwarting one raiding attempt against Owens-Corning Fiberglass in 1986 cost the of jobs of several thousand members of the Glass, Molders, Pottery and Allied Workers Union. Mr. Sigoloff had absolutely no background in education to qualify him as the state's schools chief.

The Executive Council reviewed the nomination at its December, 1993 meeting. After receiving input from the California Federation of Teachers and classified employee unions, the Council voted to oppose Sigoloff. In January, 1994, facing defeat, Governor Wilson withdrew the nomination of Sanford Sigoloff.

SUPPORT FOR UNITED FARM WORKERS

At the April, 1994 meeting, the Executive Council endorsed a resolution of support for the United Farm Workers march on Sacramento and for the union's organizing campaign. The resolution follows:

Whereas, The United Farm Workers of America, AFL-CIO, has begun a 350 mile march from Delano to Sacramento in order to organize farm workers at ranches along the way and to bring their plight before politicians at the state Capitol one year after the passing of Cesar Chavez on April 23, 1994; and

Whereas, Thousands of farm workers will join the union and the march as it makes its way through the farming towns of the San Joaquin Valley; and

Whereas, Farm workers today still face lives of abuse and poverty because the laws that protect them are ignored by Governor Wilson and other grower-controlled politicians; and

Whereas, Collective bargaining agreements

are the answer to the plight of farm workers; and
Whereas, Since Governors Deukmejian and Wilson stopped enforcing the laws to protect farm workers, working conditions are as bad as they were 20 years ago including low wages, inhuman living conditions, humiliating treatment in the fields, sexual harassment of women workers, cheating farm workers out of their earnings, stealing money withheld from farm workers' pay that should go to the government, and discrimination for age and ethnicity; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, endorses:

This historic march and commitment to organizing workers; the theme that every farm worker is an organizer; the unionization of farm workers across the United States;

And encourages union members from throughout California to join this march along the way and meet the marchers in Sacramento for the final 1/2 miles from Southside Park at 7th and T Streets to the west steps of the state Capitol on Sunday, April 24, at 11 a.m.

SINGLE-PAYER INITIATIVE

At its April, 1994 meeting, the Executive Council endorsed the Single-Payer Initiative which was in circulation for the November, 1994 ballot.

The initiative would establish a state administered health insurance program for all California residents, funded by government revenues currently paying for health benefits, an employer payroll tax, an individual income tax, and a cigarette tax.

The measure would eliminate the costly administrative bureaucracy of the insurance companies. It would establish an elected Health Commissioner to run the health program. The measure has qualified for the fall election.

NASA NATIONAL WIND TUNNEL COMPLEX

At the request of the central labor councils of Alameda, Contra Costa, San Mateo, San Francisco and Santa Clara counties at the April, 1994 meeting, the Executive Council endorsed a proposed NASA \$2 billion national wind tunnel complex to serve the commercial aircraft market. The proposed site of the project is NASA's Ames Research Center in Santa Clara County. The project would provide a vital boost to the region's economy.

GATT AGREEMENT

The recently negotiated General Agreement on Tariffs and Trade (GATT) could prove very costly to U.S. workers. By encouraging U.S. investment

in plant and equipment in foreign countries, GATT could lead to a massive exodus of American jobs to poverty wage third-world countries. GATT also would allow the U.S. market to be flooded with cheap imports from nations that do not provide workers with basic human rights, including the right to organize free trade unions and to engage in collective action. U.S. sovereignty would be undermined as international tribunals could declare that domestic environmental, consumer and labor laws constitute unlawful trade barriers.

The Executive Council reviewed the status of GATT at its April, 1994 meeting and voted to urge the Clinton Administration to postpone consideration of the agreement until 1995 to permit sufficient time for public debate.

COMMITTEE FOR THE FUTURE

The 1992 California Labor Federation Convention adopted a resolution calling for establishment of a Committee for the Future to conduct hearings and report its findings to the Executive Council at least six months prior to the next Federation Convention. The complete report of the Committee was adopted by the Executive Council at its December, 1993 meeting.

The Committee consisted of the following members of the Executive Council as appointed by President Gruhn.

Vice-Presidents Margaret Shelleda, Chair; Jerry P. Cremins, Secretary; Mary Bergan, Louie Bravo, Michael Day, Steve Edney,

E. Dennis Hughes, Dallas Jones, Gunnar Lundberg, Loreta Mahoney,

Owen Marron, Jack McNally, Steve Nutter, Edward C. Powell,

Michael Riley, William R. Robertson, Janice Wood, Executive-Secretary John F. Henning and President Gruhn.

The Committee held its organizational meeting on December 8, 1992. The Committee in accordance with Resolution No. 12 voted to hold three hearings, in the northern, southern and central regions of the state in conjunction with the Federation Executive Council meetings, the hearing to be held the day prior to said meetings in March, June and September of 1993. Invitations to participate in the hearings were sent to affiliates of the Federation, Central Labor Bodies, Building Trades Councils and Metal Trades Councils. The Committee also voted to have the first hearing to be "Future of Jobs in California."

The one day hearing was held on March 8, 1993 at the Parc Oakland Hotel.

Seventy-six delegates from affiliated organizations participated in the hearing.

The committee at its March 10 meeting in Oak-

land decided that the Los Angeles hearing would focus on the following subjects:

- 1. Cope Functions — Impact of Term Limitations;*
- 2. Legislation Operation — How the forces of labor can best be mobilized for enactment of legislation;*
- 3. The Federation's role in social issues;*
- 4. Organizing Assistance — Discussion will explore the role of our Federation with assisting local unions, Central Labor Bodies, International Unions and the national AFL-CIO;*
- 5. Health Care Reform.*

The committee also recommended that two documents be prepared, one on the structure of the Federation and one on the functions of the Federation. These documents were sent to all committee members, members of the Executive Council and to all Federation affiliates.

The second one day hearing of the Committee for the Future was held on June 15, 1993 at the Biltmore Hotel in Los Angeles.

There were thirty-one participants from affiliated organizations at this hearing.

The committee at its June 16 meeting decided that the Sacramento hearing (the third hearing) would focus on the following subjects:

- 1. Ways to project and improve the image of the labor movement.*
- 2. Increasing the participation of affiliates in Federation programs.*
- 3. Methods of increasing affiliations with the Federation.*
- 4. Attracting younger workers to the labor movement.*
- 5. Retirees—a resource of the labor movement.*

How the Federation can better assist in serving the needs of retirees.

The third one day hearing of the Committee was held in Sacramento on September 13, 1993 at the Capitol Plaza Holiday Inn.

There were sixteen participants from affiliated organizations at the hearing. At each hearing, many participants from affiliates testified on subjects presented.

Summary of Findings

A. On the projections for the future of the California work force the committee firmly believes that federal and state government action is needed now to create jobs.

This labor program was part of the Policy Statement I, The Economy, adopted at the 1992 Convention of the Federation. Many of the issues covered in this program were among the subjects discussed by the speakers and participants at the

Committee's first hearing on the Future of Jobs in California.

B. The image of the labor movement and how the Federation can best publicize its actions and achievements.

The Federation publishes the California AFL-CIO News on a weekly basis. A copy of the California AFL-CIO News is mailed to all affiliates at no cost to the affiliates.

The California Labor Federation, AFL-CIO is the only union organization in the United States that publishes a weekly paper. Actions and achievements of the Federation as well as news articles and editorials covering the broad spectrum of workers and community concerns of the Federation and its affiliates are published in this vital voice of the California labor movement.

Labor publications play an important role in improving the image of the labor movement. They should be nurtured and encouraged.

A well informed membership will carry organized labor's message to their families, friends and the general public. A message of organized labor's commitment and dedication to improving the wages, hours and working conditions of its members as well as its deep concern for social justice, freedom, the dignity and equal rights for all citizens of the community.

The Federation's officers and staff address labor, community, and political functions and participate in a number of press conferences at which time they have the opportunity to assert labor's views and positions with respect to critical issues of concern to California workers and at the same time increase the visibility of the state AFL-CIO labor movement as integral and vital segment of our society.

The Federation was among the original supporters and continues its support of the We Do The Work video group that produces real life stories about workers, their jobs and their labor organizations.

These productions are broadcast from P.B.S. stations in many parts of this country improving the image of labor.

The Federation endorsed and supports the "Labor in the Schools" video tape proposal of the California Federation of Teachers. It will introduce students to the history and purposes of the labor movement in California.

Another labor image builder is the labor movement's involvement in United Way campaigns and the AFL-CIO's Community Services program that provide for health and human services to members, their families and others in the community in times of need.

The Federation and its affiliated central labor councils and unions have also been fully involved in providing relief to members, their families and

the communities affected by disasters such as earthquake, fire storms and floods.

C. How the California Labor Federation can improve the climate for affiliates to organize unorganized workers and what additional assistance the Federation may provide in such efforts when requested.

The Federation plays an important role in improving the climate necessary to fulfilling organized labor's mission of organizing the unorganized.

The Federation supported its public employee affiliates in winning passage of legislation giving collective bargaining rights to virtually all public employees in the state.

The Federation supported the United Farm Workers U.F.W. in the successful legislative effort to win passage of the California Agricultural Labor Relations Act, ALRA. The Federation pledges its full support to the UFW in its efforts to reinstate worker fairness by the Agricultural Labor Relations Board in its administration of the ALRA.

Where requested the Federation has given assistance to affiliated organizations in their efforts to organize unorganized workers. The Federation in coordination with the affiliate's national or international union, the local central labor body, its organizing committee and the AFL-CIO Department of Organization and Field Services can help to mobilize the labor movements organizational campaign.

The Federation has and will actively assist affiliated organizations in their campaigns against union busters. Those anti-labor firms whose sole purpose is to thwart organization of workers and weaken or eliminate union security provisions of collective bargaining agreements.

D. How to encourage greater participation of affiliates in Federation programs.

The Federation has had very good participation in its Joint Legislative Conferences, Women-in-the-Work Force programs, special COPE programs and educational programs.

The national AFL-CIO has launched a program to increase affiliation with state federations to 40% of the internationals or national organizations' total membership by January 1, 1993, and to increase their affiliation by 2% per year until reaching an affiliation of 50% by the end of 1998.

Approximately thirty-five internationals and national unions were below the 40% level of affiliation with state federations in 1992.

The Federation continues to work with interna-

tional and national union presidents and the AFL-CIO Department of Organization and Field Services to increase the affiliation of local unions with their Central Labor Councils and the California Labor Federation.

Our future success in meeting our increasing responsibilities depends upon it.

The term limits initiative Proposition 140 limits members of the Assembly to three terms of two years and members of the Senate to two terms of four years.

Proposition No. 140, fundamentally alters state government by removing experienced legislators friendly to labor, reducing their staffs, throwing the balance of power to those wealthy enough to finance frequent elections.

The California Labor Federation should intensify its efforts in conjunction with California Central Labor Councils in the area of seeking and developing candidates for state and federal office.

The Committee For The Future placed emphasis on the full scope of the actions, policies, functions and programs of the Federation that have prepared the Federation to meet the challenges facing labor, as we move into the next century.

The Federation is one of the leading State Federations in the country. It has been and continues to be on the cutting edge of progressive legislative, political, economic and social programs that are so essential to the future welfare of our affiliated organizations, their members and families, the work force, now and in the future.

The committee urged all AFL-CIO unions and central labor bodies in this state to assist the Federation in carrying out its increasing responsibilities in meeting these challenges to the future work force.

In order to realize the full potential of the labor movement and face the present struggles and future challenges, it urged full per capita affiliation of all AFL-CIO unions with and participation in the programs of the Federation and local central labor bodies.

RALLIES AND DEMONSTRATIONS

Along with the many other protests, rallies, demonstrations and picket lines, noted in other areas of this report, Executive Council officers were active participants at the following events:

Rally in support of Teamster strikers at Diamond Walnut, San Francisco Union Square, July 28, 1992;

Press conference in support of Teamsters boycott of Lucky Stores, San Francisco, August 11, 1992;

Rallies demanding an increase in the minimum wage, San Francisco, September 18, 1992, January 12, 1993, and May 17, 1993;

“Economic Earthquake Express” protests against NAFTA, Los Angeles, September 24 and 25, 1992;

Protest demonstration against raid on Workers’ Compensation Fund, Sacramento, October 8, 1992;

AFL-CIO teleconference rallies for Clinton-Gore, October 24, 1992 in Oakland and Los Angeles;

Demonstration against anti-union TV producer Diane English, producer of “Murphy Brown” and “Love and War,” Studio City, Los Angeles, October 28, 1992;

“Desert Solidarity Rally” supporting five local unions striking the Frontier Hotel, Las Vegas, December 5, 1992;

Rally supporting Kaiser Hospital lab techs’ contract demands, Oakland, February 16, 1993;

Demonstration in support of striking United Mine Workers at home of James Hansen, head of Hansen PLC, owner of Peabody Coal Co., March 1, 1993, Palm Springs;

Various rallies supporting HERE organizing campaign at Parc 55 Hotel, San Francisco, 1992 and 1993;

Rally supporting SEIU Local 399 strikers at Kaiser hospitals, Los Angeles, April 2, 1993;

March and funeral of United Farm Workers President Cesar Chavez, April 29, 1993, Delano;

Demonstration opposing United Airline’s plan to contract-out IAM flight kitchen jobs, San Francisco and Los Angeles International Airports, May 8, 1993;

Protest and sit-in at NLRB offices demanding meaningful labor law reform, May 27, 1993, San Francisco;

“People First” rally demanding a state budget based on the needs of the people, June 16, 1993, Sacramento;

Demonstrations supporting boycott of Oakland Tribune and Alameda Newspaper Group, Jack London Square, Oakland, June 30 and December 21, 1993;

Rallies protesting the New York Times biased pro-NAFTA coverage and refusal to accept anti-NAFTA ads, July 20, 1993, in Los Angeles and San Francisco;

Round Table Pizza boycott rally, San Francisco, June 24, 1993;

Demonstration supporting SEIU Local 250 and Nurses Association bargaining demands at Alta Bates Hospital, Berkeley, July 14, 1993;

March supporting HERE contract demands at Los Angeles hotels and SEIU Justice for Janitors campaign, Los Angeles, August 20, 1993;

March for workers fighting for an IAM contract at Teva Sandals, Santa Barbara, August 22, 1993;

Stop NAFTA rally, San Francisco, October 6, 1993;

Rally supporting Conference of Newspaper

Unions' contract demands at San Francisco Chronicle, Examiner, and Newspaper Agency, November 30, 1993, San Francisco;

Rallies demanding strong Cal-OSHA ergonomics standards, January 13, 1994, Los Angeles, and February 24, 1994, San Francisco;

Celebration greeting crew members of American President Lines' President Franklin D. Roosevelt, who defied owners and hoisted American Revolutionary War flag in protest of destruction of the U.S. Merchant Maine, Oakland, March 24, 1994;

United Farm Workers pilgrimage and march on Sacramento, April 24, 1994.

COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1992 Convention by its eight regular standing committees. As a result of changes in the Council membership, the makeup of these committees has also changed during the period.

The composition of these committees as of July 25, 1994, is as follows:

Legislation

Jerry Cremins, Chairman
 Mary Bergan
 Jim Green
 Don Hunsucker
 Dallas Jones
 Loretta Mahoney
 Jack McNally
 Lee Pearson
 Edward C. Powell
 Michael Riley
 John Smith
 Yolanda Solari
 T.J. (Tom) Stapleton

Housing

Thomas J. Sweeney, Chair
 Val Connolly
 Billy Joe Douglas
 Don Hunsucker
 Jack Loveall
 Ophelia A. McFadden
 Richard Robbins
 Leo Valenzuela
 Armando Vergara

Civil Rights

Steve Edney, Chairman
 Sherri Chiesa
 Michael Day
 Billy Joe Douglas
 Owen Marron
 Steve Nutter
 Mike Quevedo, Jr.
 Margaret Shelleda
 Janice Wood

Education

Mary Bergan, Chair
 Val Connolly
 Steve Edney
 Gunnar Lundeberg
 Loretta Mahoney
 Edward C. Powell
 Mike Quevedo, Jr.
 Yolanda Solari
 Armando Vergara
 William Waggoner
 Jim Wood

Safety & Occupational Health

Jack McNally, Chairman
 Wayne Clary
 Jim Green
 Ted Hansen
 E. Dennis Hughes
 Dallas Jones
 Gunnar Lundeberg
 Kendall Orsatti
 Lee Pearson
 Margaret Shelleda
 William Waggoner
 Janice Wood

Community Services

Jim Wood, Chairman
 E. Dennis Hughes
 Jack Loveall
 Ophelia A. McFadden
 Kendall Orsatti
 Richard Robbins
 John Smith
 Thomas J. Sweeney

Union Labels, Shop Cards and Buttons

Steve Nutter, Chairman
 Sherri Chiesa
 Wayne Clary
 Michael Day
 Ted Hansen
 Owen Marron
 Richard C. Robbins
 Leo Valenzuela

Public Employees

Margaret Shelleda, Chair
 Mary Bergan
 Jerry P. Cremins
 Dallas Jones
 Gunnar Lundeberg
 Jack McNally
 Mike Quevedo, Jr.
 Michael Riley
 Yolanda Solari
 T.J. (Tom) Stapleton
 Jim Wood

“WE DON’T PATRONIZE” LIST

Since the Federation’s 1992 Convention, additions and deletions have been made to the Federation’s “We Don’t Patronize” list in accordance with the Federation’s Constitution and AFL-CIO Rules Governing State Central Bodies.

Following polls of Executive Council members, the following firms were placed on the “We Don’t Patronize” list:

All Sears Roebuck retail stores in California, at the request of the San Bernardino-Riverside Counties Central Labor Council, July 10, 1992;

Products produced by STX, Inc. of Santa Rosa under the brand names of Rector and Alta, at the request of the Sonoma, Mendocino and Lake Counties Central Labor Council, August 13, 1992;

All Wal-Mart and Sam’s Club stores in California, at the request of the Tri Counties Central Labor Council, September 10, 1992;

Melarkey’s, Fox and Goose, and Hoffman’s Restaurants, Sacramento, at the request of the Sacramento Central Labor Council, September 28, 1992;

Livingston’s Concrete in North Highlands, Trinco Ready Mix in Lincoln, and Dixon Ready Mix in Dixon, at the request of the Sacramento Central Labor Council, September 28, 1992;

Removed from the “We Don’t Patronize” list, in December, 1992, were Sacramento County employers, Howard Johnson’s Motor Lodge, Sierra Inn, The Club, Dion Signs, Gaffrey Glass and Walt Davis Chevrolet, at the request of the Sacramento Central Labor Council;

Bob Nobles Chevrolet, Sonoma, was added to the “We Don’t Patronize” list on January 15, 1993, at the request of the Sonoma, Mendocino and Lake Counties Central Labor Council. At the request of the same Central Labor Council, the Masonite plant in Cloverdale was removed from the list on February 17, 1993, and STX, Inc. of Santa Rosa, under the brand names of Rector and Alta, was removed on February 5, 1993;

At its March 9-10, 1993 meeting, the Executive Council voted to place Color and Design Exhibits, San Jose, on the “We Don’t Patronize” list, at the request of the South Bay AFL-CIO Labor Council;

Acting on its own motion, the Executive Council placed State Farm Insurance Company on the list at the same meeting;

Executive Council actions placed the following establishments on the “We Don’t Patronize” list on May 3, 1993: German Motors Corp, Royal Motor Sales, British Motor Car distributors, Ltd., and San Francisco Honda, San Francisco, at the request of the San Francisco Labor Council. At the request of the same labor council, Ron Green-

span Volkswagen/Subaru, Van Ness Auto Plaza, Parc 55 Hotel, and Miz Brown’s Restaurants were removed from the list on April 20, 1993;

Vagabond Hotel, Stockton, was removed from the “We Don’t Patronize” list on April 26, 1993, at the request of the San Joaquin-Calaveras Counties Central Labor Council;

At its June 16-17, 1993 meeting, the Executive Council placed all Round Table Pizza establishments in California on the “We Don’t Patronize” list, at the request of the Alameda County Central Labor Council;

At the September 14-15, 1993 meeting, the Executive Council voted to place all Supercuts establishments in California on the list following consultation with all central labor councils;

On July 27, 1993, the Pacifica Hotel and Park Plaza Hotel were removed from the “We Don’t Patronize” list at the request of the Los Angeles County Federation of Labor;

On September 2, 1993, all Great Western Bank and Wells Fargo Bank branches were removed from the list, at the request of the South Bay AFL-CIO Labor Council;

At the request of the Sonoma, Mendocino and Lake Counties Central Labor Council, Georgia Pacific Corp. was placed on the “We Don’t Patronize” list on July 8, 1993. It was removed from the list on September 10, 1993 at the labor council’s request;

All Standard Brands establishments in California were removed from the list on October 29, 1993, at the request of the Marin County Central Labor Council;

On November 18, 1993, all PACCAR, Inc. and its Grand Auto establishments in California were placed on the “We Don’t Patronize” list at the request of the Alameda County and Contra Costa County Central Labor Councils;

At its December 14-15, 1993 meeting, the Executive Council placed the Petaluma Argus-Courier on the “We Don’t Patronize” list at the request of the Sonoma, Mendocino and Lake Counties Central Labor Council. At the same meeting, the Executive Council, acting on its own motion, voted to place Bank of America on the list;

On January 10, 1994, all Taco Bell establishments in California, except those located in Santa Clara and San Benito counties, were placed on the list at the request of the Sonoma, Mendocino and Lake Counties Central Labor Council;

At the April 10-12, 1994 meeting, PACE stores were placed on the “We Don’t Patronize” list at the request of the Tri Counties Central Labor Council;

On July 13, 1994, all California Kimpton Hotels and Restaurants, including: Galleria Park/Bentley’s, Hotel Triton, Prescott/Postrio, Tuscan Inn/ Cave Pescatore, Monticello/Corona Bar and Grill, Harbor Court/Harry Denton’s, Sir Francis

Drake Hotel/Scala's/Harry Denton's Starlite, Vintage Court/Masa's, Villa Florence/Kuleto's in San Francisco; and Beverly Prescott Hotel/Rox in Los Angeles, were added to the list at the request of the San Francisco Labor Council.

Also placed on the list on that date at the request of the Kern, Inyo, Mono Counties Central Labor Council, were Holiday Inn Fresno Airport Hotel and Convention Center and Holiday Inn Fresno Center Plaza Atrium Hotel and Convention Center.

Here, for the record, are those firms remaining on the California Labor Federation's "We Do Not Patronize" list as of the date of this report:

RESTAURANTS, HOTELS, THEME PARKS

All Marriott Hotels in California with the specific exception of the **Marriott Hotel at Fisherman's Wharf in San Francisco**, which is a union house.

All Kimpton Group hotels and restaurants in California.

Round Table Pizza: all Round Table Pizza parlors in California.

Taco Bell: all Taco Bell outlets except those in Santa Clara and San Benito counties.

Contra Costa County

Days' Inn, Richmond.

Holiday Inn, Walnut Creek.

Humphrey's Restaurant, Antioch.

Scott's Bar & Grill, Walnut Creek.

Fresno County

Holiday Inn Fresno Airport Hotel, 5090 East Clinton at the airport.

Holiday Inn Fresno Centre Plaza Atrium Hotel and Convention Center, 2233 Ventura St. at Highway 99.

Los Angeles Area

Beverly Prescott Hotel and Rox Restaurant Sheraton Los Angeles Airport, 6101 Century Blvd.

University Hilton Hotel, 3540 South Figueroa St.

Monterey Area

Asilomar Conference Center, Pacific Grove.
Casa Munras, Fremont and Munras, Monterey.

Doubletree Inn, 2 Portola Plaza, Monterey.

Days Inn, 1400 Del Monte Blvd., Seaside.

Sheraton Hotel, 350 Calle Principal, Monterey.

Napa

Napa Elks Lodge No. 832 bar and restaurant, 2480 Soscol Ave., Napa.

Oakland

Scott's Restaurant, 73 Jack London Square.

Ontario

Ontario Red Lion Inn.

Oxnard

Opus I Restaurant, in the Embassy Suites Hotel.

Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

Sacramento Area

Andiamo!, 3145 Folsom Blvd.

Auburn Joe's, 13480 Lincoln Way, Auburn.

All Black Angus.

California Fats, 1015 Front St., Old Sacramento

All Chevy's.

Continental Inn, 3343 Bradshaw, Rancho Cordova.

Courtyard, 10683 White Rock Rd., Rancho Cordova.

All Days Inns.

Delta King, 1000 Front St., Old Sacramento

All Denny's.

Discovery Inn, 350 Bercut Drive.

Distillery, 2107 L St.

Elk Grove General Store, 9805 Elk Grove Blvd., Elk Grove.

All Eppie's Restaurants.

Fox and Goose, 1001 "R" St.

Frank Fat's, 806 L St.

Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.

Fat City Bar & Cafe, 1001 Front St., Old Sacramento.

Fulton's Prime Rib Inn, 906 Second St., Old Sacramento.

Harbor Inn, 1250 Halyard Dr., West Sacramento.

Hoffman's, formerly The Club, 808 "O" St.

Hyatt Regency Hotel, L Street between 12th and 13th streets opposite Capitol Park.

Jeremiah's, 4241 Florin Rd.

Limelighter Bar, Restaurant & Card Room, 1014 Alhambra Blvd.

Los Padres, Jay Street and Embarcadero, Old Sacramento.

All Lyons.

Max's Opera Cafe, Arden Fair Shopping Center.

Melarkey's, 1517 Broadway.

Palomino Room, 3405 El Camino Ave.

Red Lion Inn, 2001 West Point Way, Sacramento.

Residence Inn, 1530 Howe Ave., Sacramento.

Rodeway Inn, I-80 & Watt Avenue, North Highlands.

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Sacramento Joe's, 2052 Sacramento Blvd.

Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.

Shot of Class, 1020 11th St.

All Sixpence Inns.

The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.

Vagabond Inn, 909 3rd St.

Vince's Restaurant & Bar, 840 Harbor Blvd., West Sacramento.

San Diego Area

Anthony's Restaurants, 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666

Avena Place, San Diego.

Bali Hai Restaurant, 2232 Shelter Island Dr., San Diego.

Hob Nob Restaurant, 2271 First Ave., San Diego.

San Diego Princess (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.

Tom Ham's Light House, 2150 Harbor Island Dr., San Diego.

San Francisco

Alfred's, 886 Broadway.

Alioto's No. 8, Fisherman's Wharf.

Benihana of Tokyo, 1737 Post St.

Campton Place Hotel, 340 Sutter St.

Ernie's, 847 Montgomery St.

Fisherman's Grotto No. 9, Fisherman's Wharf.

Galleria Park Hotel and Bentley's Restaurant, 191 Sutter St.

Harbor Court and Harry Denton's Restaurant, 165 Steuart St.

Jack In The Box, all locations.

Juliana Hotel, 590 Bush St.

The Mandarin, Ghirardelli Square.

Mandarin Oriental Hotel, 333 Sansome St.

McDonald's, all locations.

Monticello Inn and Corona Bar and Grill, 227 Ellis St.

Nikko Hotel, 222 Mason St.

North Beach Restaurant, 1512 Stockton St.

Park Hyatt, 333 Battery St.

Perry's, 1944 Union St.

Pompei's Grotto, Fisherman's Wharf.

Prescott Hotel and Postrio, 545 Post St.

Richelieu Hotel, Van Ness Ave.

A. Sabella's, Fisherman's Wharf.

H. Salt Fish and Chips, all locations.

Col. Saunders Kentucky Fried Chicken, all locations.

Sir Francis Drake Hotel, Scala's, and Starlight Room, Powell and Sutter

Schroeder's, 240 Front St.

Tia Margarita, 19th Ave. and Clement St.

Triton Hotel, 342 Grant Ave.

Trinity Suites, Eighth and Market Streets.

Tuscan Inn and Cafe Pescatore, 425 North Point St.

Vanessi's, 1177 California St.

Victorian Hotel, 54 Fourth St.

Villa Florence Hotel and Kuleto's, 225 Powell St.

Vintage Court Hotel and Massa's, 650 Bush St.

Santa Clara County

DeAnza Hotel, 233 W. Santa Clara St., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto.

Mariani's Inn and Restaurant, 2500 El Camino Real, Santa Clara

Red Lion Inn at Gateway Place.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Santa Cruz Area

Seaside Co. properties including Santa Cruz Holiday Inn, and Boardwalk and Coconut Grove, Santa Cruz.

Sonoma and Marin

Hodge Food Service and all food service facilities owned and/or operated by them, including La Cantina and Cal Asia.

Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.

Hilton Hotel, 2323 Grand Canal Blvd.

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Las Vegas, Nevada

Frontier Hotel and Casino.

Landmark Hotel and Casino.

Sparks, Nevada

John Ascuaga's Nugget.

MANUFACTURING

Chir-Hit Displays, Santa Clara County.
 Color & Design Exhibits, San Jose.
 Diamond Walnut Co., Stockton: all products.
 Gaffers & Sattler products
 Goehring Meat Co, Lodi.
 Ito-Cariani Sausage Co., San Francisco:
 Cariani and Pocino brands.
 Louisiana-Pacific Corp.: all products.

PRINTING

Petaluma Argus Courier
 San Francisco Bay Guardian
 Vallejo Times-Herald
 New York Times, (Northwestern Edition).

THEATERS

Santa Cruz Area

Twin I & II Theaters, Aptos.

San Francisco

Alexandria, Balboa, Coronet, Coliseum,
 Metro, Stonestown Twin and Vogue (all United
 Artists) and Cinema 21 and Empire (Syufy).

Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and
 25 Theaters (Syufy); State Theater; Sacra-
 mento 6 Drive-In.

Orange County

All United Artists Theaters in Orange
 County.

All Freedman Forum Theaters in Anaheim;
 Cinemaland Theater, Anaheim; Brookhurst-
 Loge Theater, Anaheim.

Valley View Twin Cinemas, Cypress; Family
 Four Cinemas, Fountain Valley; Fox Fullerton,
 Fullerton.

Syufy Cinedome, Stadium Drive-in and
 City Cinemas, all in Orange; Villa Theater,
 Orange; Miramar Theater, San Clemente;
 Broadway Theater, Santa Ana; Stanton Thea-
 ter, Stanton.

OTHERS

Armstrong Painting & Waterproofing of
 San Francisco and its entities, including Arm-
 strong Kitchens, Armstrong Construction,
 Armstrong Painting, and Armstrong Roofing.

Automotive, Sacramento area:

Mel Rapton Honda.
 All Paul Snider dealerships.
 Swift Auto World.

Automotive, San Francisco area:

British Motor Car Distributors, Ltd., 901
 Van Ness Ave.
 European Motors, 950 Van Ness Ave.
 German Motors Corp., 1765 California St.
 Royal Motor Sales, 280 South Van Ness Ave.
 San Francisco Auto Center, 2300 16th St.
 San Francisco Honda, 10 South Van Ness
 Ave.

Automotive, San Jose area:

Stevens Creek Acura.

Automotive, Sonoma area:

Bob Nobles Chevrolet

Bank of America:

All branches and services.

Circuit City stores at 4080 Stevens Creek
 Blvd., San Jose; 1825 Hillsdale Ave., San Jose,
 and 1250 Grant Road, Mountain View.

Concrete, Sacramento area:

Dixon Ready Mix, Dixon; Livingston's Con-
 crete, 5416 Roseville Rd., North Highlands;
 Trinco Ready Mix, 2700 Athens Ave., Lincoln.

Costco Wholesale Warehouse grocery out-
 lets at 1600 Coleman Ave., Santa Clara, and 1900
 South 10th St., San Jose.

Dick's Rancho, Rancho Cordova.

Glass, Sacramento area:

Arrow Glass, Country Club Glass, Del Paso
 Glass, Fine Glass, Golden West Glass, all loca-
 tions; Kinzel's Glass, Carmichael; Sam's Auto
 Glass, River City Glass, Victor Glass.

Grand Auto stores and service centers along
 with PACCAR, Inc., the parent company,
 throughout Northern California.

Hertzka and Knowles, San Francisco,
 architects.

K Mart, statewide.

Keystone Company restaurant supply, San
 Jose.

Montgomery Ward in Redding.

Mervyn's in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

Raley's Food Market, Oakhurst, Madera County.

Sam's Club warehouse outlet stores along with all Wal-Mart stores.

Sears Roebuck, all California outlets.

Shoreline South Convalescent Hospital, Alameda.

Signs, Sacramento area:

Ellis Signage-Graphics, Fleming Silk Screen, House of Signs and River City Signs, all of Sacramento, and **Young Electric Sign Co.**, West Sacramento.

State Farm Mutual Auto Insurance Co., Statewide.

SuperCuts: all SuperCuts salons in California.

Wal-Mart: all stores in California, along with all Sam's Club warehouse outlets owned by the same corporations.

Whole Foods Market, 200 Telegraph Ave., Berkeley.

1994 CONVENTION

The Council's pre-Convention meeting began at 2 p.m. Wednesday, July 20, 1994 at the Radisson Hotel in Sacramento. The Twentieth Convention is scheduled to open at 10:00 a.m. Monday, July 25, 1994 at the same location.

Throughout the meeting which began July 20,

the Executive Council developed policy statements to be submitted to the Convention delegates for their consideration and attended to various other pre-Convention details.

CONCLUSION

Faced with expanding, well-financed anti-union activities and an unsympathetic administration in Sacramento, the interim period between the 1992 Convention and the 1994 Convention has been a time of great activity for this Council and its officers. In this report we have covered briefly highlights of the many fronts upon which we have been active.

Fraternally submitted,
John F. Henning, Exec. Secy-Treas.
Albin J. Gruhn, President

Vice Presidents

Mary Bergan	Owen Marron
Sherri Chiesa	Steven T. Nutter
Wayne A. Clary	Ken Orsatti
Val Connolly	Lee Pearson
Jerry P. Cremins	Edward C. Powell
Michael J. Day	Mike Quevedo, Jr.
Billy Joe Douglas	Michael Riley
Steve Edney	Richard C. Robbins
Jim R. Green	Margaret Shelleda
Ted Hansen	John Smith
E. Dennis Hughes	Yolanda Solari
Don Hunsucker	T.J. (Tom) Stapleton
Dallas Jones	Thomas J. Sweeney
Jack L. Loveall	Leo Valenzuela
Gunnar Lundeborg	Armando Vergara
Ophelia A. McFadden	William Waggoner
Jack McNally	Janice Wood
Loretta Mahoney	Jim Wood

Report of the Executive Secretary-Treasurer

**Sacramento
July 25, 1994**

This report summarizes certain principal activities since the 1992 Convention held in San Francisco. An additional report of such activities is found in the Report of the Executive Council submitted to the Convention. Direction of the Federation, as a whole, is the responsibility of the Executive Secretary-Treasurer.

POLITICAL ACTION

There has been a dramatic political transformation in America since our last convention in 1992. The election of Bill Clinton sent soaring hopes through both middle class America and the long-victimized working class. The voting public had sickened of the failed socio-economic policies of the Reagan-Bush era.

Bush seemed almost as helpless as Hoover in the years of the Great Depression. With unemployment and the economy out of control, Bush was doomed despite the earlier military success in the Gulf War.

There has been a new American vision in terms of philosophy and design since the advent of the Clinton presidency. However, the Administration's sometimes centrist tones suggest that labor does not hold the priority positions it deserves in an Administration that could never have won the White House without the union movement's political vigor and loyalty.

NAFTA is a cold, heartless reminder that things are not quite what they should be in Washington.

However, despite the limitations, we share a concurrence with the president on most domestic issues. Indeed, we are the fighting force of his national health plan. A plan violently opposed by the very corporate powers with whom he rode to victory on NAFTA.

As to California, the state economy is in alarming need of restoration. The paralyzing budget deficits of the past three years have forced our once preeminent state to issue IOUs to meet survival requirements. The tragedy is that neither the legislative nor executive branches of state government has shown the will to solve indebtedness by taxing the only forces that have the capacity to pay: the wealthy, the banks, the corporations.

In the absence of such courage, devastating fiscal denials have been imposed on educational and social agencies, on public employees and on the

maintenance of public facilities.

The criminal chaos of our streets is a partial reflection of flawed state and national governments.

Labor's political action must be the remedial force that will give saving direction to both Washington and Sacramento.

The California crisis is destroying our future. Funding for education per pupil ranks 43rd in the nation. We invite disaster.

Rather than invest in building our economic resources to attract high scale and high wage jobs, we are pursuing a leveling down strategy to compete with Mexico and other low-wage nations. We have lost our way.

A LOOK AT THE 1992 ELECTIONS

The Primary

Despite all this, the 1992 elections gave promise. Labor scored impressive victories in the June primary election through effective registration, political education and get-out-the-vote efforts mounted by the California Labor Federation and its affiliates throughout the state.

The 1992 General Elections

In the November General Election a unified labor movement rallied to win back the White House and return political allies to office.

Here again COPE's registration and get-out-the-vote efforts were reinforced by continuing support from the black, Latino and senior communities through its field coordinators from the A. Philip Randolph Institute, the Labor Council for Latin American Advancement and the Federation of Retired Union Members (FORUM). APALA—the Asian Pacific American Labor Alliance—a new labor-community outreach group, worked to advance pro-labor candidates in the growing Asian community.

Federation-sponsored workshops were conducted in June at San Francisco and Los Angeles, strengthening strategies of central labor councils and local unions. Participants were told how COPE computers could be used to locate unregistered union members and persuade those who were already registered to support endorsed candidates and issues, thereby enhancing labor's time-honored grass roots registration and get-

out-the-vote approach with modern techniques.

Key Clinton campaign officials who addressed the sessions included Insurance Commissioner John Garamendi, Clinton's California Director, and John Emerson, the state Clinton campaign manager.

The California Labor Federation printed and distributed nearly 750,000 endorsement pamphlets to registered union members in 15 regional variations, highlighting labor's choices among congressional, state legislative contests and state-wide candidates. The great national goal was to elect the Clinton-Gore ticket, and assure the victories of Barbara Boxer and Dianne Feinstein to the U.S. Senate.

Additional state COPE workshops on trade unionist campaign skills were held in September in Los Angeles and San Francisco. These workshops focused vote-by-mail techniques and get-out-the-vote strategies.

A pointed campaign was mounted to reach union retirees. The COPE computer was enriched to include 112,000 California retirees from various international unions that had not participated previously. Thirty-seven thousand unregistered retirees were identified, and each received a voter registration form in the mail from the State Federation. Labor Council phone banks followed the mailings with personal reminder calls to urge registration. Vote-by-mail forms were included to over 250,000 retirees.

Throughout the state, labor councils mobilized volunteers to spread the pro-union campaign message to our members, through phone banks, precinct walking and one-on-one contacts.

On election day, labor's victories began with the Clinton-Gore triumph. Mired in the Bush recession, California gave Clinton 47 percent of the popular vote, to Bush's 32 percent, and 21 percent for independent Ross Perot.

Governor Wilson was a loser on November 3, batting 0 for 4. Proposition 165, Wilson's attempt to remove power from the legislature through emergency decrees, was defeated 57 percent to 43 percent. Proposition 165 also would have imposed draconian cuts in state support for families with dependent children.

Labor-sponsored Proposition 162 passed to prevent future Wilson raids on public employee pension funds. Public employee unions spearheaded the successful YES on 162 campaign. Governor Wilson's hand-picked successor as U.S. Senator, John Seymour, went down to a crushing 55 percent to 38 percent defeat at the hands of labor-endorsed Democrat Dianne Feinstein. And despite a Republican-friendly reapportionment scheme confirmed by the conservative State Supreme Court, pro-labor Democrats increased their majority in the State Assembly by two seats, and maintained their majority in the State Senate.

California wrote general election history by electing two women to the U.S. Senate, Barbara Boxer and Dianne Feinstein. Labor-backed Proposition 167, the "tax the rich" initiative, lost, yet it played a crucial role in a strategy to divert corporate dollars from supporting Wilson's Proposition 165. The California Medical Association's bogus health reform measure, Proposition 166, was smashed by better than two to one. Labor, consumers and employers rallied together to oppose the doctor-fee protection measure.

Republican-backed Proposition 164 passed, despite COPE opposition. The initiative proposes to set Congressional term limits which would weaken California's influence in the U.S. Capitol. The measure is not now applicable and awaits court judgment as to constitutionality.

Labor's sweep in congressional races was impressive. COPE-endorsed Democrats won five of the seven new House seats resulting from reapportionment. Pro-labor Democrats now hold a 30 to 22 edge over Republicans in the state's delegation to Congress. COPE-endorsed candidates won 30 of 51 House races where endorsements were made, a 59 percent victory rate.

In the State Senate, COPE-endorsed candidates won 9 out of 18 races. In the State Assembly 49 out of 74 COPE-endorsed candidates won, a 66 percent victory rate. Both houses remained Democratic.

Voters concurred with COPE recommendations in 5 out of 11 ballot propositions.

COPE-endorsed candidates elected to Congress in November, 1992 in the U.S. Senate were:

Barbara Boxer (D) six year term
Dianne Feinstein (D) two year term

In the U.S. House of Representatives:

District:

1. Dan Hamburg (D)
2. Vic Fazio (D)
5. Robert Matsui (D)
6. Lynn Woolsey (D)
7. George Miller (D)
8. Nancy Pelosi (D)
9. Ronald Dellums (D)
12. Tom Lantos (D)
13. Fortney (Pete) Stark (D)
14. Anna Eshoo (D)
15. Norm Mineta (D)
16. Don Edwards (D)
17. Leon Panetta (D)
18. Gary Condit (D)
19. Richard Lehman (D)
20. Calvin Dooley (D)
24. Anthony Beilenson (D)
26. Howard Berman (D)
29. Henry Waxman (D)
30. Xavier Becerra (D)
31. Matthew Martinez (D)

32. Julian Dixon (D)
33. Lucille Roybal-Allard (D)
34. Esteban Torres (D)
35. Maxine Waters (D)
36. Jane Harman (D)
37. Walter Tucker (D)
42. George Brown, Jr. (D)
49. Lynn Schenk (D)
50. Bob Filner (D)

COPE-endorsed candidates winning State Senate seats in November, 1992, were:

District:

3. Milton Marks (D)
5. Patrick Johnston (D)
7. Daniel Boatwright (D)
9. Nicholas Petris (D)
13. Alfred Alquist (D)
15. Henry Mello (D)
23. Tom Hayden (D)
25. Teresa Hughes (D)
39. Lucy Killea (I)

Victorious COPE-endorsed Assembly candidates in November, 1992, included:

District:

1. Dan Hauser (D)
2. Vivien Bronshvag (D)
7. Valerie Brown (D)
8. Thomas Hannigan (D)
9. Phillip Isenberg (D)
11. John Burton (D)
13. Willie Brown, Jr. (D)
14. Tom Bates (D)
16. Barbara Lee (D)
18. Johan Klehs (D)
19. Jackie Speier (D)
20. Delaine Eastin (D)
21. Byron Sher (D)
22. John Vasconcellos (D)
23. Dominic Cortese (D)
26. Sal Cannella (D)
27. Sam Farr (D)
28. Rusty Areias (D)
30. Jim Costa (D)
31. Bruce Bronzan (D)
35. Jack O'Connell (D)
39. Richard Katz (D)
41. Terry Friedman (D)
42. Burt Margolin (D)
45. Richard Polanco (D)
46. Louis Caldera (D)
47. Gwen Moore (D)
48. Marguerite Archie-Hudson (D)
49. Diane Martinez (D)
50. Martha Escutia (D)
51. Curtis Tucker, Jr. (D)
52. Willard Murray, Jr. (D)
53. Debra Bowen (D)
54. Betty Karnette (D)

55. Juanita McDonald (D)
56. Bob Epple (D)
57. Hilda Solis (D)
58. Grace Napolitano (D)
62. Joe Baca (D)
69. Tom Umberg (D)
71. Mickey Conroy (R)
76. Mike Gotch (D)
77. Tom Connolly (D)
78. Deirdre (Dede) Alpert (D)
79. Steve Peace (D)
80. Julie Bornstein (D)

Special Elections

An usually high number of special elections were held since our last Pre-Primary COPE Convention, reflecting the impact of redistricting and term limits on elected officials.

A special runoff election was held on June 2, 1992 to fill the 20th District seat of former Senator Alan Robbins (D) who resigned. COPE-endorsed Democrat David Roberti won the election. Roberti had served as Senator from the 23rd District for two decades, until his reappointment folded much of his district into that of Herschel Rosenthal, a fellow Democrat.

Our Federation and the Los Angeles County Federation of Labor coordinated a union member contact program which propelled Roberti to victory in the special runoff election.

A special election was held on March 2, 1993 to fill the 32nd Senate District vacancy created when Ed Royce (R) resigned after election to the U.S. Congress. Conservative Rob Hurtt (R) won the staunchly Republican seat.

Senator Barry Keene (D) resigned his second district seat, setting up a special election for March 2, 1993. Senator Mike Thompson (D) who held the 4th District seat, ran with COPE support and finished first. On April 27, 1993, Thompson won the special runoff election.

A special election was held on April 13, 1993 to fill the vacancy in the 17th Congressional District that occurred when Leon Panetta (D) was appointed Director of the federal government's Office of Management and Budget. Assemblyman Sam Farr (D) ran with COPE's endorsement and finished first, leading to his victory in the June 8, 1993 runoff election.

A special election was held on April 27, 1993 to fill the vacancy in the 16th Senate District, which resulted when incumbent Senator Don Rogers (R) resigned his seat in mid-term following election in the 17th Senate District. COPE-endorsed Assemblyman Jim Costa (D) lost the special election to Phil Wyman (R).

On April 27, 1993, a special election was held in the 31st Assembly District, following the resignation of Bruce Bronzan (D). COPE-endorsed Cruz Bustamante (D) won the election.

A special election was held on May 25, 1993 to fill the vacancy in the 5th Assembly District following the death of incumbent B.T. Collins (R). Joan Barry (D) ran with COPE's endorsement, but was defeated in the special runoff election by Barbara Alby (R) on July 27, 1993.

Following election to Congress, Sam Farr resigned his 27th Assembly District seat, and a special election was held to fill the vacancy on August 31, 1993. State COPE issued a dual endorsement of John Laird (D) and Gary Patton (D) upon the recommendations of the Monterey and Santa Cruz Central Labor Councils. Patton finished first among Democrats, and won COPE's endorsement for the special runoff election. Bruce McPherson (R) won the November 2, 1993 runoff.

Following election to the 2nd Senate District, Mike Thompson resigned his 4th District Senate seat. COPE-endorsed Montana Podva (D) lost the November 2, 1993 special election in the 4th Senate District to Maurice Johannessen (R).

A special election in the 11th Senate District was held on November 2, 1993, following Becky Morgan's resignation. Former Congressman Tom Campbell (R) won election to the State Senate. COPE did not make an endorsement in the race upon the recommendation of the South Bay Labor Council and the San Mateo County Central Labor Council.

Senator Wadie Deddeh (D) resigned his 40th District seat. COPE-endorsed Assembly Member Steve Peace (D) finished first in the November 2, 1993 primary, and won the December 28, 1993 runoff election.

Governor Wilson called a special statewide election on November 2, 1993, in order to place before voters the issue (Proposition 172) of continuing a temporary half cent sales tax enacted in 1991. This followed a political battle in the spring, when the governor diverted local tax revenues into the state's budget.

As a result, six other ballot propositions that were qualified for the June, 1994 ballot were suddenly placed on the November, 1993 ballot.

School Vouchers Defeated

Key among these was Proposition 174, the School Voucher Initiative. The measure would have demolished public education funding by tax subsidies of \$2,500 per pupil in the form of vouchers for private school tuition. Tax dollars exceeding \$2 billion per year would have supported voucher schools that were completely unregulated regarding standards of instruction or teacher credentialing.

Labor joined allies in the education community and mounted a campaign that defeated Proposition 174. The California Federation of Teachers and affiliates representing public school

classified employees participated in leading the No on 174 campaign. The California Labor Federation spent \$80,000 refining COPE computer lists and mailing No on 174 brochures to union members. The national AFL-CIO also assisted with computer costs. The Federation mailed nearly one million targeted campaign pieces to registered union members. These mailings also highlighted labor's support of Proposition 172.

Proposition 174 was resoundingly defeated with a 70 percent No vote. Proposition 172, key to preserving local public safety, won approval with intense support from public employee unions. The measure kept intact a half-cent sales tax increase initially designed to alleviate the effects of the Loma Prieta earthquake. Following adoption of the 1993 state budget, the Governor and legislators agreed to transfer future proceeds to local law enforcement under Proposition 172.

Proposition 171, endorsed by COPE, also prevailed. The measure allowed tax reductions on property destroyed in national disasters. Overall, voters concurred with COPE recommendations on three ballot measures, and went against COPE on three other ballot measures.

The turned down COPE-endorsed ballot propositions were Proposition 168 which would have eased the approval process for publicly supported housing projects; Proposition 170 which would have allowed a simple majority vote to approve school bond measures rather than the current two-thirds requirement; and Proposition 173 which would have authorized \$185 million in bonds for mortgage insurance for first time home buyers.

NAFTA Vote

The California Labor Federation mounted a successful campaign at the 1993 California Democratic Party convention to gain unanimous approval of a resolution calling for defeat of the North American Free Trade Agreement. Labor volunteers at the convention established a floor whip system in each Assembly District Delegation, and won endorsements from various Democratic Party caucuses of our No on NAFTA resolution.

Preceding both the 1993 and 1994 State Democratic conventions, the California Labor Federation provided testimony on labor issues at party platform hearings. The platform of the 1994 convention embraced our positions, as did the 1993 platform.

The passage of NAFTA in November, 1993 could not have occurred without the betrayal of organized labor by the Clinton Administration as well as by a host of COPE-endorsed members of Congress. Sixteen California House Democrats voted with labor against NAFTA, while fourteen of our COPE-endorsed Congress Members from

California deserted labor and sided with the Bush-era treaty.

The California Labor Federation convened a special COPE Executive Board meeting in December, 1993 to discuss the NAFTA vote. Executive officers of central labor councils with jurisdiction over House Democrats who double-crossed labor were invited to attend and review the political possibilities in these districts. The COPE Executive Council adopted a statement at this meeting calling for no endorsements of pro-NAFTA Democrats and urging the national AFL-CIO to persevere in its recent policy of withholding funding from Democratic national campaign operations.

Term Limits

Labor has already begun feeling the effects of term limits, as turnover rates increased dramatically in the State Senate and Assembly during the past two years. We will bear the full impact of a three term limit in the Assembly by 1996, and a two term limit in the State Senate by 1998. Given the pro-labor Democratic majorities that have prevailed in both houses during the past 22 years, term limits create new dangers as well as new opportunities for the labor movement. It is essential that our Federation and the local labor movement as organized through central labor councils intensify our efforts to develop and support candidates that are supportive of our mission. Now, more than ever, we cannot rest upon our achievements of years past. The political future of organized labor requires a constant rededication to grassroots mobilization.

1994 PRE-PRIMARY CONVENTION

On April 13, 1994, the California Labor Federation Pre-Primary Convention was held at the Cathedral Hill Hotel, San Francisco to consider endorsement recommendations for nomination to the offices of United States Senator, Governor, Lt. Governor, Secretary of State, State Controller, State Treasurer, State Attorney General, Superintendent of Public Instruction, State Insurance Commissioner, State Board of Equalization, positions on nine statewide ballot propositions and local central body COPE recommendations for election to the United States House of Representatives, the State Senate, and the State Assembly, in a statewide primary election on Tuesday, June 7, 1994.

The Executive Council called upon the assistance of an Advisory Group for the purpose of interviewing and recommending candidates to the Executive Council of the Standing Committee on Political Education. The Advisory Group was composed of the following California trade unionists:

Bob Balgenorth, State Building and Construction Trades Council

Andy Baron, AFSCME Local 377

Jack Baugh, Operating Engineers No. 3

Mary Callahan, Morgan Hill Federation of Teachers Local 2022

Mario De La Torre, Laborers Local 261

Amy Dean, South Bay Central Labor Council

Henry Disley, Marine Firemen's Union

Walter Johnson, San Francisco Labor Council

William Luddy, Carpenters Local 409

Chuck Mack, Teamsters Joint Council 7

Lawrence Martin, Transport Workers No. 250

Art Pulaski, San Mateo County Central Labor Council

Mike Quevedo, Laborers No. 300

Jim Quillin, California Conference of Machinists

Eva Royale, United Farm Workers of America

William Sauerwald, Painters District Council No. 36

T Santora, Communications Workers of America District 9

Paul Varacalli, United Public Employees No. 790, SEIU

Ted Zachary, IATSE Local 33

Jack Baugh, acting as chairman of the Advisory Group, presented their recommendations to the Executive Council meeting on April 12, 1994.

The Convention endorsed Kathleen Brown for Governor and Dianne Feinstein for U.S. Senator in the Democratic Primary Election. In other statewide races, COPE delegates endorsed Gray Davis for Lt. Governor, Gwen Moore for Secretary of State, Rusty Areias and Don Perata for State Controller in a dual endorsement, David Roberti for State Treasurer, Tom Umberg for State Attorney General, Delaine Eastin for Superintendent of Public Instruction, and Art Torres for State Insurance Commissioner. Delegates also endorsed candidates in legislative races and took positions on statewide ballot measures.

ENDORSEMENT PAMPHLETS

On the basis of Convention action this Federation's Standing Committee on Political Education printed and mailed 362,000 endorsement postcards in 14 variations based on geographic location, to inform members and their families of official California Labor Federation positions in the June 7, 1994 Primary Election.

1994 PRIMARY ELECTION RESULTS

COPE-endorsed candidates prevailed in 129 state Primary Election contests. Only 38 candidates won without labor's endorsement in races where COPE made recommendations.

COPE-endorsed candidates Dianne Feinstein and Kathleen Brown were victorious in the Primary Election to top the Democratic ticket in November.

Other statewide offices winning Democratic nomination with COPE support were: Gray Davis for Lt. Governor; Tom Umberg for Attorney General; and Art Torres for State Insurance Commissioner.

Delaine Eastin finished first with COPE backing in the non-partisan race for Superintendent of Public Instruction.

COPE-endorsed statewide candidates failing to win nomination in the Democratic Primary were: David Roberti for Treasurer, Rusty Areias and Don Perata (dual) for Controller; and Gwen Moore for Secretary of State.

All four COPE-endorsed candidates for State Board of Equalization won nomination. They included Democrats Johan Klehs, Robert Presley and Brad Sherman as well as Republican Ernest J. Dronenburg, Jr.

In the State Senate races, all 19 COPE-endorsed candidates won nomination.

In the Assembly, 68 of 71 candidates with labor backing were nominated.

Thirty-two of 37 Congressional candidates carried labor's standard to victory.

Voters approved only two of COPE's ballot proposition recommendations; approving Proposition 176, which exempts non-profit organizations from local business taxes; and Proposition 177, which exempts from property taxation building modifications to provide ease of access to disabled persons. Voters rejected five measures having COPE support: Proposition 175, which would have restored the renter's income tax credit; and four bond measures: Proposition 180, a \$ 2 billion park lands bond; Proposition 1A, a \$ 2 billion earthquake retrofit and repair bond; Proposition 1B, a \$1 billion public school repair and modernization bond; and Proposition 1C, a \$900 million higher public education facilities bond measure.

VOTER REGISTRATION AND GET-OUT-THE-VOTE

The Federation's COPE is undertaking an aggressive voter registration and get-out-the vote program for the General Election.

The program, relying on central labor councils to coordinate the local outreach to affiliates, targets unregistered union members in marginal legislative districts and key union population centers for voter registration mailings and phone banks. To produce accurate lists for those contracts, the Federation is investing in updating the COPE computer, matching the list of members with the

current registration file and with a list of California telephone numbers.

In the final weeks of the campaign, phone bank volunteers will call union members to urge their support for labor-endorsed candidates.

On election day, volunteers recruited by this program will be deployed into precincts and phone banks for a final voter turnout push.

MINORITY VOTER PROGRAMS

In California, black and Latino voters have become essential for most pro-labor candidates. Minority workers comprise a large and growing share of AFL-CIO membership. The political empowerment of these members and their families holds great promise for shifting the electoral balance back towards progressive candidates and issues.

The Federation has championed the cause of black and Latino enfranchisement through the full-time programs of its A. Philip Randolph Institute and the Labor Council for Labor American Advancement. Also, the Federation embraces the Asian Pacific American Labor Alliance.

Asian and Pacific Islanders are a rapidly growing minority in California, and comprise an enlarging portion of the work force. APALA is essential to the trade union movement in the workplace and as a political force.

AFL-CIO CONVENTION AND RELATED MEETINGS

The Executive Secretary-Treasurer served as a delegate and gave a welcoming address to the October 4-7, 1993 AFL-CIO Convention held in San Francisco, and was again privileged to have served as a member of the Resolutions Committee and to have participated in a number of other Convention-related meetings.

The Secretary-Treasurer also served as a delegate to the AFL-CIO Special Convention in Washington, D.C. on September 3, 1992 which endorsed Bill Clinton's candidacy for President. He attended the AFL-CIO national teleconference rally for Clinton-Gore in Oakland on October 24, 1992, and on November 15-17, 1993, he participated in the AFL-CIO legislative task force on the NAFTA showdown in Washington D.C. The Secretary-Treasurer also participated in the Western States AFL-CIO Legislative Conference meeting in Tucson, Arizona on November 12-13, 1992 and in Las Vegas on September 19-20, 1993; AFL-CIO Region VI Central Labor Council Conference in Anaheim, February 12, 1994 and the COPE Regional Conference in Las Vegas, April 7, 1994.

SPECIAL EVENTS

Your Executive Secretary-Treasurer was privileged to address the national Executive Board of the Coalition of Labor Union Women meeting in San Francisco November 13, 1992, and spoke at a tribute and unveiling of the bust of the late Mayor and California State Federation of Labor President Jack Shelley, on December 11, 1992, at San Francisco City Hall.

Secretary-Treasurer Henning attended the inauguration of President Clinton and Vice President Al Gore in Washington, D.C. on January 20, 1993. Your Secretary-Treasurer served on the State Judicial Council's Select Committee on Judicial Retirement. On August 2, 1993, Secretary-Treasurer Henning attended a legislative strategy session on President Clinton's budget at the White House in Washington, D.C.

FEDERATION-SPONSORED CONFERENCES

During the period since the 1992 Convention, your Federation has sponsored or co-sponsored a number of conferences and meetings relating to political action, legislation and emerging social and economic problems and issues affecting the welfare of workers.

These include COPE training sessions on registration and get-out-the-vote efforts held September 22, 1992 in San Francisco, and September 24, 1992 in Los Angeles. Conferences on job training sponsored by the Federation's California Worker Assistance Program were held on April 29-30, 1993 at Los Angeles; May 13-14, 1993 at San Diego; and June 10-11, 1993 at San Francisco; and June 8-10, 1994 at Palm Springs.

State COPE strategy conferences on the defeat of NAFTA and Proposition 174 were held on August 10, 1993 in Los Angeles and August 18, 1993 in San Francisco.

In 1993 and 1994 there were joint legislative conferences in Sacramento, held in conjunction with the State Building and Construction Trades Council; the A. Philip Randolph Institute state conferences held in Concord in 1993 and Long Beach in 1994; and the Labor Council for Latin American Advancement state conference in San Diego in 1993.

On December 14, 1993, the COPE Executive Council met with central labor council officers to consider the political situation in congressional districts where incumbent Democrats voted for NAFTA. There were also meetings of central labor council representatives, co-sponsored with AFL-CIO Region VI, in addition to the 1994 Pre-

Primary Endorsement Convention held April 13, 1994 in San Francisco. The Federation co-sponsored with the national AFL-CIO conferences on national health care reform on January 20, 1994 at San Francisco, and January 21, 1994 in Los Angeles. The Federation's Women in the Work Force Conference was held February 24-26, 1994 at Los Angeles.

The Federation's OSHA training program, Safety Net, held 40 training workshops in Southern California in 1993. Another series will be held throughout the state later this year.

The Nineteenth Convention of the California Labor Federation adopted a resolution to establish a Committee for the Future and convene three hearings to address critical issues facing the labor movement.

Hearings were held on March 8, 1993 in Oakland, June 15, 1993 in Los Angeles, and September 13, 1993 in Sacramento, which addressed the future of California jobs; political and legislative issues; and organizing and public relations issues, respectively.

NAFTA, CLINTON AND LABOR

The struggle over the North American Free Trade Agreement dominated the first year of organized labor's relationship with the Clinton White House. As reported above, our Federation waged a vigorous struggle on many fronts throughout 1992 and 1993 to lobby California's congressional delegation in opposition to NAFTA. Our efforts included phone call and letter writing campaigns and district meetings with U. S. representatives, visits to the U. S. Capitol, debating the issue at many public forums, testifying at hearings of Congressional committees, and before the state legislature, arguing opposition at the State Democratic Convention, and mounting public demonstrations throughout California.

Our many affiliated unions and local councils worked vigorously on the NAFTA battle. The Teamsters union used an innovative technique, the "California Economic Earthquake Express," a caravan of trucks filled with educational exhibits, which toured the state bringing the message of NAFTA's destructive effects to many thousands of people.

In the final days before the House vote, President Clinton resorted to union-baiting rhetoric that would have made Ronald Reagan blush when he blasted organized labor for "rough shod, muscle-bound" tactics and "naked aggression" in our opposition campaign. He invoked the old bogeyman, the union goon, and shamed the White House. Your Secretary-Treasurer replied with a telegram, as follows:

*The Honorable Bill Clinton
President of the United States
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500*

Dear President Clinton:

In the name of the California Labor Federation, AFL-CIO, which represents two million union members in our state, I must declare that your reference to Labor using "roughshod and muscle-bound" tactics in opposing NAFTA is not only not true but is nothing less than a slur on the millions of union members in America who are simply exercising their democratic rights to address members of Congress on the issues.

We are the same people who answered your calls for contacting Congressional members for passage of your budget. The very same people, Mr. President.

*Sincerely yours,
John F. Henning
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO*

Political realism requires we support the President in the broad sense, but as long as Mr. Clinton occupies the White House, union members must sleep with one open eye on the White House.

BANK OF AMERICA

In February, 1993, Bank of America announced it would turn as many as 18,000 full time bank tellers into part-timers, thus stripping them of health benefits and drastically cutting their income. The announcement followed the bank's achieving a record \$1.5 billion profit in 1992. Outrage against the bank's selfishness towards its employees erupted throughout California. Our Federation led the protest against Bank of America.

Your Secretary-Treasurer visited the Bank's world headquarters in San Francisco to voice our opposition. We removed all Federation funds and urged affiliates to follow suit. In the weeks following, tens of millions of dollars that can be documented, were withdrawn from union accounts. Doubtless many millions more were withdrawn by individuals sympathetic to the plight of the part-time tellers.

The Office and Professional Employees International Union launched an organizing drive in San Francisco and the East Bay with handbilling mobilizations. Bank of America has been placed on the Federation's We Do Not Patronize List. When a huge, visible corporation bloodies its work force, whether or not unionized, the Federation will respond.

INDUSTRIAL WELFARE COMMISSION APPOINTMENTS CHALLENGED

After a decade of appointments by governors Deukmejian and Wilson, the IWC majority has been transformed into an obedient conformist of corporate California.

The Industrial Welfare Commission was created in 1915 to protect workers in this state from impoverishment and oppressive working conditions. Under the current and previous Republican administrations, the IWC has become a pawn of the bosses in their campaign to turn back the clock to the primitive sweatshop conditions of the 19th century.

Under law, the IWC is composed of five members, two chosen from labor, two representing employers, and one representing the public. From the tragic death of Commissioner and Federation Vice President Michael R. (Mushy) Callahan in May 1990 until October, 1992, the IWC did not have two labor representatives.

Commissioner Ed Clark, associated with the Operating Engineers, served on the IWC from 1989 until December, 1990. Robert Hanna, retired executive secretary-treasurer of the California State Council of Carpenters, was appointed to fill Mushy Callahan's seat in December 1990, leaving Clark's seat open.

The term of Commissioner Muriel Morse, the public representative on the IWC, expired in March, 1992. The governor did not select a new public representative until October, 1992. For seven months, the five-member Commission has functioned with only three commissioners.

The second labor seat was filled by Don Novey, president of the California Correctional Peace Officers Association. The non-affiliated prison guard association supported Pete Wilson's campaign for Governor in 1990. However, Commissioner Novey has voted with labor on most issues before the IWC.

The governor appointed Gregory Wellman, assistant Merced County Administrator to fill the public seat in October, 1992. The Federation questioned the legality of appointing a high ranking manager, whose duties have included collective bargaining and personnel matters, to a public seat.

At the request of Senate President Pro Tem Roberti, the Legislative Counsel issued an opinion letter finding Mr. Wellman ineligible to serve as a public member. Following this opinion letter, the Federation called for the rejection of his appointment.

In May, 1993, Governor Wilson withdrew Mr. Wellman's nomination in the face of likely rejection.

tion by the Senate Rules Committee. During his brief tenure, Mr. Wellman cast at least three votes with the two employer representatives on the IWC and against labor on issues concerning overtime and minimum wage.

In June, 1993, the governor filled the public member vacancy with Dorothy Vuksich, a former Bush administration official and Republican campaign activist. No sooner than she was seated at her first IWC meeting, Ms. Vuksich began casting votes with employers for expansion of the 12 hour, no overtime day, and against increasing the state's minimum wage. In February, 1994, the governor appointed Vuksich to a full-time position as Chief of the Division of Labor Statistics and Research. She resigned her IWC post, and the public member vacancy has now remained open for five months.

In August, 1993, the California Labor Federation called for the Senate to reject the reappointment of Lynnel Pollock, a grower serving as an IWC management representative since 1984. At a January, 1994 Senate Rules Committee confirmation hearing, Secretary-Treasurer Henning presented the case against Ms. Pollock. He pointed out her failure to uphold the IWC's statutory mandate to protect the state's most vulnerable workers from deprivation. He highlighted her failure to support any increase in the minimum wage since 1987, despite the evidence that the \$4.25 per hour minimum consigned hundreds of thousands of California workers to poverty.

Your Secretary-Treasurer also objected to Pollock's almost unwavering support of IWC efforts to remove 8 hour day protections from wage orders affecting millions of workers.

The Senate Rules Committee voted 3-2 to reject the reconfirmation and Ms. Pollock's seat was vacated. In March, Robyn Black, another grower, was named to fill the vacant IWC employer seat.

IWC REJECTS MINIMUM WAGE INCREASE

State law requires that the IWC conduct a review of the adequacy of the minimum wage every two years. The last review, conducted in 1987, led to an increase in the minimum wage from \$3.35 per hour to \$4.25 per hour, effective July 1, 1988. The increase, while welcome, was considerably less than sufficient to compensate for the loss in earning power that minimum wage workers had suffered during the past two decades.

Since the 1988 increase, inflation has eroded the value of the minimum wage by over 24 percent. A full-time minimum wage earner today would fall below the official poverty level for a family of two, according to U.S. government guidelines.

Restoring the full purchasing value of the minimum wage at the time of the 1988 increase would require a \$5.25 per hour minimum today. Full restoration to the purchasing power of the minimum wage at its 1968 level of \$1.65 per hour would require a \$7.26 per hour minimum today.

The California Labor Federation has repeatedly called upon the IWC to fulfill its statutory duty to review the minimum wage.

After three years of delay, the IWC voted to review the minimum wage in September, 1992.

A minimum wage board was impaneled, consisting of 10 worker representatives, 10 employer representatives, and a non-voting neutral chair. The board deadlocked at its January 12, 1993 hearing.

Labor representatives, led by the California Labor Federation argued for a minimum set at no less than 50 percent of the state's average manufacturing wage, which would have yielded a \$6.15 minimum at that time. Employer representatives argued for a 15 percent reduction in the minimum wage for employers who provide health benefits. The board also deadlocked on a labor proposal to increase the minimum monthly salary an employee must receive for exemption from state wage and hour laws to \$2,126.17 per month.

The proposed amount is equal to the average California factory worker's wage, certainly a modest amount for exempting an employee as an "executive" or "professional." The current minimum monthly salary for exemption status is \$900 in certain wage orders, and \$1,150 in others. At \$900 per month, an exempt full time employee would earn barely above \$5 per hour.

Following the deadlock, the issue was returned to the IWC for deliberation. At its May, 1993 meeting, the IWC voted 3-2 against Commissioner Hanna's motion to propose a \$1.25 increase in the minimum wage in two steps to \$5.50 per hour. On a motion of Commissioner Wellman, the IWC voted 3-2 to propose a 25 cent per hour increase to \$4.50.

Secretary-Treasurer Henning denounced the proposal as "an insult to the working people of California."

Hearings on the proposal were held in Los Angeles on August 13, in San Francisco on August 17, and in Sacramento on August 20, 1993. Union representatives and minimum wage earners turned out at all three hearings to testify that a much larger increase was needed to provide even a meager standard of living.

Protest rallies outside the hearings were staged by the California Labor Federation to demand a bigger increase. On August 26, 1993, the IWC rejected on 3-2 votes, motions by Commissioner Hanna to increase the minimum to \$4.85 or to \$4.50. Commissioner Vuksich commented that in her opinion the IWC was duty bound to protect business interests, and that any increase would

harm California business. The anti-labor IWC refused to budge on the abysmally low minimum wage.

The California Labor Federation renewed its call for a review of the minimum wage at the October, 1993 IWC meeting. The employer-dominated majority has refused to open a new review. We will continue to demand the IWC fulfill its statutory duty assuring a living wage for the state's most vulnerable workers. We don't harbor any illusions of achieving success with the IWC unless we succeed in electing a pro-labor governor.

LABOR WINS BROADCASTING INDUSTRY DAILY OVERTIME BATTLE

Beginning in 1989, the Industrial Welfare Commission has eliminated the heart of California's eighty-three year old protective 8-hour law which calls for time and one-half after eight hours of work. The 8-hour law was one of the outstanding achievements of Governor Hiram Johnson, the great liberal reformist of the Republican Party of his day.

In 1989, the IWC imposed the 12-hour day on hospital workers, restaurant and hotel workers, office workers, transportation workers and amusement and recreation workers.

In 1990, the IWC imposed the same 12-hour day on the 2.5 million workers of California's retail industry.

In 1992, the IWC voted to review the 8-hour day protection for workers in the radio and television broadcast industry. The wage board selected to review this industry deadlocked, with management representatives supporting the 12-hour day, and labor representatives urging retention of 8-hour day protections.

Labor fought back against the 12-hour day onslaught. At the initiative of Secretary-Treasurer Henning and Eddie Powell, Federation Vice President and President of the California State Theatrical Federation, broadcasting and film industry unions began a massive letter writing campaign by members of these unions to urge the IWC and the governor to stop the 12-hour day.

At a hearing of the IWC on May 15, 1992, over three hundred union members from broadcast and film industry locals, including IATSE, NABET, IBEW, SAG and AFTRA joined three hundred service and industrial unionists from HERE, SEIU, ILGWU and others in a mass protest picket line at the IWC hearing in Los Angeles. A huge rally was also organized at a San Francisco IWC hearing on the issue. These unionists demanded that the IWC stop its attack

on the 8-hour day

Over 8,000 individual letters from unionized film and broadcast workers opposed to the 12-hour day flooded the IWC. In September, 1992, two employer commissioners joined the labor member and voted to kill the 12-hour day broadcast industry petition, citing the massive outcry from workers.

Your Secretary-Treasurer urges affiliates in other industries to respond as massively as the broadcast unions did when 12-hour day petitions arise in the future. This victory is a reminder of the power of an enraged rank and file.

FED BEATS TWO SCHOOL CHIEF NOMINEES

In 1993, Governor Wilson appointed State Senator Marian Bergeson (R-Newport Beach) to the office of Superintendent of Public Instruction, filling the vacancy created upon the conviction of Bill Honig.

Following consultation with the California Federation of Teachers, and affiliates representing school classified employees, your Secretary-Treasurer announced our opposition to the appointment.

Bergeson had compiled a lifetime 31 percent Right labor voting record as a state legislator, opposing workers' legislation over two-thirds of the time. She had authored bills to contract-out public employees' jobs, and had voted against labor-backed bills for civil rights, indexing workers' compensation benefits, for family leave, prohibiting the 12-hour, no overtime day, and had consistently voted to wipe out prevailing wage protections on public works jobs.

The Federation joined a coalition of educators and civil rights groups fighting Bergeson's appointment. On April 22, 1993, the State Assembly voted 41-34 to reject the appointment.

Governor Wilson's next appointment to the top schools job met a similar fate. In December, 1993, Wilson appointed corporate raider Sanford Sigoloff to Superintendent of Public Instruction. Lacking any background as an educator, Sigoloff had earned the enmity of the Glass, Molders, Pottery and Plastics Workers Union during a hostile takeover attempt at Owens-Corning. Fending off the raid was costly, and 2,000 union members lost their jobs.

In company with teachers and classified employee unions, Secretary-Treasurer Henning called for Sigoloff's rejection. Opposition to Sigoloff grew rapidly. Facing sure defeat in the legislature, Governor Wilson withdrew Sigoloff's name in January, 1994.

Voters will now decide who should be at our public schools helm. The State AFL-CIO enthusi-

astically endorsed Assembly Member Delaine Eastin (D-Union City) in the June Primary. Ms. Eastin faces a runoff in November and needs our active support.

CESAR CHAVEZ

On April 23, 1993, Cesar Chavez died at age 66. The United Farm Workers president and founder was in San Luis, Arizona, working on his union's defense against a lawsuit by Bruce Church, Inc. when he died in his sleep.

Chavez was perhaps the best known union leader of our time, and was also the first nationally recognized leader of Mexican-American descent. He provided inspiration to Latinos striving for civil rights and empowerment in all spheres of life. Under Chavez, the dream of unionization in the fields began to achieve fulfillment.

At its peak in the 1970's, the UFW had well in excess of 100,000 California farm workers under contract. Twelve years of hostile ALRB appointments by governors Deukmejian and Wilson and relentless opposition by the growers have rolled back many of the UFW's historic gains under Chavez. There are indications that again the tide is turning. The union is winning key representation and contract battles. The California Labor Federation will persevere in its total support of the UFW in its organizing, boycotts, and legislative conflicts.

Your Secretary-Treasurer was honored to be a pallbearer and speaker at Cesar's funeral in Delano. Over 35,000 attended the funeral. The world lost a man of peace and humility. Labor lost a giant. We must all rededicate ourselves to Cesar's struggle for justice for farm workers.

FRATERNAL DELEGATES

Secretary Kevin Boyd of the Textile, Clothing and Footwear Union of Australia, will attend our Federation's Twentieth Convention as a fraternal delegate representing the Labor Council of New South Wales.

Deputy Director Peter Sams, representing Michael Easson, secretary of the Labor Council of New South Wales, Australia, attended our Federation's Nineteenth Constitutional Convention as a fraternal delegate. A continuing fraternal relationship has existed between this Federation and the Labor Council of New South Wales since 1982 when each organization began sending delegates to the other organization's conventions.

Federation Vice President Loretta Mahoney represented our Federation at the Annual Conference of the Labor Council of New South Wales in 1993.

DISABILITY BENEFITS

In November, 1992, the Employment Development Department announced that the state Disability Insurance Fund was headed towards insolvency. EDD threatened to cut maximum weekly benefits from \$336 to \$266, with a 10 percent benefit cut imposed on those earning below the maximum. At the same time, the payroll tax for SDI was increased from 1.25 percent to 1.3 percent of a worker's first \$31,767.67 of earnings annually. The Federation had sponsored legislation in 1991 to prevent a funding crisis, but the bill was emasculated after Governor Wilson threatened a veto. Prolonged high unemployment in California has reduced the flow of payroll tax dollars into the SDI fund.

The California Labor Federation introduced SDI bailout legislation at the start of 1993 to increase the payroll tax by one tenth of one percent, increase the tax cap to \$34,000 in annual pay, and reduce the disability wage replacement benefit from 55 percent to 53 percent of salary. Senate Bill 4 by Patrick Johnston (D-Stockton) and sponsored by the Federation, encountered stiff resistance from anti-tax right wing Republicans.

Disability insurance benefit cuts were imposed by Administrative action on February 10, 1993, and after solvency was gradually improved, the maximum benefit of \$336 was restored in January, 1994 as a result of passage of SB 4, which was rewritten to eliminate its emergency 2/3 requirement.

This year, the California Labor Federation is sponsoring legislation to increase the maximum weekly benefit to \$409. This would keep disability benefits on a par with workers' compensation temporary disability insurance benefits. Maximum workers' compensation benefits increased to \$406 per week last year.

As the fund reserves have gradually improved, EDD estimates that the payroll tax rate will automatically drop, under a pre-set formula, to 1 percent or possibly .9 percent by 1996. Our SDI increase bill, SB 2031 (Roberti, D-L.A.) would require an increase in the taxable base to \$38,669 but the actual dollar amount of tax would be less than the current tax on a \$31,767 salary today, should EDD predictions prove correct.

SAFETY NET

In 1992, the state government approved the California Labor Federation's grant application to fund a union leadership safety training project entitled Safety Net.

The project had been designed with assistance from UCLA's Labor Occupational Safety and Health Program. The funding source is fines levied on violators of workers' compensation laws

under 1989 Federation-sponsored legislation.

In February, 1993, the Federation unveiled its Safety Net project under direction of a full-time coordinator. In its first year, the project focussed on Southern California.

Forty safety training sessions were conducted in San Diego, Orange, Los Angeles, San Bernardino and Riverside counties. Training covered four separate topics: ergonomics, toxics, construction industry safety, and illness and injury prevention programs. Trainees were drawn from local union officers, stewards and staff, in coordination with local central labor bodies and building trades councils. In each labor council jurisdiction, a lead trainer was selected to help conduct training workshops.

Safety Net funding was increased for its second year. In 1994, UCLA LOSH, and UC Berkeley Labor Occupational Health Program are consultants to the project. The project is targeting the 10 counties with the highest amount of reported workplace injuries. In addition to the five Southern California counties covered in 1993, this year union leadership training will be conducted in Santa Clara, Alameda, San Francisco, Fresno and Sacramento counties.

Other new features this year include four bilingual lead trainers to work in Spanish and English language training, and one lead trainer dedicated to work exclusively with Building Trades unions in Los Angeles County. Two bilingual trainers are based in Southern California and two in Northern California.

The Federation is applying for state funding for 1995 to develop new safety training areas.

CALIFORNIA WORKERS ASSISTANCE PROGRAM

The Employment Development Department approved funding for a Federation grant proposal to assist local unions in job training and placement services.

The California Workers Assistance Program was created on September 1, 1992, with funding from two equal grants, one from the State Employment Development Department Job Training Partnership Division and the other from the California Employment Training Panel.

The program's major goal is to provide services that enhance the participation and contribution of organized labor in the operation of employment and training programs.

At present, the program operates with three full-time positions for the current program which runs through June 30, 1994. We are in the process

of renewing the current contract with a substantial increase in the funding amount. The contract runs from July 1, 1994 through June 30, 1995.

The California Workers Assistance Program offers rapid response and technical assistance to all affiliated unions throughout the state. The program is also providing marketing information to unions and companies regarding benefits available under the Employment Training Panel and, in addition, has recently begun tracking unions' requests for certification for NAFTA-TAA benefits for members displaced by companies that are relocating operations to Mexico because of the trade agreement.

A mission of California Workers Assistance Program's is to help ensure that labor, management, government and social agencies have an ongoing dialogue regarding the problems faced by workers in our ever-changing economy. A cornerstone of the program's work consists of regular communications with AFL-CIO Community Services representatives, local central bodies and building trades councils to determine which services could be of most use to specific groups of dislocated workers.

The California Workers Assistance Program has conducted numerous educational sessions for labor council and members to ensure that labor representatives are knowledgeable of laws and regulations dealing with job training issues.

In addition, the California Workers Assistance Program and California Labor Federation, AFL-CIO, in partnership with the California Job Training Partnership Division and the California Employment Training Panel, held informational conferences in 1993 titled "Building Partnerships." On June 8-10, 1994, the program held its "Building Partnerships II" conference in Palm Springs. A total of about 350 people have participated in these conferences. Many of them labor representatives serving on Private Industry Councils.

Related efforts undertaken by the California Workers Assistance Program include implementing a "Labor Hot Line" to provide information to local labor representatives and to provide technical assistance on labor issues to Service Delivery Areas, PICs, and the California training and employment system. It is developing a guide on "How to Involve Labor in the Establishment of Labor-Management Committees" for use by SDAs.

The California Workers Assistance Program has proven a vital link for local unions confronting the difficulties of plant closures and relocation as well as the challenges of equipping workers with job skills needed to survive in the work force of the future. We urge affiliates to utilize these reliable services.

ECONOMIC SUMMIT

On February 16 and 17, 1993, a California Economic Summit was convened in Los Angeles by Assembly Speaker Willie Brown. Some 400 participated and heard speeches and panel discussions dominated by business leaders decrying California's regulatory system as "anti-business."

Corporate executives and their mouthpieces in political and academic circles attacked environmental, consumer and labor laws as the cause of all that ails California's economy.

Your Secretary-Treasurer addressed the summit. In contrast to the tide of business apologists, Secretary-Treasurer Henning pointed to the national recession and declining defense spending as the principal causes of California's economic woes. Excerpts from the address follow:

In all of the summit discussions thus far, the human dimension of unemployment was never touched (by business representatives) ...

What do they think people are, things?

Does the Bank of America high command think of what it means to families when they cut the work day and thereby reduce the incomes of their employees in half and strip them of medical benefits?

Do the captains of industry ever think of the moral consequences of their actions? We think not. We say, change your philosophy and your behavior before it is too late.

Month after month the unemployment rate for blacks is twice the overall average ... young blacks suffer five times the rate of unemployment known by young whites.

What happened in the Rodney King case is a classic example ... Middle class Afro-Americans and middle class Latinos were not on the street. The disenfranchised young were.

Let the captains of industry think about that tonight. Do they think they can escape? They can't ...

A friend took me on a tour ... of the wealthy areas of Los Angeles, and I saw what I never thought I would see in America ... security company signs on manicured lawns, and underneath each one the words "armed response."

They can't live on their own streets by reason of their doctrines that look with contempt on the poor ...

On the budget crisis ... Jesse Jackson was speaking the truth when he said with respect to the federal budget, "Get the money from where it went."

In the Reagan years what trickled down was given to those who had so much. Those who had so little got nothing.

In Sacramento, the Governor should understand he can't get the money for the budget from the homeless ... from the unemployed ... from the

young ... the seniors nor from the middle class riddled by unemployment and fiscal uncertainty ... he can only get it from the wealthy, the banks and the corporations. A hard line? No. The hard lines are down in the ghettos. The hard lines are with the poor.

On the matter of unemployment, we have petitioned the President to make jobs his first concern ...

We must have governmental stimulus, for never in this century save for war or preparation for war has the private enterprise system provided anything like full employment ... Business should back the jobs proposal. A business can't survive without the purchasing power of men and women at work.

LUCKY BOYCOTT

In August, 1992, the California Labor Federation took steps to initiate a boycott of Lucky Stores at the request of Teamsters Joint Council 7.

Lucky had demanded wage cuts for 1,300 truck drivers and warehouse workers in Northern California, despite the company's profitability.

The Teamsters launched a consumer boycott of Lucky and initiated intensive picketing of 40 Northern California stores. The United Food and Commercial Workers and Bakery Workers unions represent Lucky Store workers and were fully supportive of the boycott. The Federation held a conference at its offices to announce a statewide boycott.

The boycott cut deeply into Lucky's sales. In December, 1992, the union succeeded in negotiating a new contract that boosted wages by \$1.20 per hour over three years, and also improved medical and retirement benefits.

FOREIGN VISITORS

During the two-year period since our last Convention, your Secretary-Treasurer or his designated staff have met with many trade unionists and governmental leaders in our Federation's San Francisco headquarters. These include visitors from the following countries who have expressed great interest in the work of our Federation: England, Poland, Germany, Australia, Japan, Mexico, Austria, France, Spain, Ireland, New Zealand, Switzerland, Romania, Slovak Republic, Bangladesh, Botswana, Georgia, Greece, India, Israel, Jamaica, Lebanon, Malawi, Malaysia, Namibia, Swaziland, Tanzania, Zimbabwe, South Korea, and South Africa.

ERGONOMICS STANDARDS

For five years in the late 1980's and early 1990's, the Federation sponsored legislation to protect workers from health risks related to repet-

itive strain injuries (RSI). Massive employer opposition resulted in the defeat of every bill.

As evidence grew of the widespread RSI in varied industries including meatpacking, supermarkets, clerical, and computer operator occupations, the Cal-OSHA Standards Board began to cautiously examine the issue.

In 1991, Cal-OSHA appointed an Ergonomics Advisory Committee, with union, employer and medical representatives. California Labor Federation staff participated in the Advisory Committee. After lengthy delays in convening Advisory committee meetings, the Federation and members of the State Legislature protested Cal-OSHA's foot dragging in early 1992.

Draft proposals were issued by the Division of Occupational Safety and Health in September 1992. The Division formally presented the proposed standard to the Cal-OSHA Standards Board in the spring of 1993. Your Secretary-Treasurer urged the Standards Board to convene four public hearings throughout California to allow sufficient opportunity for workers to comment on the proposal.

Public hearings of the Standards Board were convened in Los Angeles on January 13, and San Francisco on February 24, 1994. The Federation mobilized trade unionists to present testimony at the hearings. Major labor rallies and press conferences were held outside both hearings. Each event drew several hundred union members who demanded tough standards to protect against carpal tunnel syndrome and other crippling injuries.

The Standards Board heard from scores of workers including computer operators, meatcutters, carpenters, auto workers, utility linemen, grocery clerks, newspaper reporters, and others who described how RSI ruined their working lives.

Your Secretary-Treasurer testified in Los Angeles, and protested several provisions of the proposed standard. Inadequate features of the proposal include: requiring employers to implement "feasible" control measures, except where an "undue hardship" on the employer would result; exception allowing substitution of personal safety gear for engineering controls; and failure to require annual reviews of employer safety records.

The undue hardship language provides employers a huge ill-defined loophole to avoid safety compliance. The personal safety gear would require workers to don bulky, uncomfortable gear of questionable value, and allow employers to avoid altering equipment or work procedures causing injury.

The Standards Board is expected to adopt a final standard shortly. The Federation has continued to press for a strong standard. The Cal-OSHA ergonomics standard will be the nation's first state

standard. It is essential that it provide real injury protection.

LABOR DAY CELEBRATIONS

Many Labor Day 1992 and 1993 celebrations were held throughout California, spearheaded by the various local central bodies. Your Secretary-Treasurer participated in the Labor Day Picnic sponsored by the Alameda County Central Labor Council both years.

CONVENTIONS, CONFERENCES, LABOR CELEBRATIONS, DEDICATIONS, PRESS CONFERENCES AND RALLIES

Your Executive Secretary-Treasurer, during the intervening period since the last Convention, has had the privilege of addressing or attending on behalf of the Federation, many important labor, political and community functions as well as a number of press conferences. These have provided an opportunity to assert labor's views and positions with respect to critical issues of concern to California workers, and at the same time increase the visibility of the state AFL-CIO labor movement as an integral and vital segment of our society.

These functions included the following: Vince Aloise and Al Costa Teamster Retirement Dinner, Burlingame; State Theatrical Federation Convention, San Francisco; John Moylan Retirement Dinner, San Francisco; State Conference of Plasterers and Cement Masons, Sacramento; San Francisco Maritime Trades Port Council; San Mateo County Central Labor Council COPE Dinner; Transport Workers Local 502 Dedication Ceremony, El Segundo;

Workers' Compensation Rally, Sacramento; San Francisco Labor Council COPE Dinner; Press conference on Workers' Compensation Legislation, Sacramento; Contra Costa County COPE Reception, Richmond; SEIU Local 790 Unionist of the Year Dinner; National Asian Pacific American Labor Alliance Reception, San Francisco; St. Mary's Cathedral Senior Action Network meeting, consisting of community, church and labor union retiree clubs and San Francisco Labor Council FORUM;

Catholic Labor Committee, San Francisco; San Mateo County Central Labor Council and Building Trades Joint Christmas Luncheon, Millbrae; Peter Guidry Retirement Dinner, Burlingame; Health Care Reform Seminar, San Francisco;

State Building and Construction Trades Convention, Sacramento; Leroy King Thank You Party, San Francisco;

Owen Beiber Luncheon, San Francisco; Mare Island Shipyard Workers Rally, Vallejo; Labor Hall of Fame Dinner, San Francisco; Luncheon honoring Laura Tyson, San Francisco; NAFTA/Health Care Reform Conference, Los Angeles; Bill Gould Dinner, San Francisco; Congress of California Seniors Convention, San Jose; Plant Closures Committee meeting, San Francisco;

San Mateo Women's Hall of Fame Dinner; SEIU Local 87 rally, San Francisco; Laborers International Convention, Hawaii; SEIU Legislative Conference, Sacramento; California Democratic Party Convention, Sacramento; J.B. Martin Retirement Dinner; Alameda County Unionist of the Year Dinner, Oakland; SEIU Local 616 Twentieth Anniversary Dinner, Oakland;

Reception honoring Professor Lloyd Ulman, Berkeley; Mass for Cesar Chavez, San Francisco; Workers' Memorial Day rally, San Francisco; ILWU Joint Legislative Conference, Sacramento; Labor Party Advocates meetings; Coalition of Labor Union Women East Bay Dinner, Oakland;

Machinists rally against United Airlines, San Francisco Airport; South Bay COPE Dinner, San Jose; Cal-OSHA Ergonomics rallies, San Francisco and Los Angeles; Raoul Teilhet Dinner, Los Angeles; California Workers Assistance Conference, San Diego; Tribute to Thurgood Marshall, San Francisco; Jewish Labor Committee Reception, Sacramento;

Delancey Street Foundation Celebration, San Francisco; Bloody Thursday Commemoration, San Francisco; various NAFTA rallies; SEIU Western Conference, Oakland; APALA Convention, Los Angeles; State A. Philip Randolph Institute Conference, Concord; Bill Robertson Retirement Dinner, Los Angeles;

Honoree at Labor Council for Latin American Advancement Si Se Puede Award, Los Angeles; S.S. Baton Rouge Victory Memorial, San Francisco; San Francisco Labor Council 100th Anniversary Dinner; Western Conference of Operating Engineers, San Francisco; Yerba Buena Gardens Dedication Ceremony, San Francisco; California State Council of Hotel Employees and Restaurant Employees, Santa Rosa;

Jerry Cremins Retirement Dinner, Los Angeles; San Francisco Building Trades Holiday Lunch, San Francisco; Oakland Tribune Boycott rally; United Farm Workers Press Conference protesting Coca Cola's anti-union activities, San Francisco; Health Care Task Force Conferences, San Francisco and Los Angeles; David Roberti Tribute; California Central Labor Councils Conference, Orange County;

Don Watson Retirement Party, San Francisco; Harry Bridges Memorial, San Francisco; Joady

Awards Dinner, San Francisco; Laborers Regional Conference, Las Vegas; Teamsters rally, San Francisco; United Farm Workers march and rally, Sacramento; Diamond Walnut Boycott rallies, San Francisco and Stockton; Watsonville Labor protest against Bank of America; and the New York Times protest rally, San Francisco.

1992 LEGISLATION

Here follows the almost unfailing annual story of political votes in Sacramento. Democrats vote labor. Republicans vote against labor. There are few exceptions on either side.

Governor Wilson signed 26 labor-supported bills and vetoed 35.

However, the dominant story of the session was the budget crisis and how the ultimate settlement affected workers and state services.

The principal victims were the unemployed, seniors and the disabled; children and dependent families; education and health services; dependent local governments; state and local government employees.

Beyond these deprivations was the scandal of the state government being compelled to issue IOUs for employees' salaries and state incurred billings.

Two basic disorders explain California's fiscal chaos:

1. The crippling two-thirds majority vote required for budget passage in Assembly and Senate, the result being that the Republican minority in both houses imprisoned alike the governor and the Democratic majority. California is one of only four states in the nation requiring a super majority budget vote.

2. Republican refusal to tax the sources of personal and corporate wealth sufficient to serve California's socio-economic needs. And so California continued on the downward path from a once held glory.

BILLS ENACTED

Legislative victories for the Federation in the 1992 session were:

APPRENTICESHIP

AB 1016 (O'Connell) appropriates \$2,984,000 to satisfy the minimum funding guarantee for apprenticeship education programs for school districts and community college districts in the 1991/92 fiscal year.

CHILD CARE

AB 962 (Alpert) requires a director or teacher at a child day care facility or provider of a family day care home to have at least 15 hours of training on preventative health practices including cardiopulmonary resuscitation, basic life support and first aid.

AB 3087 (Speier) requires that a portion of the

fees paid for personalized license plates will fund children's health and safety programs.

SB 1811 (Bergeson) establishes priorities for participation in pre-school programs.

SB 1863 (Marks) extends a tax credit to building owners who start up child care programs for the employees of their tenants.

CIVIL RIGHTS

AB 311 (Moore) Restores authority of Fair Employment and Housing Commission to award damages for emotional injuries suffered by workers because of employment discrimination, including sexual or racial harassment.

AB 2264 (Speier) requires Department of Fair Employment and Housing to post information at the workplace concerning sexual harassment laws.

AB 2601 (T. Friedman) bans job discrimination against an applicant or employee on the basis of sexual orientation.

AB 2865 (Speier) restores authority to Fair Employment and Housing Commission to assess compensatory damages in employment discrimination cases.

CONTRACTOR LICENSING LAW

AB 3240 (Eastin) increases the maximum amount of civil penalties that may be awarded to \$15,000 for violations of the state's contractor licensing laws.

ENVIRONMENT

SB 1225 (Killea) enacts the San Diego Area Wastewater Management District Act to develop methods for collection, treatment, storage, disposal and reuse of wastewater within San Diego County.

HOUSING

SCA 17 (Calderon) allows voters to authorize development, construction, or acquisition of a low rent housing project.

PUBLIC EMPLOYEES

AB 1522 (Campbell) authorizes employees of the California State University system to receive extra service and age retirement credits providing they retire during a specified time.

PUBLIC WORKS

AB 2578 (Polanco) requires that a California company is given preference over a non-resident contractor when awarding contracts for public construction.

SB 222 (B. Greene) clarifies certain prevailing wage laws to make them consistent with existing enforcement practices.

SAFETY AND HEALTH

AB 1659 (Speier) directs the State Department of Health Services to conduct surveys at public schools and public day care facilities to predict lead poisoning.

AB 2417 (Moore) regulates hours of commercial intrastate truck drivers to be consistent with existing federal regulations.

ACR 95 (Gotch) resolves that Cal/OSHA will set an airborne infectious disease standard before June 1993.

SB 1388 (Rosenthal) declares April 28th as Workers' Memorial Day and requires the governor to issue an annual proclamation in honor of workers who have suffered work-related injuries or deaths.

SCR 65 (Rosenthal) proclaims April 28, 1992 as Workers Memorial Day.

SJR 50 (Kopp) urges the President and Congress to order federal OSHA standards for aerial ladders, including fire equipment.

SOCIAL INSURANCE

AB 2329 (Peace) requires that an advertisement soliciting persons to file a workers' compensation claim must warn that making a false claim is a felony punishable by law.

AB 3660 (Margolin) strengthens workers' compensation statutes concerning fraud.

TAXATION

AB 2396 (Elder) restores the 1991 sales tax exemption on fuel used by ships and aircraft on international voyages and flights.

TRAINING

SB 522 (Johnston) transfers funds in the Employment Training Fund not used for training projects to the Unemployment Insurance Fund.

WORKER PROTECTIONS

AB 2392 (Moore) authorizes the Fair Employment and Housing Commission to appoint its own administrative law judges to hear cases involving illegal employment and housing discrimination.

BILLS PASSED, BUT VETOED

The Legislature passed 35 Federation-supported bills in 1992 that were ultimately vetoed. They were:

CHILD CARE

AB 3122 (B. Friedman) would have provided that state agencies receiving enrollment growth funding provide necessary services to children and families on waiting lists for subsidized child care services.

CIVIL RIGHTS

AB 2265 (Speier) would have clarified and defined workplace sexual harassment, adopted the federal "reasonable victim" standard, and required the Department of Fair Employment and Housing to report the number of complaint filings refused during the next fiscal year.

AB 2440 (Becerra) would have enacted into law existing regulation of the Fair Employment and Housing Commission prohibiting employers from imposing English-only rules in the workplace except in cases of business necessity.

AB 3019 (Vasconcellos) would have prohibited employers from discriminating against an appli-

cant or employee on the basis of a person's actual or perceived sexual orientation.

AB 3825 (Brown) would have strengthened the state's civil rights laws and restored authority taken from the Fair Employment and Housing Commission by several State Supreme Court decisions.

SB 1879 (Craven) would have banned employer discrimination against workers who consume legal substances and use lawful consumer products during non-working hours away from the workplace.

EDUCATION

AB 2356 (Campbell) would have provided matching state funds to community colleges to offer health insurance to part-time instructors.

SB 2026 (Mello) would have enacted the California Language Minority Education Act.

HEALTH CARE

AB 1199 (Speier) would have imposed limits on the hours of work teaching hospitals can require of resident physicians.

SB 6 (Torres) would have established a California Health Plan Commission to study a comprehensive health insurance for all Californians.

SB 1832 (Thompson) would have provided for effective access to affordable health care for all children up to age 8 years through a comprehensive benefits package tailored to the needs of children with major emphasis on primary care, including prevention and health maintenance services.

PUBLIC EMPLOYEES

AB 166 (O'Connell) would have allowed employees of the California State University system to establish the agency shop through collective bargaining negotiations.

SB 1012 (Roberti) would have allowed employees of the University of California to establish the union shop through the collective bargaining process.

PUBLIC WORKS

AB 388 (Peace) would have required that any public works contract award provide that at least 50 percent of the total hours worked be performed by California residents.

AB 873 (Cannella) would have required the awarding body, rather than the Labor Commissioner, to determine penalties for violation of prevailing wage laws if the case had originally been brought before the awarding body.

SB 739 (Marks) would have required that at least half the workers on a public works project be residents of California for at least 29 days prior to the start of construction.

SAFETY AND HEALTH

AB 2277 (Burton) would have eliminated the exemption from civil penalties for OSHA violations committed by public employers.

AB 2535 (Cannella) would have expedited the OSHA standards process to allow fire depart-

ments to get their aerial truck ladders inspected.

AB 3487 (T. Friedman) would have called for contractors to meet training and safety requirements in the removal of toxic lead from buildings.

SB 496 (B. Greene) would have provided Cal/OSHA with funding to gather data and report on most frequent compensable work-related illnesses and injuries.

SB 926 (Petris) would have prevented registration of any school-use pesticide known to contain substances that cause cancer or reproductive harm.

SB 1742 (Petris) would have enabled employees fired for reporting unsafe working conditions to sue for triple damages in addition to recovering their jobs.

SB 1794 (Hart) would have reduced under-reporting of pesticide poisonings by transferring reporting of incidents to the California Environmental Protection Agency.

SB 1931 (B. Greene) would have required employers to discontinue hazardous practices and conditions cited by Cal/OSHA even though a long appeals process was in effect.

SB 1935 (B. Greene) would have set timetables for the OSHA Standards Board to act on proposed regulations.

SOCIAL INSURANCE

AB 2342 (Clute) would have extended unemployment insurance benefits for farm workers idled by the poinsettia white fly infestation in Southern California.

AB 3267 (Floyd) would have provided immediate eligibility for unemployment insurance benefits for workers permanently replaced by scabs during a strike.

SB 1699 (Roberti) would have increased maximum weekly unemployment insurance benefits.

SB 1739 (Johnston) would have increased state disability benefits if workers' compensation benefits were increased.

TRAINING

AB 690 (Murray) would have required the State Job Training Coordinating Council to provide for youth employment, on-the-job training, and other work experience projects, when financed by grants.

AB 1306 (Isenberg) would have required the State Treasurer to transfer \$29 million from the General Fund to the Employment Training Fund and extended the sunset date for the ETP to January 1, 1999.

WORKER PROTECTIONS

AB 462 (Moore) would have required the Public Utilities Commission to accept wage rates as reasonable in collectively bargained agreements.

AB 1542 (T. Friedman) would have made garment manufacturers strictly liable for labor code violations of their contractors.

AB 1544 (T. Friedman) would have set up a special farm worker unit in the Labor Commis-

sioner's office, funded by levying fees on farm labor contractors, to enforce existing laws.

AB 2477 (Moore) would have made clarifying changes in regard to family leave provisions of the historic Family Rights Act of 1991

OPPOSED BILLS DEFEATED

HOUSING

SB 270 (Kopp) would have required tenants in unlawful detainer case to deposit 20 days rent with the court in order to exercise their constitutional right to a trial.

LABOR UNIONS

AB 2528 (Ferguson) would have limited a labor organization's expenditure of dues for certain activities, including education and organizing.

PUBLIC EMPLOYEES

SB 1544 (Bergeson) would have allowed a county board of supervisors to contract-out for any special service that consists of advice, education or training for the county or its employees.

PUBLIC WORKS

AB X1 63 (Filante) would have repealed prevailing wage requirements on all state school building projects.

SAFETY AND HEALTH

AB 2804 (Ferguson) would have exempted employers of 100 or fewer employees from OSHA's written injury and illness prevention program requirements.

AB 2855 (Brulte) would have specified that OSHA's injury and illness prevention program requirement only apply to employers cited twice in one year for Cal/OSHA violations.

AB 3202 (Mountjoy) would have excluded certain asbestos work from Cal/OSHA regulations.

AB 3616 (Knowles) would have repealed Cal/OSHA's written injury and illness prevention program requirement.

1993 SESSION

The labor character of the 1993 state legislative session largely centered on California's Workers' Compensation Law and its place in the lives of the state's 15 and a half million workers.

In a year marked by national assaults on state compensation laws by massed employer lobbies, California labor emerged with historic advantages for workers. Right-wing powers in the insurance industry raged unprecedented attacks on the system through billboard ads and distorted press coverage.

Despite all this, labor emerged with a 45 percent increase in dollar benefits over a three year period; abolition of the insurance industry's minimum rate law which had meant higher employer costs and inferior worker benefits; elimination of

physicians' rights to refer injury benefit evaluation to medical clinics in which they held economic interests. Workers will receive \$750 million in increased workers' compensation benefits over the three year period.

Labor negotiations of the issues began with employers late in 1992 and resulted in a relationship free of the rancor that marked bargaining experiences across the country. Both houses of the California legislature voted overwhelmingly for the ultimate accord which was signed by Governor Wilson. And this in spite of tremendous pressure on the state legislature to roll back benefits and worker protections.

Our basic legislative dilemma is that through the past 12 years, the State Capitol has been ruled by a Democratic legislature and a Republican Governor.

In his role as governor, Pete Wilson signed 23 AFL-CIO- supported bills into law and vetoed 12 in the 1993 session.

In the absence of a two-thirds majority, the Democrats cannot override vetoes without Republican votes.

The division of authority is reflected in the failure to resolve the suffocating budget crises that are transferred from year to year in half-solved, half-deceptive form.

Until the executive and legislative branches raise required revenue from those who have the ability to pay, the banks, corporations and the wealthy, California will remain a debtor state. A state heir to the agonies that accompany the maldistribution of wealth and property. The resultant social and educational failings are destroying California's future.

BILLS ENACTED

CIVIL RIGHTS

AJR 1 (Speier) memorializes the President and Congress of the United States to propose the adoption of the Equal Rights Amendment to the U.S. Constitution.

AJR 3 (McDonald) memorializes the President and Congress of the United States to extend statehood to Washington, D.C.

HEALTH

AB 478 (B. Friedman) levies a new tax of two cents per pack on cigarettes for research into the cause and treatment of breast cancer.

HEALTH CARE

AB 919 (Speier) makes it a misdemeanor for a doctor to refer patients to clinics, laboratories, diagnostic facilities or other services in which the doctor has a financial interest.

SJR 3 (Petris) urges the President and Congress of the United States to develop proposals for universal health care.

HOUSING

AB 214 (W. Brown) requires the California

Housing Loan Insurance Fund to insure loans made to owners of rental housing or residences, and to insure bonds issued by governmental agencies for the purpose of financing loans for low and moderate income families.

AB 215 (W. Brown) requires that all monies appropriated to the California Housing Loan Insurance Fund is available to first-time home buyers so that residential mortgage financing will be available to low and moderate income families.

SCA 9 (Roberti) places before the voters in 1994 a measure which provides a renter's tax credit of \$120 for married couples, heads of household and surviving spouses, and \$60 for other persons filing a state income tax return beginning January 1, 1995.

JOB PROTECTIONS

AB 2222 (Lee) creates the California Defense Conversion Council, establishing a "one stop" information clearing house for communities seeking federal funds for conversion of military bases to civilian use.

SB 268 (Roberti) establishes the defense conversion matching grant program that will ensure California's participation in programs to replace defense production with peacetime employment.

SB 458 (Hart) establishes the California Defense Conversion Act of 1993 and creates the California Defense Conversion Council to assist industries and workers in making a successful transition from a defense dependent economy to a peacetime economy.

JOB TRAINING

SB 96 (Johnston) extends the Employment Training Panel sunset date to January 1, 1997.

LABOR EDUCATION

ACR 67 (Margolin) commemorates labor studies programs at various universities and colleges for their unique contribution to California's economy.

SAFETY AND HEALTH

AB 383 (Lee) requires Cal-OSHA to set safety and training standards to protect construction workers against lead poisoning.

AB 395 (Hannigan) requires Cal-OSHA to develop injury and illness training programs for use by contractors in high-hazard industries who are statutorily required to have such programs in place.

SB 193 (Marks) makes it illegal for employers to post fraudulent CAL-OSHA inspection notices.

SOCIAL INSURANCE

AB 110 (Peace) provides most of the basic changes in the workers' compensation reform package of 6 bills, including health and safety improvements; a 7 percent reduction in insurance rates; changes in the provision of medical treatment, medical legal evaluations, and vocational rehabilitation and major benefit increases.

SB 4 (Johnston) restores the Disability Fund to

solvency and boosts the maximum weekly disability insurance benefit to \$336 after the governor's administrative action earlier in the year reduced the maximum benefit to \$266 in order to stave off bankruptcy.

SB 983 (Greene) commits negotiations in the construction industry over certain aspects of worker's compensation where there is an ongoing collective bargaining relationship.

WORKER PROTECTIONS

AB 417 (Klehs) permits the Labor Commissioner to seize tax refunds, or even lottery winnings, in order to award back wages owed to workers by an employer against whom a judgment has been levied.

AB 675 (Moore) provides that the definition of "harassment because of sex" under the Fair Employment and Housing Act includes, but is not limited to, sexual harassment, gender harassment, and harassment based on pregnancy.

AB 1460 (Moore) brings the California family leave bill into conformity with provisions of the federal family leave act.

SB 487 (Mello) revises the conditions for enjoining the breach of a contract for personal services.

BILLS PASSED, BUT VETOED

CHILD CARE

SB 730 (Alpert) would have strengthened health and safety requirements for certain child care providers.

SB 700 (Torres) would have allowed child care providers to better utilize limited funding and would have required that the child care contractor is responsible for the costs of providing services to children not subsidized by the state.

CIVIL RIGHTS

SB 946 (Watson) would have added volunteers to the list of persons protected against sexual harassment under the Fair Employment and Housing Act.

CONSUMER PROTECTION

AB 272 (Areias) would have prohibited an investigative consumer reporting agency from including information about bankruptcies more than 10 years old, and would have prohibited inquiries by an employer or landlord that would constitute unlawful discrimination in connection with employment or housing.

HOLIDAY

SB 1253 (Torres) would have included March 31 as a state public holiday in honor of the late Cesar Chavez.

JOB CREATION

AB 1497 (Peace) would have given preference to California companies bidding on public works projects and would have required at least 50 per-

cent of all workers on a project to be residents of the state.

JOB PRESERVATION

AB 1658 (Napolitano) would have required local California phone companies to employ Californians to provide basic services.

SB 258 (Marks) would have required public agencies to give preference in their purchases to goods manufactured in California and the United States when economically feasible.

SB 474 (Mello) would have required public agencies to purchase California grown or processed food when economically feasible.

SOCIAL INSURANCE

SB 78 (Johnston) would have enabled California to take advantage of a federal program extending unemployment benefits for jobless workers whose entitlements had been exhausted.

SB 150 (Roberti) would have increased the maximum weekly unemployment insurance benefit from \$230 to \$245.

AB 2271 (Martinez) would have prohibited a telephone company from eavesdropping on or documenting an employee's conversation, in any way.

OPPOSED BILL ENACTED

IMMIGRATION

SB 733 (Russell) requires any organization providing job placement or training to verify the immigration status of any person seeking such services.

OPPOSED BILLS DEFEATED

CHILD CARE

AB 874 (Knight) would have eliminated the Commission on the Status of Women and repealed all provisions relating to the Commission.

CIVIL RIGHTS

SB 1248 (Calderon) would have banned picket lines outside the homes of employers.

PUBLIC EMPLOYEES

AB 459 (Haynes) would have imposed "right-to-work" provisions on state and local employees.

WORKER PROTECTIONS

SB 1007 (Leonard) would have exempted business construction or expansion from regulations that apply to the Los Angeles Superzone.

SCA 26 (Wright) would have eliminated historic eight hour day protections for workers on public works projects.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel Charles P. Scully, II For the Period June 1, 1992 through May 31, 1994

I. Litigation

A. Amicus Curiae Brief

1. Carry-over from 1992 Report

California Table Grape Commission v. Vons Companies, Inc., et al., California Table Grape Commission v. United Farm Workers of America, AFL-CIO, et al., Superior Court for the County of Los Angeles, Case No. SBS 008428/GC004052, California Court of Appeal, Second Appellate District, Division Two, Civil No. B06077 (Food and Agricultural Code Sections 65550 et seq., Government Code Section 87100, California Constitution Article I, Section 1, Boycott Activity).

In this matter, the California Table Grape Commission filed an anti-trust action against Vons, et al. which alleged that Vons' agreement not to promote California Table Grapes constituted an anti-trust violation under California law. Contemporaneous with the filing of the suit, the Commission entered into a stipulated agreement with Vons whereby Vons agreed to promote table grapes in the future and acquiesced to the issuance of injunction by the Superior Court requiring Vons to undertake such promotion. The United Farm Workers of America, AFL-CIO then filed a Petition for Writ of Mandate in the Los Angeles Superior Court seeking a Writ which would prevent the Commission from prosecuting the anti-trust action. The Farm Workers also moved to intervene in the initial anti-trust action.

Pursuant to a request from the Executive Secretary-Treasurer, we prepared an Amicus Brief in support of the United Farm Workers of America, AFL-CIO, and the same was filed with the Court on September 17, 1991, on which date the Court also issued its Order approving the filing of the Brief.

Following the filing of the Amicus Brief, the Court granted the United Farm Workers of America's Motion to Intervene, suspended the injunction previously issued in the related anti-trust case and denied the Writ sought by the United Farm Workers of America in terms of the Commission prosecuting an anti-trust case. All parties to the litigation filed appeals with the Second Appellate District which issued a briefing schedule and set the matter for oral argument. The

Federation's Amicus Brief was included in the record of the case before the Court of Appeal.

The Brief of the Federation argued that the members of the Table Grape Commission violated Government Code Section 87100 et seq. by utilizing their capacities as officials on the Commission to utilize State funds in prosecuting an anti-trust action designed to benefit entities in which the Commission members have a personal financial interest. The Federation's Brief also argued that since the California Constitution expressly guarantees each citizen's right to pursue and obtain safety, the State may not utilize the anti-trust laws as a means of preventing citizens from exercising such fundamental Constitutional rights.

Subsequent to the matter being set for oral argument before the Court of Appeal, the Table Grape Commission dismissed its underlying anti-trust action and as such, the injunction which was the focus of the Federation's Brief was entirely extinguished. The aforesaid events were reported to the Executive Secretary-Treasurer on October 19, 1992.

II.

Executive Council Meetings

Since the last report to the Convention, I have attended the following meetings of the Executive Council.

1. July 22-24, 1992, at the Union Square Hyatt Hotel, San Francisco.
2. December 9-10, 1992, the Hyatt Regency Hotel, Los Angeles.
3. March 9-10, 1993, at the Parc Oakland Hotel, Oakland.
4. June 16-17, 1993, at the Biltmore Hotel, Los Angeles.
5. September 14-15, 1993, at the Capitol Plaza Holiday Inn, Sacramento.
6. December 14-15, 1993, at the Holiday Inn, San Francisco.
7. April 11-12, 1994, at the Cathedral Hill Hotel, San Francisco.

III.

Conventions

1992 Convention of the California Labor Federation, AFL-CIO, Hyatt Regency on Union Square, San Francisco, July 27-29, 1992.

Services performed by these offices included conferences with staff of the California Labor Federation, AFL-CIO, recommendations and other Convention preliminaries; review of reports, Resolutions, etc. for presentation at the Convention and conferences with Federation staff in regard thereto; review and clearance of referral of Resolutions to Committees; review of Commit-

tee files and dictation related thereto; attendance at Committee meetings of the Convention and preparation of reports in regard thereto; attendance at meetings of the Executive Council before the Convention; and attendance at the Convention assisting as requested.

COPE Pre-Primary Election Convention, Cathedral Hill Hotel, San Francisco, April 13, 1994.

Services provided by these offices included review of materials related to the Convention itself; attendance at meetings of the Standing Committee on Legislation and COPE Executive Council prior to the Convention; attendance at the Convention itself and assistance as requested.

1994 Convention of the California Labor Federation, AFL-CIO, Radisson Woodlake Hotel, Sacramento, July 25-27, 1994.

As of the date of this report, these offices have reviewed various materials related to the upcoming Convention.

IV.

Leases/Contracts

Throughout the period covered by the Report, we have reviewed proposed leases and other proposed contractual documents tendered by the Executive Secretary-Treasurer to these offices for review from a legal perspective and have provided the Executive Secretary-Treasurer with written advice related thereto. In one instance, we resolved a dispute between the Federation and a service provider which resulted in payment of certain amounts to the Federation and which we believe to have been resolved in a favorable fashion.

V.

Proposed Federation Legislative Programs

From November 14 through November 20, 1992, these offices prepared a draft of possible legislative items culled from the Policy Statements and Resolutions adopted by the Nineteenth Convention and forwarded those to the Executive Secretary-Treasurer and Research Director Rankin via correspondence date November 24, 1992. I attended subsequent meetings of the Standing and Advisory Committees on Legislation and the recommendation of the Standing Committee were ultimately reviewed with the Executive Council and the Legislative Program finalized. We conferred with the Executive Secretary-Treasurer as requested in that process.

Throughout December of 1992 and January of 1993, these offices drafted for use by the Federation for potential introduction twenty individual Bills. The subject matter dealt with in those Bills

included; 6 measures creating various improvements to benefits under the Unemployment Insurance Code, increased penalties for the violation of existing child labor restriction, legislation requiring the establishment of joint safety committees, increases to the existing minimum wage, requirements for the abatement of hazardous conditions during the appeal process of Cal-OSHA citations, creation of liability for unpaid wages in the garment industry, revisions to the Penal Code to define adverse impact and require suspension of prison joint venture projects in some instances, revisions to the Public Utilities Code to require wages and fringe benefits contained in collective bargaining agreements to be treated reasonably in the rate making process, revisions to the Public Contracts Code to ban companies relocating out of the United States or State of California from bidding on public contracts and to grant California companies a preference in public contract bidding, amendments to the California Constitution to require labor representation on the University of California Board of Regents, revisions to the Business and Professions Code to require insulation material to be flame retardant and revisions to the Labor Code to require Employee Leasing businesses to register with the Administrative Director and pay a registration fee.

In December of 1993, I attended meetings of the Advisory and Standing Committees on Legislation and the recommendations of the Standing and Advisory Committees were ultimately reviewed with the Executive Council and the legislative program finalized. We conferred with the Executive Secretary-Treasurer, as requested in that process. In December of 1993, I drafted and transmitted to the Executive Secretary-Treasurer 16 Bills for possible introduction. The subject matter of those proposed Bills included: limitation on finance charges related to retail installment sales agreements, expediting the Cal-OSHA Standards Board procedures for adopting or rejecting public proposals, a severance pay program for long-time employees if an employer terminates or relocates its operation, a requirement for disclosure to individuals examined of reports or results of medical examinations which are a condition of employment, a requirement for interest payments by E.D.D. to claimants when benefits are wrongfully withheld by E.D.D., increases to the maximum weekly disability benefit to match maximum Workers' Compensation temporary disability benefits, and increases to and improvements in the Unemployment Insurance system.

Throughout the period covered by this report, I have provided the Executive Secretary-Treasurer with additional materials and consultations on various pieces of legislation as requested. I have provided testimony before various committees of the Legislature on legal issues related to legisla-

tion as requested by the Executive Secretary-Treasurer.

My partner, Donald C. Carroll, attended the opening session of the California Labor Federation Joint Legislative Conference at the Radisson Woodlake Hotel in Sacramento on May 23, 1994.

VI. Workers' Compensation

During the period covered by this report, and in particular during the period July of 1992 through July of 1993, I assisted the Executive Secretary-Treasurer as requested in negotiations and legislative proposals related to changes in the California Workers' Compensation system.

Services included drafting an omnibus Workers' Compensation Bill, testifying before various standing and special joint committees of the Legislature on technical aspects of proposed legislation and assisting the Executive Secretary-Treasurer as requested on technical issues flowing from his negotiations with representatives of employer groups and legislators.

During this same period, on or about October 13, 1992, an action was commenced in the United States District Court for the Northern District of California known as Employee Staffing Services Inc., et al. v. Lloyd W. Aubry, Jr., et al., Case No. C-92-4096 SAW. In this action, an employee leasing organization attempted to evade its responsibilities to provide Workers' Compensation insurance in accord with the mandates of California law by claiming that required benefits were being provided through a self-insured ERISA benefit program. At the request of the Executive Secretary-Treasurer, I met, in November of 1992, with Thomas Cadell, Jr., Chief Counsel of the Department of Industrial Relations Division of Labor Standards Enforcement and Mr. John Rea, Chief Counsel of the Department of Industrial Relations. I provided those attorneys with my opinions in terms of how the matter could be handled given favorable pre-existing United States Supreme Court precedent related to ERISA preemption. Also at the request of the Executive Secretary-Treasurer in November of 1992, I met with Mr. James P. Harrington, Jr., Chief Investigator for the California Department of Insurance to voice a concern that the employer was in fact operating an illegal Multiple Employer Welfare Arrangement in the State of California. Following these discussions, I advised the Executive Secretary-Treasurer that in my opinion, appropriate arguments were being raised by the state agencies in the defense of the lawsuit such that the filing of an Amicus Brief would not add to the arguments before the Court. On March 17, 1993, a favorable decision was issued by the United States District Court for the Northern District of California. On December 16, 1993, the favorable

decision of the District Court was upheld by the Ninth Circuit Court of Appeals. On March 31, 1994, the United States Department of Labor commenced a civil action against Employee Staffing Services, Inc. alleging that it and related employee leasing firms were fraudulent firms designed to market medical benefits to small employers, that the defendants had improperly mismanaged medical plan monies and that in excess of \$1,000,000 in unpaid claims were outstanding.

VII. Federation Staff Pension Plan

During the period covered by this report, I attended meetings of the Trustee held on September 10, 1992, December 22, 1992, August 25, 1993, and December 6, 1993.

During the period of this report I have also reviewed, from a legal perspective, various forms, contracts and government filings related to the Pension Plan. Throughout the period of the report I have worked with The Segal Company in preparing appropriate Plan Amendments for the Pension Plan.

. . .

This is a summary report. There were many other matters which are not mentioned.

It has been a great privilege and pleasure to serve.

Dated: June 2, 1994

Respectfully submitted,
Charles P. Scully, II
General Counsel

CONCLUSION

Your Federation has, during the past two years, maintained its tradition of serving and voicing the needs of California workers and defending their interests against the continued onslaughts of a Republican administration.

The November 1994 general elections present realistic opportunities for the election of a Democratic Governor, retaining a vital Democratic U.S. Senate seat, as well as strengthening the Democratic character of California's congressional delegation and state legislature.

It is crucial that we, in labor, exert all possible energy and dedication to achieving this goal in order to advance the interests and well-being of those we serve.

I wish to express my appreciation for the responsive and vigorous assistance given by Federation affiliates whenever called upon in the economic, social or political spheres of action.

Further, I wish to thank the Federation staff and President Albin Gruhn for their able and dedicated assistance in serving the purposes for which the Federation exists.

Fraternally submitted,
John F. Henning
Executive Secretary-Treasurer

**CALIFORNIA LABOR FEDERATION, AFL-CIO
REPORT ON PER CAPITA PAID MEMBERSHIP**

As of April 30, 1994

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated			
Actors' Equity Association	.325	Carpenters No. 586	.541
A.F.T.R.A.-Hollywood Local	1,875	Carpenters No. 713	2,550
A.F.T.R.A.-San Francisco Local	.340	Cabinet Makers & Millmen No. 721	.667
Screen Actors' Guild	3,000	Carpenters & Joiners No. 751	.832
Aluminum, Brick & Glass Wkrs Int'l Union			
Alum., Brick & Glass Wkrs No. 418	.376	Carpenters No. 829	.209
Alum., Brick & Glass Wkrs No. 474	.189	Carpenters & Joiners No. 944	1,270
Amal. Brick Makers No. 820	.113	Carpenters No. 1147	.484
Alum., Brick & Clay Wkrs No. 824	.74	Carpenters No. 1240	.192
Alum., Brick & Glass Wkrs No. 843	.84	Carpenters & Joiners No. 1280	.959
Alum., Brick & Glass Wkrs No. 998	.13	Carpenters & Joiners No. 1323	.247
Asbestos Wkrs, Int'l Assn of Heat & Frost Insulators and			
Asbestos Workers No. 5	.139	Carpenters No. 1506	1,000
Asbestos Workers No. 16	.394	Carpenters No. 1599	.222
Asbestos Workers No. 20	.17	Hardwood Floor Layers No. 1861	.79
Auto Workers, United			
United Auto Wkrs, Region 6 CAP	8,333	Carpenters No. 2361	1,610
Bakery, Confectionery & Tobacco Wkrs Int'l Union			
Bakers No. 24	.200	Lumber, Prod., Indust. Wkrs. No. 2652	.77
Bakers No. 85	.311	Lumber & Sawmill Workers No. 3074	.452
Bakers No. 119	.167	Chemical Workers Union, Int'l	
Boilermakers, Iron Ship Bldrs, Blacksmiths, Forgers & Helpers, Int'l Brotherhood of			
Boilermakers Lodge No. 6	.480	Chemical Workers No. 1	.291
Cement, Lime & Gypsum Wkrs No. D-46	78	Chemical Workers No. 25	.50
Boilermakers Lodge No. 92	.440	Chemical Workers No. 47	.126
Cement, Lime, Gypsum Wkrs No. D-100	24	Chemical Workers No. 62	.32
Broadcast Employees and Technicians, Nat'l Assn of			
N.A.B.E.T. No. 51	.398	Chemical Workers No. 97	.25
N.A.B.E.T. No. 53	1,240	Chemical Workers No. 112	.55
Carpenters & Joiners of America, United Brotherhood of			
Carpenters No. 22	1,000	Chemical Workers No. 146	.345
Pile Drivers No. 34	.700	Chemical Workers No. 294	.19
Lathers No. 68-L	.491	Chemical Workers No. 350	.119
Lathers No. 144-L	.166	Chemical Workers No. 466	.32
Carpenters No. 150	.300	Chemical Workers No. 995	.185
Carpenters No. 209	2,626	Communications Workers of America	
Millmen, Indust. Carpenters No. 262	.275	Communications Workers No. 9000	.599
Carpenters No. 309	.918	U. Prof. & Tech. Empls No. 9119	.280
Lathers No. 440-L	.274	Communications Workers No. 9400	.500
Carpenters No. 547	1,065	Communications Workers No. 9403	.879
		Communications Workers No. 9404	.500
		Communications Workers No. 9407	.72
		Communications Workers No. 9408	1,000
		Communications Workers No. 9409	.675
		Communications Workers No. 9410	1,925
		Communications Workers No. 9411	.319
		Communications Workers No. 9412	1,092
		Communications Workers No. 9414	.400
		Communications Workers No. 9415	2,333
		Communications Workers No. 9416	.365
		Communications Workers No. 9417	.500
		Communications Workers No. 9418	.449
		Communications Workers No. 9419	.240
		Communications Workers No. 9421	1,500
		Communications Workers No. 9423	1,980
		Communications Workers No. 9426	.195

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Communications Workers No. 9430	.566	Electrical Workers No. 1023	.83
Communications Workers No. 9431	.181	Electrical Workers No. 1245	17,500
Communications Workers No. 9432	.54	Electrical Workers No. 1682	.118
Communications Workers No. 9477	.47	Electrical Workers No. 1710	.580
Communications Workers No. 9490	.407	Electrical Workers No. 2295	.533
Communications Workers No. 9505	1,800	Electrical Workers No. 2328	.126
Communications Workers No. 9509	1,000		
Communications Workers No. 9510	2,507	Electronic, Electrical, Salaried, Machine & Furniture Wkrs., AFL-CIO, Union of	
Communications Workers No. 9511	.298	Furniture Workers No. 262	.239
Communications Workers No. 9550	.246	I.U. Electrical Workers No. 850	.167
Communications Workers No. 9573	.675	I.U. Electrical Workers No. 1511	.55
Communications Workers No. 9575	1,591		
Communications Workers No. 9576	.485	Elevator Constructors, Int'l of	
Communications Workers No. 9587	.847	Elevator Constructors No. 8	.150
Communications Workers No. 9588	.100	Elevator Constructors Loc. No. 18	.168
Communications Workers No. 14900	.72		
Communications Workers No. 14901	.563	Engineers, Int'l Union of Operating	
Communications Workers No. 14903	.11	Operating Engineers No. 3	10,250
Communications Workers No. 14908	.21	Operating Engineers No. 12	10,000
Communications Workers No. 14910	.63	Operating Engineers No. 39	1,500
Communications Workers No. 14917	.312	Operating Engineers No. 501	1,500
Distillery, Wine & Allied Wkrs Int'l Union, AFL-CIO		Farm Workers of America, AFL-CIO, United United Farm Workers, AFL-CIO	.6,500
Wine & Allied Wkrs No. 45	.100		
Whsle. Wine, Liquor Salesmen No. 151	.54	Fire Fighters, Int'l Assn of	
Sugar Workers No. 174	.166	China Lake Fire Fighters No. F-32	.49
Winery & Distillery Wkrs No. 186	.750	Int'l Assn of Fire Ftrs No. F-33	.173
		Flight Test Center Fire Ftrs No. F-53	.67
Electrical Wkrs, Int'l Brotherhood of		McClellan AFB IAFF No. F-57	.55
Electrical Workers No. 6	.800	Federal Fire Fighters No. F-85	.95
Electrical Workers No. 11	4,500	Vandenberg AFB Fire Ftrs F-116	.63
Electrical Workers No. 18	2,500	Presidio Fire Fighters No. F-145	.22
Studio Electricians No. 40	.289	Treasure Island Fire Ftrs No. F-159	.33
Electrical Workers No. 45	.500	Long Beach Fed. Fire Dept F-213	.25
Electrical Workers No. 47	.500	Fed. Wildland Fire Service No. F-262	.103
Electrical Workers No. 180	.250	Oakland/San Leandro/Emeryville FF No 55	.576
Electrical Workers No. 234	.270	L.A. City Fire Fighters No. 112	2,784
Electrical Workers No. 302	.750	San Diego City Fire Fighters No. 145	.871
Electrical Workers No. 332	1,000	Richmond Fire Fighters No. 188	.100
Electrical Workers No. 340	.400	San Jose Fire Fighters No. 230	.660
Electrical Workers No. 413	.353	Long Beach Fire Fighters No. 372	.431
Electrical Workers No. 428	.430	Sacramento Area Fire Ftrs No. 522	1,091
Electrical Workers No. 440	.281	Eureka Fire Fighters No. 652	.34
Electrical Workers No. 441	1,024	Alameda City Fire Fighters No. 689	.86
Electrical Workers No. 442	.135	Fresno Fire Fighters No. 753	.214
Electrical Workers No. 465	1,000	Burbank Fire Fighters No. 778	.114
Electrical Workers No. 477	.438	San Francisco Fire Ftrs No. 798	1,272
Electrical Workers No. 543	.854	Pasadena Firefighters No. 809	.150
Electrical Workers No. 551	.300	San Bernardino/Rialto Fire Ftrs No. 891	.211
Electrical Workers No. 569	.500	San Bernardino Co. Fire Ftrs No. 935	.260
Electrical Workers No. 591	.100	L.A./Orange Cos Fire Ftrs No. 1014	2,709
Electrical Workers No. 595	1,338	Santa Monica Fire Ftrs No. 1109	.96
Electrical Workers No. 617	.600	Torrance Fire Fighters No. 1138	.157
Electrical Workers No. 639	.145	Pomona Fire Fighters No. 1156	.106
Electrical Workers No. 659	.113	Santa Clara Co. Fire Ftrs No. 1165	.152
Electrical Workers No. 684	.187	Los Altos Fire Fighters No. 1167	.34
Electrical Workers No. 952	.360		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Santa Clara City Fire Ftrs No. 1171	.160	Salinas Rural Fire Ftrs No. 2606	.29
Vallejo Fire Fighters No. 1186	.134	Alpine Fire Fighters No. 2638	.12
Berkeley Fire Fighters No. 1227	.124	Piedmont Fire Fighters No. 2683	.21
Stockton Fire Fighters No. 1229	.216	Lemon Grove Fire Ftrs No. 2728	.18
Contra Costa Co. Fire Ftrs No. 1230	.551	National City Fire Ftrs No. 2744	.34
San Joaquin Co. Fire Ftrs No. 1243	.29	Redondo Beach Fire Ftrs No. 2787	.61
Watsonville Fire Ftrs No. 1272	.28	Gilroy Fire Fighters No. 2805	.23
Modesto City Fire Ftrs No. 1289	.147	Banning Fire Fighters No. 2816	.18
Kern County Fire Ftrs No. 1301	.460	Ca Dept of Forestry Empls No. 2881	3,393
Palo Alto Fire Fighters No. 1319	.106	Anaheim Fire Fighters No. 2899	.200
Redlands Fire Fighters No. 1354	.51	Morgan Hill Fire Ftrs No. 2978	.18
Ventura Co. Fire Ftrs No. 1364	.352	Guerneville Fire Ftrs No. 3051	.5
Santa Rosa Fire Fighters No. 1401	.114	N. Monterey Co. Fire Ftrs No. 3058	.29
Petaluma Fire Fighters No. 1415	.44	West Covina Fire Ftrs No. 3226	.68
Alameda County Fire Ftrs No. 1428	.132	Huntington Beach Fire Ftrs No. 3354	.127
Ontario Fftrs No. 1430	.104	Tracy City Fire Fighters No. 3355	.21
San Miguel Fire Fighters No. 1434	.62	Riverbank Fire Fighters No. 3364	.8
Merced City Fire Ftrs No. 1479	.45	Carpinteria/Summerland F. F. No. 3368	.24
Newark Fireftrs No. 1483	.36	Hermosa Beach Fire Ftrs No. 3371	.18
Alhambra Fireftrs No. 1578	.68	Hawthorne Fire Fighters No. 3373	.48
Oxnard Fire Fighters No. 1684	.72	Oakdale Fire Fighters No. 3379	.7
Fremont Fire Fighters No. 1689	.139	Hollister Fire Fighters No. 3395	.8
Milpitas Fire Fighters No. 1699	.63	Empire Fire Fighters No. 3399	.23
Santa Cruz Fire Fighters No. 1716	.40	Fullerton Fire Fighters No. 3421	.77
Humboldt Fire Fighters No. 1770	.18	Ventura City Fire Ftrs No. 3431	.72
Marin Co. Fire Fighters No. 1775	.165	Arcadia Fire Fighters No. 3440	.52
Sunnyside/Bonita Fire Ftrs No. 1827	.12	Downey Fire Fighters No. 3473	.68
Burlingame Fire Fighters No. 1872	.43	Upland Fire Fighters No. 3477	.42
Manteca Fire Fighters No. 1874	.26	Davis Fire Fighters No. 3494	.35
Daly City Fire Fighters No. 1879	.63	Lynwood Fire Fighters No. 3506	.31
Dublin Fire Fighters No. 1885	.44	Santa Fe Springs Fire Ftrs No. 3507	.59
Hayward Fire Fighters No. 1909	.126	Chino Fire Fighters No. 3522	.63
Culver City Fire Ftrs No. 1927	.67	San Luis Obispo Fire Ftrs No. 3523	.37
Union City Fire Fighters No. 1946	.33	Lawrence Berk. Lab. Fire Ftrs No. 3532	.17
Mountain View Fire Ftrs No. 1965	.59		
La Habra Fire Fighters No. 1968	.29	Food & Commercial Wkrs Int'l Union, United	
Pleasanton Fire Fighters No. 1974	.51	UFCW Insurance Wkrs No. 30-I	.26
Garden Grove Fire Ftrs No. 2005	.95	UFCW Insurance Wkrs No. 73-I	.54
Santa Maria Fire Ftrs No. 2020	.25	United Food & Comm. Wkrs No. 101	1,000
Santa Barbara Co. Fire Ftrs No. 2046	.192	UFCW Butchers No. 120	1,471
Chula Vista Fire Ftrs No. 2180	.79	UFCW Butchers No. 127	1,250
Compton Fire Fighters No. 2216	.58	UFCW Insurance Workers No. 194-I	.22
Rancho Cucamonga Fire Ftrs No. 2274	.60	UFCW Retail Store Empls No. 373	.200
Avalon Fire Fighters No. 2295	.6	United Food & Comm. Wkrs No. 428	8,286
Coalinga Fire Fighters No. 2305	.8	UFCW Meat Cutters No. 439	2,500
Livermore Fire Fighters No. 2318	.42	UFCW Retail Clerks No. 588	3,609
Yuba/Sutter Fire Ftrs No. 2321	.12	UFCW Retail Clerks No. 648	2,487
Hemet City Fire Fighters No. 2342	.30	United Food & Comm. Wkrs No. 770	4,053
Orange City Fire Ftrs No. 2384	.120	UFCW Retail Clerks No. 839	.140
San Mateo Co. Fire Ftrs No. 2400	.319	UFCW Retail Clerks No. 870	2,000
Oroville Fire Fighters No. 2404	.17	United Food & Comm. Wkrs No. 1036	1,108
United Prof. Fire Ftrs No. 2415	.68	United Food & Comm. Wkrs No. 1179	2,696
Westminster Fire Ftrs No. 2425	.70	UFCW Retail Clerks No. 1288	2,800
Turlock Fire Fighters No. 2434	.22	UFCW Retail Clerks No. 1442	4,814
Indio Fire Fighters No. 2537	.33	Garment Wkrs Union, Int'l Ladies'	
Glendale Fire Fighters No. 2553	.156	Cloakmakers No. 8	.204
Healdsburg Fire Fighters No. 2604	.6		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Ladies' Garment Wkrs No. 44	.378	Graphic Comm. No. 432-M	.82
Dressmakers No. 101	.661	Graphic Comm. No. 583	.954
Ladies' Garment Cutters No. 213	.36	Hotel Empls & Restaurant Empls Int'l Union	
Office & Distrib. Wkrs No. 214	.211	Hotel & Restaurant Empls No. 2	.5,542
Ladies' Garment Wkrs No. 215	.86	Hotel & Restaurant Empls No. 11	.1,667
Ladies' Garment Wkrs No. 482	.677	Hotel & Restaurant Empls No. 18	.400
Ladies' Garment Wkrs No. 512	.623	Hotel & Restaurant Empls No. 19	.2,634
Garment Wkrs of America, United		Hotel & Restaurant Empls No. 30	.2,560
United Garment Wkrs No. 125	.53	Hotel & Restaurant Empls No. 49	.1,476
Glass, Molders, Pottery, Plastics & Allied Wkrs Int'l Union		Hotel & Restaurant Empls No. 340	.1,700
Glass, Molders & Pottery No. 2	.94	Hotel & Restaurant Empls No. 483	.2,110
Glass, Molders & Pottery No. 17	.850	Culinary & Bartenders No. 498	.249
Glass, Molders & Pottery No. 19	.248	Hotel & Restaurant Empls No. 681	.4,101
Glass, Molders & Pottery No. 26	.43	Culinary & Bartenders No. 814	.2,180
Glass, Molders & Pottery No. 34	.280	Iron Wkrs, Int'l Assn of Bridge, Structural & Ornamental	
Glass, Molders & Pottery No. 39	.300	Iron Workers No. 155	.100
Glass, Molders & Pottery No. 81	.191	Iron Workers No. 229	.200
Glass, Molders & Pottery No. 82	.128	Iron Workers No. 377	.100
Glass, Molders & Pottery No. 114	.224	Iron Workers No. 378	.167
Glass, Molders & Pottery No. 137	.446	Iron Workers No. 416	.150
Glass, Molders & Pottery No. 141	.384	Iron Workers No. 433	.158
Glass, Molders & Pottery No. 142	.83	Shopmen's No. 509	.797
Glass, Molders & Pottery No. 160	.211	Iron Workers No. 624	.60
Glass, Molders, Pottery No. 164-B	.300	Shopmen's No. 627	.1,436
Glass, Molders & Pottery No. 167	.150	Shopmen's No. 790	.1,100
Glass, Molders & Pottery No. 177	.310	Laborers' International Union of North America	
Glass, Molders & Pottery No. 192	.127	Hod Carriers No. 36	.100
Glass, Molders, Pottery No. 223	.120	Laborers No. 67	.411
Glass, Molders & Pottery No. 52	.288	Laborers No. 73	.741
Glass, Molders & Pottery No. 307	.65	Laborers No. 89	.2,704
Glass Wkrs Union, American Flint & Amer. Flint & Glass Wkrs No. 139	.54	Hod Carriers & Laborers No. 139	.753
Government Employees, American Federation of		Hod Carriers No. 166	.177
AFGE USDA Food Inspectors No. 926	.107	Laborers No. 220	.283
Amer. Fed. of Govt Empls No. 1061	.625	Const. & Gen. Laborers No. 261	.1,250
Amer. Fed. of Govt Empls No. 1764	.562	Laborers No. 270	.2,822
Amer. Fed. of Govt Empls No. 1881	.143	Laborers No. 291	.575
Amer. Fed. of Govt Empls No. 2082	.97	Hod Carriers & Laborers No. 294	.960
Amer. Fed. of Govt Empls No. 2110	.600	Laborers No. 297	.342
Labor Department Lodge No. 2391	.147	Laborers No. 300	.4,000
Amer. Fed. of Govt Empls No. 2723	.53	Const. & Gen. Laborers No. 304	.1,850
Amer. Fed. of Govt Empls No. 3943	.557	Laborers No. 324	.1,700
Grain Millers, American Federation of		Laborers No. 326	.400
Fed. Grain Millers No. 59	.605	Gunite Workers No. 345	.248
Fed. Grain Millers No. 71	.72	Const. & Gen. Laborers No. 389	.600
Graphic Communications Int'l Union		Laborers No. 402	.581
S.F. Pressmen & Platemakers No. N-4	.671	Laborers No. 439	.122
Paper Handlers No. 24-H	.32	Laborers No. 507	.1,000
Graphic Communications No. 60	.74	Laborers No. 585	.1,237
Printing Specialties No. 388	.650	Laborers No. 591	.295
Graphic Comm. No. 388-M	.5,080	Laborers No. 652	.4,000
		Studio Utility Empls LIUNA No. 724	.350
		Hod Carriers & Laborers No. 783	.560
		Shipyard Laborers No. 802	.1,099

International and Local	Per Capita Paid Membership
Laborers No. 806.....	280
Shipyards & Marine Laborers No. 886 ..	435
Hod Carriers No. 1082	744
Laborers No. 1130	500
Laborers No. 1184.....	1,486
LIUNA Fed. of School Emps No. 1200 ..	247
LIUNA State Empls No. 1268.....	20
Laundry and Dry Cleaning Int'l Union, AFL-CIO	
Laundry Workers No. 52.....	500
Leather Goods, Plastics & Novelty Wkrs Union, Int'l	
Leather, Plastic & Novelty No. 31	120
Letter Carriers, National Assn of	
Letter Carriers Branch No. 133.....	50
Letter Carriers Branch No. 2854.....	32
Longshoremen's and Warehousemen's Union, Int'l	
Warehouse ILWU No. 6.....	1,000
Longshoremen & Warehousemen No. 10	100
Inlandboatmen-Marine Div., ILWU.....	114
Ship Clerks Assn, ILWU No. 34.....	200
Machinists & Aerospace Wkrs, Int'l Assn of	
Machinists No. 252	257
Machinists Lodge No. 311	1,302
Technical & Office Wkrs No. 322.....	214
Machinists No. 504	606
Machinists No. 540	62
Machinists Lodge No. 562	897
Machinists Lodge No. 620	20
Machinists Lodge No. 706.....	159
I.A.M. Lodge No. 720-E	92
I.A.M. Lodge No. 720-G	51
I.A.M. Lodge No. 720-J	521
Machinists & Aerop. Wkrs 727-L.....	43
Machinists & Aerop. Wkrs 727-N	82
Machinists & Aerop. Wkrs 727-P.....	87
Machinists No. 749	125
Machinists No. 821	800
Rocket & Missile Lodge No. 946	541
Air Transport Lodge No. 1058	400
Auto Mechanics No. 1101	1,358
Machinists Lodge No. 1111	1,021
Auto Machinists No. 1173	965
Machinists No. 1186	1,002
Machinists No. 1213	200
Auto Machinists No. 1305.....	1,119
Machinists No. 1327	984
Penin. Auto Mechanics No. 1414	809
Automotive Machinists No. 1484	749
East Bay Auto Machinists No. 1546 ..	2,764
Machinists Lodge No. 1584	1,845
Machinists No. 1596	620
IAMAW Precision Lodge No. 1600.....	154

International and Local	Per Capita Paid Membership
Air Transport Employees No. 1781	11,000
Machinists No. 1785	193
Mechanics & Machinists No. 1824	177
L.A. Air Transport Lodge No. 1932	1,927
Machinists No. 1939	24
Machinists & Mechanics No. 1983	25
I.A.M. Lodge No. 2023	33
I.A.M. Lodge No. 2024	753
I.A.M. Lodge No. 2025	204
Automotive Lodge No. 2182.....	953
Missiles & Elec. Workers No. 2230	142
Ca Cntrl Coast Machinists No. 2786	287
Maintenance of Way Employees, Brotherhood of	
Br. of Maint. of Way Empls No. 1002.....	128
Marine Engineers' Beneficial Assn, National American Maritime Officers.....	67
Engineers & Scientists of Ca.....	2,000
Masters, Mates & Pilots, Int'l Organization of	
Masters, Mates & Pilots No. 18.....	18
Masters, Mates & Pilots	650
Mstrs, Mates, Pilots-Pac. Maritime	65
San Francisco Bar Pilots	60
Metal Polishers, Buffers, Platers & Allied Wkrs Int'l Union	
Metal Polishers No. 67.....	100
Musicians of the U.S. & Canada, American Federation of	
Musicians No. 6.....	500
Sacramento Musicians Assn No. 12	250
Musicians No. 47	1,000
San Jose Fed. of Musicians No. 153	50
Musicians Assn Central Ca No. 210	153
Musicians Protective Assn No. 263	36
Musicians No. 292.....	50
Musicians Protective Union No. 541.....	30
Musicians No. 616.....	38
Newspaper Guild, The	
Nor. Ca Newspaper Guild No. 52.....	1,473
San Jose Newspaper Guild No. 98.....	910
Newspaper Guild No. 202	151
Office & Professional Empls Int'l Union	
Office & Prof. Empls No. 3	1,726
Office & Prof. Empls No. 29.....	3,252
Office & Prof. Empls No. 30.....	4,367
Office & Prof. Empls No. 140.....	669
Office & Prof. Empls No. 174	1,858
Hypnotists' No. 472.....	231
Office & Prof. Empls No. 537.....	1,300
Oil, Chemical & Atomic Wkrs Int'l Union	
Oil & Chemical Workers No. 1-19.....	610

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Oil & Chemical Workers No. 1-534	99	Plumbers & Steamfitters No. 403	337
Oil & Chemical Workers No. 1-547	1,340	Plumbers & Pipefitters No. 437	171
Painters & Allied Trades of the U.S. & Canada, Int'l Brotherhood of		Plumbers & Fitters No. 447	240
Painters No. 3	333	Plumbers & Steamfitters No. 460	400
Painters No. 4	521	Plumbers & Steamfitters No. 467	600
Painters & Tapers No. 15	174	Sprinkler Fitters No. 483	400
Painters No. 83	120	Plumbers & Steamfitters No. 484	330
Painters No. 95	177	Plumbers & Steamfitters No. 492	125
Painters No. 256	274	Plumbers & Steamfitters No. 494	206
Painters No. 314	67	Plumbers & Fitters No. 545	420
Painters No. 487	107	Plumbing & Piping Industry No. 582	287
Painters No. 507	800	Police Associations, International Union of	
Sign & Display No. 510	750	Long Beach Police Officers No. 42	603
Painters No. 560	150	L.A. Peace Officers No. 612	2,673
Painters No. 686	312	Postal Wkrs Union, AFL-CIO, American	
Glaziers & Glass Workers No. 718	325	Ca Area No. 4635, APWU	2,509
Painters No. 741	224	Professional and Technical Engineers, Int'l Federation of	
Sign & Scene Painters No. 831	396	Fed. Prof. & Tech. Eng. No. 21	542
Painters & Decorators No. 913	123	TIU/Fed. Prof. & Tech. Eng. No. 103	100
Painters No. 955	95	Roofers, Waterproofers and Allied Wkrs, United Of	
Painters No. 1026	58	Roofers No. 36	351
Specialty Painters No. 1176	231	Roofers No. 40	347
Painters No. 1226	45	Roofers No. 47	94
Painters No. 1346	222	Roofers No. 95	200
Painters, Drywall Finishers No. 1348	295	Rubber, Cork, Linoleum & Plastic Wkrs of America, United	
Painters No. 1627	54	United Rubber Workers No. 64	149
Paint Makers No. 1975	341	United Rubber Workers No. 171	261
Painters No. 9254	310	United Rubber Workers No. 335	11
Paperworkers Int'l Union, United		United Rubber Workers No. 451	90
United Paperworkers No. 307	1,000	United Rubber Workers No. 560	249
United Paperworkers No. 329	45	United Rubber Workers No. 585	16
United Paperworkers No. 30471	62	United Rubber Workers No. 766	58
Plasterers' & Cement Masons' Int'l Assn of the U.S. & Canada, Operative		School Administrators, American Federation of	
Cement Masons No. 25	450	Untd. Administrators of S.F. No. 3	203
Plasterers No. 66	335	Seafarers' Int'l of North America	
Plasterers & Cement Masons No. 188	200	Sugar Workers No. 1	529
Plasterers & Cement Masons No. 346	49	United Ind. Wkrs.-Cannery Div.	4,500
Plasterers & Cement Masons No. 355	130	Seafarers-Inland Division	300
Cement Masons No. 582	177	Fishermen's of America	221
Cement Masons No. 594	425	Marine Firemen's Union	979
Cement Masons No. 627	372	Seafarers-Transportation Div.	700
Plasterers & Cement Masons No. 741	190	Sailors of the Pacific	2,250
Cement Masons No. 814	100	Seafarers-Atlantic & Gulf	1,000
Plumbing & Pipe Fitting Industry of the U.S. & Canada, United Assn of Journeymen & Apprentices of the		Seafarers-Stewards Division	500
Plumbers & Pipefitters No. 38	2,000	Service Empls Int'l Union, AFL-CIO	
Plumbers No. 78	1,237	Service Empls No. 14, Div. 9	200
Plumbers & Pipefitters No. 114	357	Ca Faculty Assn, SEIU	2,000
Plumbers & Fitters No. 343	275	Service Employees No. 22	306
Plumbers & Pipefitters No. 364	544		
Plumbers & Steamfitters No. 393	250		
Plumbers & Steamfitters No. 398	391		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Window Cleaners No. 44	122	M.P. First Aid Empls No. 767	114
Janitors' No. 87, S.E.I.U.	2,796	Theatrical Wardrobe No. 768	94
Hospital, Health Care Wkrs No. 250 . . .	1,000	M.P. & Videotape Editors No. 776	840
Service Employees No. 347	2,124	Theatrical Wardrobe No. 784	96
Hospital & Service Empls No. 399 . . .	10,905	Studio Art Craftsmen No. 790	70
Service Employees No. 415	1,101	Publicists Guild, IATSE No. 818	300
L.A. County Empls No. 434	3,692	M.P. Screen Cartoonists No. 839	970
Social Services No. 535	5,865	Set Designers No. 847	134
Service Employees No. 616	1,716	Story Analysts No. 854	100
L.A. County Service Empls No. 660 . . .	4,527	IATSE Treas., Ticket Sellers No. 857 . . .	135
United Stanford Wkrs SEIU No. 680 . . .	997	IATSE Script Supervisors No. 871	190
Sonoma Cnty. Public Empls No. 707 . . .	260	Theatrical Wardrobe No. 874	11
Service Employees No. 715	4,500	M.P. Art Directors No. 876	180
United Public Employees No. 790	11,358	I.A.T.S.E. Studio Teachers No. 884	82
Service Employees No. 817	754	Theatrical Wardrobe No. 905	17
Ca State Empls Assn No. 1000	4,000	I.A.T.S.E. No. 923	56
Sheet Metal Wkrs Int'l Assn		Theatrical Empls No. B-18	100
Sheet Metal Workers No. 102	800	Film Exchange Empls No. B-61	54
Sheet Metal Workers No. 104	1,370	Theatrical Empls No. B-66	106
Sheet Metal Workers No. 162	805	Amusement Area Empls No. B-192	600
Sheet Metal Workers No. 206	397		
Sheet Metal Workers No. 273	194	State, County & Municipal Empls, American Federation of	
Stage Empls & Moving Picture Machine Operators of the U.S. & Canada, Int'l Alliance of Theatrical		A.F.S.C.M.E. No. 10	485
Theatrical Stage Empls No. 16	500	A.F.S.C.M.E. No. 101	1,568
I.A.T.S.E. No. 33	1,244	L.A. County Empls No. 119	70
Property Craftspersons No. 44	2,000	A.F.S.C.M.E. No. 122	120
I.A.T.S.E. No. 50	72	A.F.S.C.M.E. No. 127	497
M.P. Studio Grips No. 80	1,233	A.F.S.C.M.E. No. 143	73
Theatrical & Stage Empls No. 90	10	A.F.S.C.M.E. No. 146	354
Theatrical Stage Empls No. 107	126	A.F.S.C.M.E. No. 164	53
I.A.T.S.E. No. 122	94	Oakland Unif. School Empls No. 257 . . .	176
I.A.T.S.E. No. 134	93	A.F.S.C.M.E. No. 258	308
M.P. & Video Projectionists No. 150 . . .	159	San Mateo School Empls No. 377	130
I.A.T.S.E. No. 166	82	East Bay Municipal Empls No. 444	347
M.P. Machine Operators No. 169	57	A.F.S.C.M.E. No. 512	99
Theatrical Empls No. 215	11	A.F.S.C.M.E. No. 575	117
M.P. Machine Operators No. 252	32	A.F.S.C.M.E. No. 585	34
M.P. Projectionists No. 297	35	A.F.S.C.M.E. No. 619	49
I.A.T.S.E. & M.P.M.O. No. 442	56	L.A. County Prob. Officers No. 685 . . .	987
I.A.T.S.E. No. 504	217	A.F.S.C.M.E. No. 800	373
M.P. Projectionists No. 521	17	A.F.S.C.M.E. No. 809	136
I.A.T.S.E. No. 564	21	San Mateo County Empls No. 829	1,265
Theatrical Stage Empls No. 577	25	A.F.S.C.M.E. No. 830	15
Stage Hands No. 614	55	A.F.S.C.M.E. No. 847	75
M.P. Photographers No. 659	300	A.F.S.C.M.E. No. 858	58
Lab Film/Video Technicians No. 683 . . .	833	A.F.S.C.M.E. No. 901	167
M.P. Sound Technicians No. 695	2,773	Daly City Muni. Empls No. 919	29
M.P. Costumers No. 705	590	A.F.S.C.M.E. No. 1017	1
Make-up Artists No. 706	850	A.F.S.C.M.E. No. 1108	195
Production Office Coords. No. 717	85	Torrance Muni. Empls No. 1117	204
M.P. Crafts Service No. 727	150	UNAC Health Care Wkrs. No. 1199 . . .	3,211
Studio Elec. Lighting Tech. No. 728 . . .	800	A.F.S.C.M.E. No. 1243	11
M.P. Set Painters No. 729	333	A.F.S.C.M.E. No. 1569	76
		S. Joaq. Housing Auth. Empls No. 1577 .	35
		Santa Clara Prob. Dept No. 1587	217
		A.F.S.C.M.E. No. 1634	21

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
A.F.S.C.M.E. No. 1684	.405	San Diego Court Clerks No. 3500	.60
A.F.S.C.M.E. No. 1734	.40	A.F.S.C.M.E. No. 3511	.15
A.F.S.C.M.E. No. 1902	.681	A.F.S.C.M.E. No. 3624	.22
A.F.S.C.M.E. No. 2006	.32	A.F.S.C.M.E. No. 3672	.39
A.F.S.C.M.E. No. 2019	.296	A.F.S.C.M.E. No. 3684	.30
A.F.S.C.M.E. No. 2076	.325	A.F.S.C.M.E. No. 3745	.10
A.F.S.C.M.E. No. 2078	.191		
A.F.S.C.M.E. No. 2167	.27	Steelworkers of America, United	
A.F.S.C.M.E. No. 2190	.29	United Steelworkers No. 266	.260
A.F.S.C.M.E. No. 2204	.13	United Steelworkers No. 542	.252
A.F.S.C.M.E. No. 2229	.114	United Steelworkers No. 1304	.305
A.F.S.C.M.E. No. 2264	.25	United Steelworkers No. 1440	.241
East Bay Regional Parks No. 2428	.224	United Steelworkers No. 1981	.248
A.F.S.C.M.E. No. 2575	.42	United Steelworkers No. 2018	.325
A.F.S.C.M.E. No. 2620	1,747	United Steelworkers No. 2571	.180
A.F.S.C.M.E. No. 2626	.232	United Steelworkers No. 4997	.221
A.F.S.C.M.E. No. 2700	.944	United Steelworkers No. 5038	.311
A.F.S.C.M.E. No. 2703	.496	United Steelworkers No. 5192	.243
Assn Psych. Social Wkrs 2712	.74	United Steelworkers No. 7890	.409
A.F.S.C.M.E. No. 3061	.88	United Steelworkers No. 8049	.313
A.F.S.C.M.E. No. 3090	2,542	United Steelworkers No. 8065	.312
A.F.S.C.M.E. No. 3112	.79	United Steelworkers No. 8433	.301
AFSCME Burbank City Empls No. 3143	233	United Steelworkers No. 8599	.279
Berkeley AFSCME No. 3210	.249	United Steelworkers No. 8700	.321
Berkeley AFSCME No. 3211	.257	United Steelworkers No. 8722	.226
Berkeley AFSCME No. 3212	.30	United Steelworkers No. 8844	.258
A.F.S.C.M.E. No. 3215	.324	United Steelworkers No. 8957	.269
A.F.S.C.M.E. No. 3217	.215	United Steelworkers No. 9078	.260
S.F. A.F.S.C.M.E. No. 3218	.219	United Steelworkers No. 14406	.270
S.F./Santa Cruz AFSCME No. 3220	.20	United Steelworkers No. 14407	.253
Santa Cruz AFSCME No. 3222	.55	United Steelworkers No. 15099	.263
Santa Cruz AFSCME No. 3223	.42		
A.F.S.C.M.E. No. 3227	.127	Teachers, American Federation of	
A.F.S.C.M.E. No. 3228	.65	Sacramento Fed. of Tchrs No. 31	.5
A.F.S.C.M.E. No. 3232	.118	United Educators of S.F. No. 61	2,955
Davis A.F.S.C.M.E. No. 3233	.9	San Diego Fed. of Tchrs No. 370	.15
L.A. A.F.S.C.M.E. No. 3234	.284	Bassett Fed. of Tchrs No. 727	.9
L.A. A.F.S.C.M.E. No. 3235	.151	United Tchrs of Oakland No. 771	.147
U.C.L.A. AFSCME No. 3238	.16	Richmond Fed. of Tchrs No. 866	.49
A.F.S.C.M.E. No. 3239	.144	Fresno Fed. of Tchrs No. 869	.2
A.F.S.C.M.E. No. 3241	.17	San Jose Fed. of Tchrs No. 957	.86
A.F.S.C.M.E. No. 3242	.8	Salinas Valley Fed. Tchrs No. 1020	.322
A.F.S.C.M.E. No. 3246	.28	United Tchrs of L.A. No. 1021	5,169
Riverside AFSCME No. 3247	.14	Pasadena Fed. of Tchrs No. 1050	.27
Irvine AFSCME No. 3251	.88	San Rafael Fed. of Tchrs No. 1077	.31
A.F.S.C.M.E. No. 3253	.70	Berkeley Fed. of Tchrs No. 1078	.387
A.F.S.C.M.E. No. 3254	.54	Santa Barbara Fed. of Tchrs No. 1081	.65
Irvine/Riverside AFSCME No. 3255	.5	Long Beach Fed. of Tchrs No. 1263	.7
San Diego AFSCME No. 3258	.127	Oxnard Fed. of Tchrs No. 1273	.682
San Diego AFSCME No. 3259	.82	Escondido Fed. of Tchrs No. 1278	.10
A.F.S.C.M.E. No. 3262	.11	San Leandro Fed. of Tchrs No. 1285	.9
A.F.S.C.M.E. No. 3263	.158	Stockton Fed. of Tchrs No. 1287	.10
Lawrence/Berkeley AFSCME No. 3265	.9	Napa Fed. Classrm Tchrs No. 1336	.4
Lawrence/Berkeley AFSCME No. 3266	.21	Culver City Fed. of Tchrs No. 1343	.32
Statewide AFSCME No. 3270	.48	Oceanside/Carlsbad Tchrs No. 1344	.2
A.F.S.C.M.E. No. 3325	.15	El Camino CC Fed. of Tchrs No. 1388	.222
A.F.S.C.M.E. No. 3339	.64	Riverside Fed. of Tchrs No. 1414	.11

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
San Gabriel Vly Fed. Tchrs No. 1424	7	ABC Fed. of Tchrs No. 2317	503
Covina Vly Fed. of Tchrs No. 1432	5	Poway Fed. of Tchrs No. 2357	757
Clovis Fed. of Tchrs No. 1463	6	Las Virgenes Fed. of Tchrs No. 2410	4
Berkeley Faculty No. 1474	116	Turlock Fed. of Tchrs No. 2424	68
Early Childhood Fed. Tchrs No. 1475	299	Lompoc Fed. of Tchrs No. 3151	242
Jefferson Fed. of Tchrs No. 1481	283	Ocean View Fed. of Tchrs No. 3174	2
San Mateo CC Fed. of Tchrs No. 1493	416	Sonora H.S. Fed. of Tchrs No. 3187	47
Fremont Fed. of Tchrs No. 1494	23	Ohlone Coll. Fed. of Tchrs No. 3200	3
L.A. College Guild No. 1521	2,259	Palmdale Fed. of Tchrs No. 3210	8
State Center Fed. of Tchrs No. 1533	227	San Ysidro Fed. of Tchrs No. 3211	6
Peralta Fed. of Tchrs No. 1603	340	Lemoore Fed. of Tchrs No. 3219	44
Untd Professors of Marin No. 1610	367	Barstow Fed. of Tchrs No. 3258	8
Santa Maria Fed. Schl Empls No. 1617	5	Jefferson Elem. Schl Tchrs No. 3267	178
San Juan Fed. of Tchrs No. 1743	2	Laton Fed. of Tchrs No. 3278	31
Simi Vly Fed. of Tchrs No. 1773	7	Azusa Fed. of Tchrs No. 3298	4
Antelope Vly Fed. of Tchrs No. 1793	55	Conejo Fed. of Tchrs No. 3299	5
Newport/Mesa Fed. OF Tchrs No. 1794	374	San Bruno Fed. of Tchrs No. 3330	5
Ventura CC Fed. of Tchrs No. 1828	756	El Rancho Fed. of Tchrs No. 3467	236
Bakersfield Fed. of Tchrs No. 1866	27	Weaver Fed. of Tchrs No. 3484	25
Petaluma Fed. of Tchrs No. 1881	241	Compton CC Fed. of Tchrs No. 3486	152
Diablo Vly Fed. of Tchrs No. 1902	20	Paso Robles Fed. of Tchrs No. 3553	39
Coast Fed. of Educators No. 1911	297	Rescue Fed. of Tchrs No. 3581	67
Gilroy Fed. of Tchrs No. 1921	86	Evergreen Fed. of Tchrs No. 3688	30
San Diego Comm. Coll. Guild No. 1931	413	Butte Coll. Fed. of Tchrs No. 3693	11
Sweetwater Fed. of Tchrs No. 1932	4	Stony Creek Fed. of Tchrs No. 3873	7
Pajaro Vly Fed. of Tchrs No. 1936	428	Mtn Empire Fed. of Tchrs No. 3886	58
Santa Rosa CC Fed. of Tchrs No. 1946	89	N. Monterey Co. Fed. Tchrs No. 4008	191
W. San Bernardino Fed. Tchrs No. 1952	7	Santa Paula Fed. of Tchrs No. 4044	39
U.C. Riverside No. 1966	61	Napa County Fed. of Tchrs No. 4067	63
Tamalpais Fed. of Tchrs No. 1985	42	Oakwood Faculty Assn No. 4128	33
Novato Fed. of Tchrs No. 1986	202	Buckley Schools Federation No. 4163	5
U.C.L.A. Faculty No. 1990	165	Univ. of S.F. Faculty No. 4269	168
Pittsbrg/Antioch Fed. Tchrs No. 2001	8	San Diego Adult Educators No. 4289	381
Morgan Hill Fed. of Tchrs No. 2022	311	Mendocino Co. Fed. of Tchrs No. 4345	51
U.C. Davis No. 2023	72	Cabrillo CC Fed. of Tchrs No. 4400	231
Ukiah Fed. of Tchrs No. 2025	5	Horicon Elem. Fed. of Tchrs No. 4415	10
Grtr S. Cruz Fed. of Tchrs No. 2030	230	Anderson Fed. of Tchrs No. 4421	18
U.C. San Diego Faculty No. 2034	126	Ventura Co. Fed. Schl Empls No. 4434	34
San Ramon Fed. of Tchrs No. 2052	3	Palomar CC Classif. Empls No. 4522	97
Santa Paula Fed. of Tchrs No. 2071	75	Lassen Coll. Fed. of Tchrs No. 4523	26
Chino Fed. of Tchrs No. 2086	10	Lawndale Fed. Classif. Empls No. 4529	90
Ojai Fed. of Tchrs No. 2119	105	United Classif. Empls Cuesta No. 4606	58
S.F. CC Fed. of Tchrs No. 2121	597	Feather River CC Fed. Tchrs No. 4615	19
U.C. Santa Barbara No. 2141	63	San Mateo Adult Fed. of Tchrs No. 4681	27
Enterprise Fed. of Tchrs No. 2166	7	Antelope Vly CC Classif. Empls No. 4683	71
U.C. Santa Cruz No. 2199	63	Lancaster Elem. Fed. Tchrs No. 4696	11
Torrance Fed. of Tchrs No. 2206	7	Naval Tech. Traing. Instruc. No. 4727	81
Carpinteria Fed. of Tchrs No. 2216	53	United Fed. of Classif. Empls No. 4794	208
Galt Fed. of Tchrs No. 2219	46	Shaffer Fed. of Tchrs No. 4812	12
Corcoran Fed. of Tchrs No. 2220	4	Aromas/San Juan Fed. of Tchrs No. 4830	12
U.C. Irvine No. 2226	32	Ca Fed. of Tchrs No. 8004	103
S.F. Archdiocesan Fed. Tchrs No. 2240	93		
Coachella Vly Fed. Tchrs No. 2247	151	Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l Brotherhood of	
Placer Fed. of Tchrs No. 2267	23	Telephone Empls No. 9	23
Glendale CC Fed. of Tchrs No. 2276	165	Sales, Delivery Drivers No. 14	139
Los Rios CC Fed. of Tchrs No. 2279	593	N. Ca Mailers No. 15	98
Norwalk/La Mirada Fed. Tchrs No. 2314	4		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Bldg Mater, Const., Ind. Tmstrs No. 36 . . .	226	Whsl. Delivery Drivers No. 848	408
Whsl., Retail Food Dist. Wkrs No. 63 . . .	1,896	Cann., Dried Fruit, Nut Wkrs No. 849 . . .	106
Teamsters, Auto Truck Drivers No. 70 . . .	854	Whrse, Mail Ord., Retail Empls No. 853 . . .	662
Teamsters Automotive Empls No. 78 . . .	460	Freight Chkrs, Cler. Empls No. 856	988
Teamsters & Auto Truck Drvrs No. 85 . . .	280	Cannery Wkrs, Warehousemen No. 857 . . .	170
Teamsters & Food Processors No. 87	187	Teamsters, Warehouse Empls No. 860 . . .	297
Tmstrs, Warehsmn, Cannery Wkrs No. 94	213	Gen'l Teamsters, Warehousemen No. 890	298
General Teamsters No. 137	295	Brwry, Soda, Min. Water Bttlrs No. 896	222
Chauffeurs, Tmstrs, Helpers No. 150 . . .	1,051	Tmstrs, Public, Prof. Med. Empls No. 911	716
Tmstrs, Chauffeurs, Wrhsmn No. 166 . . .	660	General Teamsters, Packers No. 912	198
Chauffeurs, Tmstrs, Helpers No. 186 . . .	319	Newspaper, Periodical Drvrs No. 921 . . .	130
Local Freight Drivers No. 208	274	General Truck Drivers No. 952	1,460
Bldg Mater. Construc. Tmstrs No. 216 . . .	79	Misc. Warehousemen, Drivers No. 986	2,867
Milk Drivers & Dairy Empls No. 226 . . .	33	Prof., Clerical, Misc. Empls No. 995 . . .	530
Food Process Wkrs, Warehsmn No. 228 . . .	246	Airline, Aerospace Empls No. 2707	438
Retail Delivery Drivers No. 278	368		
Freight, Construc., Gen. Drvrs No. 287 . . .	639	Theatrical Press Agents Theatrical Press Agents No. 18032	87
Construc., Bldg Mater. Wkrs No. 291	97		
Sales Deliv. Drvrs, Wrhsmn No. 296	574	Train Dispatchers Assn, American Amer. Train Dispatchers Assn	90
Milk Drivers & Dairy Empls No. 302	135		
Gen. Truck Drvrs, Warehsmn No. 315	474	Transit Union, Amalgamated Amalgamated Transit No. 192	1,646
Sanitary Truck Drivers No. 350	252	Amalgamated Transit No. 256	543
Teamsters, Warehousemen No. 381	169	Amalgamated Transit No. 265	1,553
Tmstrs, Chauffeurs, Warehsmn No. 386 . . .	582	Amalgamated Transit No. 276	159
Package & Gen. Util. Drivers No. 396	1,009	Amalgamated Transit No. 1027	131
Studio Transpor. Drivers No. 399	357	Amalgamated Transit No. 1277	1,875
Bldg Mater., Dump Truck Drvrs No. 420 . . .	384	Bus Drivers No. 1309	1,007
General Teamsters No. 431	451	Amalgamated Transit No. 1555	587
Bkry Wagon Drvrs & Salesmen No. 432 . . .	128	Amalgamated Transit No. 1574	378
General Teamsters No. 439	590	Amalgamated Transit No. 1575	374
Auto., Allied Indus. Empls No. 481	255	Amalgamated Transit No. 1589	468
Bkry Wagon Drvr & Salesmen No. 484 . . .	116	Amalgamated Transit No. 1605	131
Tmstrs, Chauffeurs, Wrhsmn No. 490 . . .	554	Amalgamated Transit No. 1617	119
Teamsters Automotive Wkrs No. 495	991		
Creamery Empls & Drivers No. 517	236	Transport Wkrs Union of America S.E.A.M. Transport Workers No. 200 . . .	152
Tmstrs, Chauffeurs, Wrhsmn No. 542 . . .	640	Transport Workers No. 250-A	1,600
Chauffeurs, Sales Drivers No. 572	910	Air Transport Workers No. 502	1,859
Teamsters Automotive Wkrs No. 576	192	Transport Workers No. 505	400
Steel, Paper House, Chem. Drvrs No. 578	281		
Retail Delivery Drivers No. 588	411	Utility Wkrs of America Utility Workers No. 132	4,834
Gen'l Warehousemen No. 598	434	Utility Workers No. 160	62
Cann. Wkrs, Processers, Wrhsmn No. 601	508	Utility Workers No. 160-C	137
Packg House Empls, Warehsmn No. 616 . . .	203	Utility Workers No. 246	500
Gen'l Truck Drvrs, Warehsmn No. 624 . . .	435	Utility Workers No. 259	190
Food, Ind., Bev. Whrse Drvrs No. 630 . . .	1,421	Utility Workers No. 283	35
Tmstrs, Chauffeurs, Wrhsmn No. 631 . . .	433		
Teamsters Automotive Empls No. 665 . . .	460	Woodworkers of America, Int'l Woodworkers No. 3-433	56
Cannery Warehsmn, Food Proc. No. 679 . . .	235		
Slsdrvrs, Helpers, Dairy Wkrs No. 683 . . .	215		
Gen'l Truck Drvrs, Chauffeurs No. 692 . . .	515		
Cann. Wkrs, Food Proc., Drvrs No. 746 . . .	31		
Cann. Wkrs, Food Proc., Drvrs No. 748 . . .	562		

**International
and
Local****Building & Construction Trades Councils**

Alameda Bldg Const. Trds Cncl
 Contra Costa Bldg Trades Cncl
 Fresno/Madera Bldg Trds Cncl
 Humboldt/Del Norte Bldg Trds Cncl
 Imperial Bldg Const. Trds Cncl
 Kern/Inyo/Mono Bldg Trds Cncl
 L.A./Orange Bldg Const. Trds Cncl
 Marin Bldg Const. Trades Cncl
 Monterey/Santa Cruz Bldg Trds Cncl
 Napa/Solano Bldg Trades Council
 N.E. Ca Bldg Const. Trades Cncl
 Sac./Sierra Bldg Const. Trds Cncl
 S. Bern./Rivers. Bldg Trds Cncl
 San Diego Bldg Const. Trds Cncl
 S.F. Bldg Const. Trades Cncl
 San Joaquin Bldg Trades Cncl
 San Mateo Bldg Const. Trds Cncl
 S. Barb./S.L. Obispo Bldg Trds Cncl
 S. Clara/S. Benito Bldg Trds Cncl
 Sonoma/Mendo./Lake Bldg Trds Cncl
 Stan./Merced/Tuolum. Bldg Trds Cncl
 Ventura Bldg & Const. Trades Cncl

California State Councils

Ca State Bldg Const. Trds Cncl
 Ca State Council of Carpenters
 Ca State Assn Electrical Wkrs
 Ca/Nevada Conf. Optg Engineers
 Ca State Council of H.E.R.E.
 Ca State Assn Letter Carriers
 Ca Conference of Machinists
 Ca Conf. of Musicians Locals
 Ca State Conf. of Painters
 Ca St. Conf. Plast. & Cement Masons
 Ca State Cncl Roofers (Ca,Hi,Nv.)
 Ca State Cncl of Service Empls
 Calif. Federation of Teachers
 Calif. State Theatrical Fed.
 Ca State Conf. Transport Wkrs

Central Labor Councils

Alameda C.L.C.
 Butte & Glenn Counties C.L.C.
 Contra Costa C.L.C.
 Five Counties C.L.C.
 Fresno/Madera C.L.C.
 Humboldt/Del Norte C.L.C.
 Kern/Inyo/Mono Counties C.L.C.
 Los Angeles Fed. of Labor
 Marin County Labor Council
 Marysville C.L.C.
 Merced/Mariposa C.L.C.
 Monterey C.L.C.
 Napa/Solano C.L.C.
 Orange County C.L.C.
 Sacramento C.L.C.
 S. Bernardino/Riverside C.L.C.

**International
and
Local**

S. Diego/Imperial C.L.C.
 San Francisco Labor Council
 S. Joaquin/Calaveras Counties C.L.C.
 San Mateo C.L.C.
 Santa Cruz C.L.C.
 Sonoma/Mendocino/Lake C.L.C.
 South Bay AFL-CIO Labor Council
 Stanislaus/Tuolumne C.L.C.
 Tri-Counties C.L.C.
 Tulare/Kings C.L.C.

Councils

CWA N. California-Nevada Council
 CWA Coastal Valley Council
 S. Ca Council, C.W.A.
 Ca Professional Firefighters
 S.F. Regional Council No. 147, AFGE
 Hollywood Film, Broadcast Cncl
 S. Ca Maritime Ports Council
 S.F. Maritime Trades Port Cncl
 Bay Cities Metal Trades Cncl
 Fed. Empls Metal Trades Cncl
 Metal Trades Council of S. Ca
 Ca American Postal Wkrs Union
 N. Ca Allied Printing Trds Cncl
 UFCW Region 14
 W. States Sheet Metal Council
 United Sugar Wkrs Cncl. of CA
 United Transp. Enginemen
 Far Western Typog. Mailer Conf.
 Los Angeles Label Cncl
 Union Label Section of S.F.

District Councils

Bay Counties Dist Cncl Carpenters
 Central Ca Dist Cncl Carpenters
 S. Ca Dist Council Carpenters
 Sacto. Dist Cncl Carpenters
 Gold Coast Dist Cncl Carpenters
 C.W.A. Council District No. 9
 Pacific N. W. Dist Cncl ILGWU
 S.W. Dist Cncl Garment Wkrs
 District Council of Iron Wkrs
 N. Ca Dist Council of Laborers
 Ca Region Public Empls Dist Cncl
 S. Ca Dist Cncl of Laborers
 Golden Gate Dist Cncl Lathers
 N. Ca Dist Cncl Longshoremen
 Machinists District Lodge No. 94
 Machinists District Lodge No. 115
 Machinists District Lodge No. 141
 Machinists District Lodge No. 190
 I.A.M.A.W. District Lodge No. 725
 Oil & Chemical Dist Council No. 1
 Bay Cos Dist Cncl Painters No. 8
 Painters District Council No. 16
 Painters District Council No. 36
 Pipe Trades Dist Council No. 16

International and Local	International and Local	Date
Pipe Trades Dist Council No. 36	Carpenters & Joiners of America, United Brotherhood of	
N. Ca/N. Nv. Pipe Trds D. Cncl No. 51	Lathers No. 144-L	3/1/94
N. Ca Dist Cncl of Plasterers	Communications Workers of America	
S. Ca Dist Cncl of Plasterers	Univ. Prof. & Tech. Empls No. 9119 . . .	7/1/93
Teamsters' Joint Council No. 7	Fire Fighters, Int'l Assn of	
Joint Council of Teamsters No. 38	Pomona Fire Fighters No. 1156	9/1/92
Joint Council of Teamsters No. 42	Ventura City Fire Fighters No. 3431 . . .	6/1/92
Fed. of Retired Union Members	Arcadia Firefighters Assn No. 3440 . . .	5/1/92
Alameda CLC F.O.R.U.M.	Downey Firemen's Assn No. 3473	11/1/92
Contra Costa CLC F.O.R.U.M.	Upland Firefighters Assn No. 3477 . . .	3/1/93
Los Angeles Fed. F.O.R.U.M.	Davis Prof. Firefighters Assn	
San Diego-Imperial CLC F.O.R.U.M.	No. 3494	3/1/93
San Francisco Labor Cncl F.O.R.U.M.	Lynwood Firefighters No. 3506	9/1/93
San Mateo CLC F.O.R.U.M.	Santa Fe Springs Firemen No. 3507 . . .	5/1/93
South Bay CLC F.O.R.U.M.	Chino Firemen's Assn No. 3522	12/1/93
Six Counties F.O.R.U.M.	San Luis Obispo Firefighters No. 3523	7/1/93
Joint Boards	Lawrence/Berkeley Lab Prof.	
Jt Exec. Conf. Electrical Wkrs	Fftrs No. 3532	9/1/93
N. Ca Jt Cncl Service Empls No. 2	Fed. Wildland Fire Service No. F-262	5/1/92
Ca Conf. Board of A.T.U.	Food & Commercial Workers, United	
Union Retiree Organizations	United Food & Comm. Wkrs No. 101	11/1/92
S. Ca Retired Carpenters' Club	Glass, Molders, Pottery, Plastics & Allied Wkrs Int'l Union	
I.B.E.W. No. 11, Retirees' Club	Glass, Molders & Pottery Wkrs.	
I.B.E.W. No. 180, Retirees' Club	No. 142	2/1/94
I.B.E.W. No. 595, Retirees' Club	Government Employees, American Federation of	
I.B.E.W. No. 1245, Retirees' Club	AFGE USDA Food Inspectors No. 926	1/1/93
UFCW No. 428, Retirees' Club	Amer. Fed. of Govt Empls No. 1061 . . .	6/1/93
UFCW No. 101 Retirees' Club	Amer. Fed. of Govt Empls No. 1764 . . .	1/1/93
UFCW No. 648, Retirees' Club	Amer. Fed. of Govt Empls No. 1881 . . .	9/1/92
UFCW No. 870, Retirees' Club	Amer. Fed. of Govt Empls No. 2082 . . .	8/1/93
UFCW No. 1036, Retirees' Club	Amer. Fed. of Govt Empls No. 2110 . . .	5/1/93
GMPPAW (No. 137) Retirees' Branch No. 7	Amer. Fed. of Govt Empls No. 2723 . . .	12/1/93
GCIU (No. 777) Retirees' Chptr 11	Amer. Fed. of Govt Empls No. 3854 . . .	10/1/92
H.E.R.E. No. 2, Retirees' Assn	Amer. Fed. of Govt Empls No. 3943 . . .	1/1/93
OPEIU No. 3 Active Retirees' Club	Letter Carriers, National Assn of	
OPEIU No. 29 Retirees' Club	Letter Carriers Branch No. 133	9/1/93
SEIU No. 660 Seniors' Assn	Letter Carriers Branch No. 2854	7/1/93
S.F Tchrs No. 61, Retirees' Chapter	Laborers' Int'l Union of North America	
Tmstrs No. 386/439/601/748 Retirees	Laborers No. 402	3/1/94
Teamsters No. 490 Retirees' Club	Office & Professional Employees Int'l Union	
S. Ca Teamster Retirees' Assn	Office & Prof. Empls No. 537	5/1/93
Transp. Wkrs. No. 502 Retirees' Assn	Postal Workers Union, AFL-CIO, American	
Typog. No. 21, Retirees' Club, Inc.	Ca Area No. 4635, APWU	2/1/93

New Affiliations

May 1, 1992 - April 30, 1994

International and Local	Date
Auto Workers, United	
United Auto Wkrs, Region 6 CAP	3/1/94
Service Employees Int'l Union, AFL-CIO	
Service Employees No. 347	8/1/92
United Stanford Workers No. 680	1/1/93

International and Local	Date
State, County & Municipal Empls, American Fed. of	
A.F.S.C.M.E. No. 3672	9/1/92
A.F.S.C.M.E. No. 3684.....	1/1/93
A.F.S.C.M.E. No. 3761.....	9/1/92
Teachers, American Federation of	
Sonora H.S. Fed. of Tchrs No. 3187 ..	10/1/92
Lawndale Fed. of Classif. Empls No. 4529	7/1/93
United Fed. of Classif. Empls No. 4794	8/1/92
Shaffer Fed. of Teachers No. 4812. . .	10/1/92
Aromas/San Juan Fed. of Tchrs No. 4830	7/1/93
Ca Fed. of Teachers No. 8004.....	5/1/92
Train Dispatchers Assn, American	
Amer. Train Dispatchers Assn	11/1/92
Utility Workers of America	
Utility Workers No. 246.....	1/1/94
District Councils	
I.A.M.A.W. District Lodge No. 725. . .	1/1/94
Union Retiree Organizations	
S. Ca Retired Carpenters' Club	1/1/93

Reinstatements

May 1, 1992 - April 30, 1994

Fire Fighters, Int'l Assn of	
Rancho Cucamonga Fire Ftrs No. 2274	6/30/92
Long Beach Fed. Fire Dept No. F-213	11/30/93
Laborers' Int'l Union of North America	
Laborers No. 220	7/3/92
Machinists & Aerospace Workers, Int'l Assn of	
Machinists Lodge No. 311.....	3/29/93

Disbanded

May 1, 1992 - April 30, 1994

Aluminum, Brick & Glass Workers Int'l Union	
Alum, Brick & Glass Wkrs No. 519. . .	9/1/92
Chemical Workers Union, Int'l	
Chemical Workers No. 452	3/1/94
Electrical Workers, Int'l Brotherhood of	
I.B.E.W. No. 848.....	11/1/92

International and Local	Date
Electronic, Electrical, Salaried, Machine & Furniture Wkrs, AFL-CIO, Int'l Union of	
I.U. Electrical Workers No. 1502.	1/1/93
Laborers' Int'l Union of North America	
Laborers No. 371	7/1/92
Paperworkers Int'l Union, United	
United Paperworkers No. 1400	2/1/94
Teachers, American Federation of	
Ontario/Montclair Fed. of Teachers No. 2442.....	12/1/93
State Councils	
IUPA, Ca State Council, AFL-CIO	1/1/93

Exonerations

May 1, 1992 - April 30, 1994

Bakery, Confectionery & Tobacco Workers Int'l Union	
Bakers No. 24	2/1/93-12/31/93
Carpenters & Joiners of America, United Brotherhood of	
Lumber & Sawmill Workers No. 2592.....	9/1/83-4/30/94
Lumber, Prod., Indust. Workers No. 2801	9/1/85-4/30/94
Fire Fighters, Int'l Assn of	
San Diego City Fire Fighters No. 145	6/1/93-11/30/93
Iron Wkrs, Int'l Assn of Bridge, Structural & Ornamental	
Shopmen's No. 627	3/1/93-8/31/93
Shopmen's No. 790	1/1/93-6/30/93
Musicians of the U.S. & Canada, American Federation of	
Musicians No. 47	4/1/91-3/31/92
Musicians Assn No. 353.....	3/1/93-8/31/93
Painters & Allied Trades of the U.S. & Canada, Int'l Brotherhood of	
Painters No. 741	2/1/93-7/31/93
Paint & Lacquer Workers No. 1053	12/1/82-4/30/94
Carpet, Resil. Flr Cvrng Workers No. 1237.....	9/1/82-4/30/94
Transit Union, Amalgamated	
Amalgamated Transit No. 1222.....	4/1/90-4/30/94
Amalgamated Transit No. 1225.....	4/1/86-4/30/94
Utility Wkrs Union of America	
Utility Workers No. 132	10/1/93-3/31/94

International and Local	Date	International and Local	Date
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Withdrawals

May 1, 1992 - April 30, 1994

Carpenters & Joiners of America, United Brotherhood of
Lumber, Prod., Indust. Wkrs
No. 3088.....12/1/92

Communications Workers of America
Telegraph Wkrs No. 341/1/94

Food & Commercial Workers, United
United Food & Comm. Wkrs No. 135 5/1/93

Glass Molders, Pottery, Plastics, & Allied Wkrs Int'l Union
Glass, Molders, & Pottery No. 224... 6/1/92

Government Employees, American Federation of
Amer. Fed. of Govt Empls No. 3854 . . 6/1/93

Musicians of the U.S. & Canada, American Federation of
Musicians Association No. 35310/1/93

Police Associations, International Union of
Upland Police Officers No.2236/1/93

Mergers

May 1, 1992 - April 30, 1994

Bricklayers & Allied Craftsmen, Int'l Union of
Bricklayers No. 8
merged into
Bricklayers No. 3 (unaffil.)1/1/93

Communications Workers of America
Communications Workers No. 9402
merged into
Communications Workers No. 9400 ...7/1/93

Communications Workers No. 9584
merged into
Communications Workers No. 9400 ...7/1/93

Fire Fighters, Int'l Assn of
Campbell Fire Fighters No. 1939
merged into
Santa Clara Co. Fire Ftrs No. 1165 ...7/1/93

Food & Commercial Workers, United
UFCW Butchers No. 115,
UFCW Retail Clerks No. 775,
UFCW Retail Store Empls No. 1100,
and
UFCW Retail Clerks No. 1119
merged together to become
United Food & Comm. Wkrs No. 101 11/1/92

UFCW Sausage Makers No. 203
merged into
United Food & Comm. Wkrs No. 101 . .9/1/93

UFCW Butchers No. 532
merged into
UFCW Retail Clerks No. 5886/1/92

Laborers' Int'l Union of North America
Laborers No. 1222
and
Laborers No. 1464
merged together to become
Laborers No. 402.....3/1/94

Machinists & Aerospace Workers, Int'l Assn of
Machinists & Aerosp. Wkrs No. 1047
merged into
Machinist No. 8217/1/93

I.A.M. Lodge No. 720-B
merged into
I.A.M. Lodge No. 720-J7/1/92

Machinists & Aerosp. Wkrs No. 727-Q
merged into
Machinists & Aerosp. Wkrs
No. 727-P11/1/93

Plumbing & Pipe Fitting Industry of the U.S. & Canada, United Assn of Journeymen and Apprentices of the
Plumbers & Gas Fitters No. 444
merged into
Steamfitters No. 342 (unaffil.).....1/1/94

Service Empls Int'l Union, AFL-CIO
Theatrical Janitors No. 121
merged into
Service Employees No. 1877
(unaffil.).....10/1/92

Teachers, American Federation of
UC Berkeley Librarians No. 1795
merged into
Berkeley Faculty No. 147410/1/93

Building & Construction Trades Councils
L.A. Bldg Const. Trades Cncl
and
Orange Bldg Const. Trades Cncl
merged together to become
L.A./Orange Bldg Const. Trades Cncl 3/1/93

District Councils
Machinists District Lodge No. 120,
I.A.M.A.W. District Lodge No. 720,
and
I.A.M.A.W. District Lodge No. 727
merged together to become
I.A.M.A.W. District Lodge No. 725. . .1/1/94

**International
and
Local**

Date

**International
and
Local**

Date

Painters District Council No. 33
merged into
Painters District Council No. 1612/1/93

Painters District Council No. 48
merged into
Painters District Council No. 367/1/93

Painters District Council No. 52
merged into
Painters District Council No. 367/1/93

Union Retiree Organizations

UFCW No. 115, Retirees' Club
merged into
UFCW No. 101, Retirees' Club9/1/93

UFCW No. 1100, Retirees' Club
merged into
UFCW No. 101, Retirees' Club9/1/93

**Summary of
Membership**

May 1, 1992 - April 30, 1994

Labor Unions 5/1/921070
Labor Councils, Retiree Orgs. 5/1/92141
TOTAL1211
Labor Unions Newly Affiliated
to 4/30/9444

Labor Councils, Retiree Orgs.2
TOTAL AFFILIATION1257

**Mergers,
Withdrawals, Etc.**

May 1, 1992 - April 30, 1994

Mergers

Labor Unions18
Labor Councils, Retiree Orgs10

Withdrawals

Labor Unions7
Labor Councils, Retiree Orgs0

Disbanded

Labor Unions7
Labor Councils, Retiree Orgs1

TOTAL UNIONS32
TOTAL COUNCILS11
TOTAL43

Labor Unions 4/30/941082
Labor Councils 4/30/94132

TOTAL UNIONS AND COUNCILS . . .1214

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
San Francisco, California

We have audited the accompanying individual and combined statements of cash and short-term investment balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1994, and the related individual and combined statements of cash receipts and disbursements for the two years then ended. These financial statements are the responsibility of the Federation's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted audit standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, these financial statements were prepared on the basis of cash receipts and disbursements, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the individual and combined cash and short-term investment balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1994 and their individual and combined cash receipts and disbursements for the two years then ended, on the basis of accounting described in Note 2.

San Francisco, California
December 16, 1994

CALIFORNIA LABOR FEDERATION, AFL-CIO AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION STATEMENTS OF CASH AND SHORT-TERM INVESTMENT BALANCES June 30, 1994

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund	\$ 300	—	\$ 300
Deposits	13,840	—	13,840
Wells Fargo Bank:			
Checking - General Treasury	92,186	\$ 51,939	144,125
Checking - Voter Registration Fund	—	13,002	13,002
Union Bank:			
Checking - Workers' Assistance Fund	14,228	—	14,228
Conference Checking - Workers' Assistance Fund	6,535	—	6,535
Checking - Workers' Safety Fund	12,843	—	12,843
United Labor Bank:			
Money market (interest at 2.28%)	95,610	—	95,610
Time certificate of deposit (interest at 3.75%)	10,876	—	10,876
Coast Federal Bank:			
Time certificate of deposit (interest at 3.20%)	118,777	—	118,777
Time certificate of deposit - voter Registration Fund (interest at 2.20%)	—	5,644	5,644
Home Savings of America:			
Time certificates of deposit (interest at 2.66%)	75,408	48,190	123,598
Home Federal of San Francisco:			
Time certificate of deposit (interest at 4.41%)	—	42,019	42,019

Bay View Federal Bank:			
Time certificate of deposit (interest at 5.8312%)	111,433	—	111,433
California Federal Bank:			
Time certificate of deposit - Emergency Relief Fund (interest at 3.54%)	47,731	—	47,731
Time certificate of deposit (interest at 3.54%)	100,000	—	100,000
Glendale Federal Bank:			
Time certificate of deposit (interest at 5.15%)	100,011	—	100,011
Amount due to Federation from S.C.O.P.E.	9,923	(9,923)	—
	<u>\$809,701</u>	<u>\$150,871</u>	<u>\$960,572</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
 ANT ITS STANDING COMMITTEE ON POLITICAL EDUCATION
 STATEMENTS OF CASH RECEIPTS AND DISBURSEMENTS
 for the two years ended June 30, 1994**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Cash receipts:			
Per capita payments and membership fees	\$3,251,892	\$652,614	\$3,904,506
Grants received	453,996	—	453,996
Interest earned	56,511	8,790	65,301
Newsletters	15,256	—	15,256
Scholarship reimbursements	61,600	—	61,600
Legislative conference receipts	26,284	—	26,284
Other conference receipts	16,397	—	16,397
Other receipts	18,170	3,984	22,154
Senior VRF program receipts	—	17,000	17,000
Voter registration fund receipts	—	113,900	113,900
Total cash receipts	3,900,106	796,288	4,696,394
Cash disbursements:			
Executive salaries	310,962	1,514	312,476
Expenses and allowances:			
Executives	83,529	—	83,529
Geographical and at-large vice presidents	51,173	6,812	57,985
General office salaries	1,128,376	3,704	1,132,080
General office staff - expenses and allowances	83,587	897	84,484
Assistant director's salary	—	106,883	106,883
Assistant director's expenses and allowances	—	7,738	7,738
Payroll taxes	110,653	8,281	118,934
Pension plan contributions	105,520	—	105,520
Grant expenses	441,982	—	441,982
Auditing and accounting	81,701	—	81,701
Conference expenses:			
Legislative	41,288	—	41,288
Other	22,387	6,358	28,745
Contributions:			
Political candidates	—	430,286	430,286
Charitable and other	118,573	—	118,573
Automobile expense	5,718	—	5,718
Deferred compensation	8,300	100	8,400

Furniture and office equipment	31,453	—	31,453
General insurance	37,097	1,801	38,898
Health and welfare insurance	193,506	9,896	203,402
Legal	48,291	7,466	55,757
Library	3,238	—	3,238
Maintenance	15,655	—	15,655
Bank charges	13,428	24	13,452
Newsletters	203,941	—	203,941
Office rental	311,777	—	311,777
Postage and mailing	111,774	73,173	184,947
Printing	53,187	76,693	129,880
Other professional services	85,341	—	85,341
Reimbursed lobbyists' expenses	72,231	—	72,231
Scholarships	93,005	—	93,005
Services	4,815	—	4,815
Stationery and supplies	86,221	786	87,007
Voter registration fund expenses	—	143,643	143,643
Taxes	2,121	3,306	5,427
Telephone and telegraph	40,005	—	40,005
General expenses	45,055	14,768	59,823
Convention expenses	86,917	19,420	106,337
Total cash disbursements	4,132,817	923,549	5,056,366
Deficiency of cash disbursements over cash receipts	(232,711)	(127,261)	(359,972)
Cash and short-term investment balances, June 30, 1992	1,042,412	278,132	1,320,544
Cash and short-term investment balances, June 30, 1994	<u>\$809,701</u>	<u>\$150,871</u>	<u>\$960,572</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
NOTES TO FINANCIAL STATEMENTS**

1. General:

The California Labor Federation (the Federation), a not-for-profit organization under Internal Revenue Code Section 501 (c)(5), and its Standing Committee on Political Education (S.C.O.P.E.), a political action committee, receive per capita payments and membership fees from affiliated unions as specified in the Constitution of the Federation. In addition, the Federation and S.C.O.P.E. receive grants and other receipts which are restricted as to expenditure and are maintained in separate restricted bank accounts. These include government grants (see Note 6) and emergency relief and voter registration receipts.

2. Significant Accounting Policies:

The policy of the Federation and S.C.O.P.E. is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses and the related liabilities are recognized when paid rather than when the obligation is incurred. 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 (usually prior to receipt), and expenses would be recorded when due (usually prior to payment).

3. Administrative Support:

The Federation provides certain administrative support for S.C.O.P.E., for which it incurs certain

overhead expenditures. These costs are allocated to S.C.O.P.E. on a monthly basis based on management's estimate of S.C.O.P.E.'s portion of such costs. For each of the two years ended June 30, 1994, \$9,600 was allocated to S.C.O.P.E. for overhead expenditures incurred by the Federation.

Other costs incurred by the Federation directly attributable to S.C.O.P.E. activities are charged back to S.C.O.P.E. at the Federation's cost.

4. Surety Bond:

A blanket position surety bond in the amount of \$100,000 was in effect during the two years ended June 30, 1994.

5. Pension Plan:

The Federation has a defined benefit pension plan covering all qualified employees. A participant's accrued benefit is determined by multiplying an amount equal to 2.5% of the participant's average monthly salary by the number of years and fractions of years of benefit service rendered by the participant as of his/her retirement date, up to a maximum of 20 years, in accordance with the terms of the Plan. The contributions by the Federation to the Plan for the two years ended June 30, 1994 totalled \$105,520. Employees not covered under this plan are covered by their applicable union plans. Contributions to these union plans by the Federation and S.C.O.P.E. are included in health and welfare insurance payments to the unions.

6. Grants:

The Federation is the recipient of two State of California grant awards and one federal grant award passed through the State of California Employment Development Department, which are accounted for in The Workers' Assistance Fund and Workers' Safety Fund. These grants are subject to audits by the grantors or their representatives. Management does not expect disallowances arising from such audits, if any, to be material.

ROLL OF DELEGATES

This comprises the completed roll of delegates to the
Twentieth Convention of the California Labor Federation, AFL-CIO

- Actors and Artistes of America, Associated**
AFTRA-Hollywood (1,719)
Mark Alan Farber, 1,719
Screen Actors Guild (3,000)
Ken Orsatti, 750
Barry Gordon, 750
Leonard Chassman, 750
Harry Medved, 750
- Automobile, Aerospace & Agricultural Implement Workers of America International Union, United (UAW)**
United Auto Workers, Region 6
CAP (1,042)
Bruce Lee, 261
Howard Dickerson, 261
Naomi Zauderer, 260
Wanell Frank, 260
- Carpenters and Joiners of America, United Brotherhood of**
Pile Drivers No. 34 (700)
Don Hinman, 234
David Rhodes, 233
Thom C. Donnelly, 233
Carpenters No. 586 (541)
L.D. Lansdon, 541
Carpenters No. 829 (209)
Jonathan Boutelle, 209
- Communications Workers of America, Int'l.**
Communications Workers No. 9000 (649)
T Santora, 217
Janice Wood, 216
Jim Wood, 216
Communications Workers No. 9400 (1,216)
Tony Bixler, 304
Judy Perez, 304
Robert Shamas, 304
Gayle Crawley, 304
Communications Workers No. 9404 (500)
Bernard V. Chiaravalle, 500
Communications Workers No. 9431 (181)
Leon Wurzer, 181
Communications Workers No. 9576 (485)
T Santora, 485
So. Calif. Typographical Mailers No. 14917 (337)
C.B. Bernie Hughes, 337
- Distillery, Wine and Allied Workers Int'l. Union**
Wine & Allied Workers No. 45 (100)
Harry Priest, 50
Leroy Staton, 50
- Electrical Workers, Int'l. Brotherhood of**
Electrical Workers No. 6 (800)
John M. Walsh, 267
Daniel Whooley, 267
Phil Farrelly, 266
Electrical Workers No. 18 (2,500)
Brian D'Arcy, 2,500
- Studio Electricians No. 40 (289)
Tim Dixon, 145
Pat Maurice, 144
Electrical Workers No. 45 (500)
James Jackson, 250
Victor Marrero, 250
Electrical Workers No. 47 (500)
Dean Cofer, 250
Scott Hanlon, 250
Electrical Workers No. 340 (400)
Chuck Cake, 200
Roy Ridley, 200
Electrical Workers No. 441 (1,024)
Bob Balgenorth, 1,024
Electrical Workers No. 465 (1,000)
Michael A. Avitt, 334
John C. Hunter, 333
Richard Robbins, 333
Electrical Workers No. 569 (625)
Joe Heisler, 625
Electrical Workers No. 684 (187)
Billy Brewer, 94
Ed Carisoza, 93
Electrical Workers No. 1245 (17,500)
Jack McNally, 2,500
Howard Stiefer, 2,500
James E. McCauley, 2,500
Michael J. Davis, 2,500
Ron Blakemore, 2,500
Eric Wolfe, 2,500
Mickey Harrington, 2,500
- Engineers, Int'l. Union of Operating**
Operating Engineers No. 3 (10,250)
John Bonilla, 5,125
Dave Young, 5,125
Operating Engineers No. 12 (10,000)
Wm. C. Waggoner, 1,429
Steve Billy, 1,429
Wm. A. Floyd, 1,429
Robert W. Burns, 1,429
Jim Church, 1,428
Jim Pribyl, 1,428
Patrick W. Henning, 1,428
Operating Engineers No. 39 (1,500)
Art Viat, 750
Robert Hydorn, 750
Operating Engineers No. 501 (1,500)
James McLaughlin, 500
Don Mear, 500
Larry Dolson, 500
- Farm Workers of America, AFL-CIO, United**
United Farm Workers (4,875)
Auturo S. Rodriguez, 488
Dolores Huerta, 488
Irv Hershenbaum, 488
Cecilia Ruiz, 488
Marcelino Zavala, 488
Juanita Ontiveros, 487
Efren Barajas, 487
Eva Royale, 487
John Fernandez, 487
Mireya Cazares, 487
- Fire Fighters, Int'l. Association of**
Los Angeles City Fire Fighters No.112 (2,784)
Jerry Hall, 2,784
Los Angeles/Orange Counties Fire Fighters No. 1014 (2,596)
Dallas Jones, 2,596
San Francisco Fire Fighters No. 798 (1,219)
James T. Ferguson, 610
James M. Ahern, 609
- Food and Commercial Workers, Int'l. Union, United**
United Food & Commercial Workers No. 101 (1,067)
Len Ellis, 267
Frank Cambou, 267
Bob Brisbee, 267
Bill Fiore, 266
United Food & Commercial Workers No. 120 (1,471)
Dan Rush, 1,471
United Food & Commercial Workers No. 428 (8,286)
E. Dennis Hughes, 1,184
Ike Amador, 1,184
Homer Rivera, 1,184
Herb Sisti, 1,184
Claudia Wallace, 1,184
Sandra Hudnall, 1,183
Ron Lind, 1,183
UFCW Retail Clerks No. 588 (3,494)
Jack L. Loveall, 583
Obie V. Brandon, 583
Adam Loveall, 582
Jacques S. Loveall, 582
Richard Ensburry, 582
Frank DiProsper, 582
UFCW Retail Clerks No. 648 (2,487)
Joseph P. Sharpe, 1,244
James A. O'Meara, 1,243
UFCW No. 770 (4,053)
Gerald McTeague, 1,351
Lou Angone, 1,351
Luvenia Carr, 1,351
UFCW Retail Clerks No. 1288 (2,800)
Don Hunsucker, 1,400
Dave Wilson, 1,400
- Garment Workers' Union, Int'l. Ladies**
Cloakmakers No. 8 (179)
Esperanza Vera, 179
Dressmakers No. 101 (579)
Katie Quan, 579
Ladies' Garment Cutters No. 213 (32)
Steve Jackson, 32
Ladies' Garment Workers No. 215 (75)
Agustin Ramierz, 75
Office and Distribution Workers No. 214 (185)
Delores Tutson, 185

- Ladies Garment Workers No. 482 (592)
Cristina Ramirez-Vazquez, 592
- Ladies Garment Workers No. 512 (545)
Steve Nutter, 545
- Glass, Molders, Pottery, Plastics and Allied Workers Int'l. Union**
- Glass, Molders & Pottery Workers No. 82 (128)
John J. Moreno, 64
Dolores Carter, 64
- Glass, Molders & Pottery Workers No. 141 (400)
Dorothy Jackson, 200
Sharon Adcock, 200
- Glass, Molders, Pottery Workers No. 164-B (300)
Carlos Costa, Jr., 150
Ignacio De La Fuente, 150
- Glass, Molders & Pottery Workers No. 192 (133)
Antonio Castillo, 133
- Graphic Communications International Union**
- Printing Specialties No. 388 (650)
Reynaldo Munoz, 650
- Graphic Communications No. 583 (954)
Lee E. Lahtinen, 477
Rudy S. Meraz, 477
- Hotel Employees & Restaurant Employees Int'l. Union**
- Hotel & Restaurant Employees No. 2 (1,847)
Rafael Espinoza, 462
Tho Thi Do, 462
Sherri Chiesa, 462
Jackie Walsh, 461
- Hotel & Restaurant Employees No. 18 (367)
Loretta Mahoney, 367
- Hotel & Restaurant Employees No. 19 (2,634)
John LaTour, 1,317
Enrique Fernandez, 1,317
- Hotel & Restaurant Employees No. 30 (2,453)
Jef L. Eatchel, 1,227
Nancy Browning, 1,226
- Hotel & Restaurant Employees No. 49 (1,476)
Ted Hansen, 738
Joseph McLaughlin, 738
- Hotel & Restaurant Employees No. 340 (1,629)
Val Connolly, 326
Harry Young, 326
Jessica Hinckel, 326
Ignacio Contreras, 326
Jim Fay, 325
- Hotel & Restaurant Employees No. 681 (4,101)
Angela J. Keefe, 456
MaryAnn Mahoney, 456
Janine Licausi, 456
Robert O'Seery, 456
David B. Brandel, 456
Theresa L. Cron, 456
Andrew B. Dalrymple, 455
Charles R. Chapman, 455
Rodolfo H. Soler, 455
- Culinary & Bartenders No. 814 (2,180)
Patricia A. Meritt, 727
Victor Valenzuela, 727
Douglas P. Vance, 726
- Laborers' Int'l. Union of North America**
- Laborers No. 67 (411)
Tony Garcia, 206
Glade Faulkner, 205
- Laborers No. 73 (710)
Willie J. Billingsly, Jr., 710
- Laborers No. 89 (2,704)
Paul Aleman, 1,352
Harry Jordan, 1,352
- Hod Carriers & Laborers No. 139 (722)
Albin Gruhn, 722
- Construction & General Laborers No. 261 (1,250)
Robert McDonnell, 417
Leonel Parra, 417
Mario De La Torre, 416
- Laborers No. 270 (2,822)
George Ramirez, Jr., 2,822
- Laborers No. 291 (575)
Jerry E. Payne, 288
James F. Barrett, 287
- Hod Carriers & Laborers No. 294 (960)
Artis L. Cook, 960
- Laborers No. 300 (4,000)
Sergio Rascon, 1,000
Carlos R. Cerna, 1,000
Herb Barton, 1,000
Antonio Olea, Jr., 1,000
- Const. & General Laborers No. 304 (1,850)
Jose A. Moreno, 1,850
- Laborers No. 324 (1,629)
Charles K. Evans, 815
Jesse R. Duran, 814
- Laborers No. 326 (383)
Robert D. Reynolds, 192
Ronald G. Puls, 191
- Gunite Workers No. 345 (248)
Gary Jones, 248
- Laborers No. 402 (458)
Owen Betts, 229
Andy Garcia, 229
- Laborers No. 585 (979)
Leo Valenzuela, 979
- Construction & General Laborers No. 591 (295)
Albert J. Casarez, 148
Kenneth A. Casarez, 147
- Laborers No. 652 (4,000)
Ruben L. Gomez, 1,334
Armando C. Esparza, 1,333
George Valencia, 1,333
- Studio Utility Employees, LIUNA, No. 724 (350)
Guy C. Johnson, 350
- Hod Carriers & Laborers No. 783 (537)
Joe F. Rivera, 537
- Laborers No. 806 (268)
Gabriel M. Leon, 134
Michael J. Leon, 134
- Shipyard & Marine Laborers No. 886 (435)
Don Hightower, 218
James W. Collins, 217
- Hod Carriers No. 1082 (744)
Isidro H. Rocha, 744
- Laborers No. 1130 (500)
Ralph L. Cannell, 250
David J. Gorgas, 250
- Laborers No. 1184 (1,424)
John L. Smith, 1,424
- LIUNA State Employees No. 1268 (20)
Joseph Manzella, 20
- Letter Carriers, National Association of (NALC)**
- Letter Carriers Branch No. 133 (17)
Larry McConnell, 9
Stuart Friedman, 8
- Longshoremen's and Warehousemen's Union, Int'l.**
- Inlandboatmen-Marine Division, ILWU (137)
Molly Hassler, 69
Robert Irminger, 68
- Warehouse No. 6 (1,042)
Jill Duke, 261
Fred Pecker, 261
Joe Jasen, 260
Robert Moreno, 260
- ILWU No. 10 (112)
Lawrence Thibaux, 112
- Machinists and Aerospace Workers, Int'l. Association of**
- Rocket & Missile Lodge No. 946 (519)
Lee Pearson, 519
- Machinists Lodge No. 1111 (1,021)
Willie P. McReynolds, 1,021
- Peninsula Auto Mechanics No. 1414 (842)
Art Pulaski, 421
Lee Stafford, 421
- East Bay Auto Machinists No. 1546 (2,649)
Michael J. Day, 1,325
Robert V. Miller, 1,324
- Machinists Lodge No. 1584 (1,845)
Daniel P. L. Borrero, 923
Albert Silva, 932
- Automotive Lodge No. 2182 (53)
James H. Beno, 953
- Masters, Mates & Pilots, Int'l. Organization of**
- Masters, Mates & Pilots (650)
Frank Medeiros, 325
Scottie Holmes, 325
- Musicians of the U.S. and Canada, American Federation of**
- Musicians No. 6 (500)
Nick J. Bardes, 500
- Newspaper Guild, The**
- Northern Calif. Newspaper Guild No. 52 (1,412)
Bill Wallace, 353
Larkie Gildersleeve, 353
Richard Holober, 353
Linda Cearley, 353
- Office and Professional Employees Int'l. Union**
- Office and Professional Employees No. 3 (1,726)
J.F. Henning, 432
K. Kinnick, 432
L. Chris, 431
D. Volpini-Allen, 431

- Office and Professional Employees
No. 29 (3,116)
Douglas P. Mitten, 624
Nancy May, 624
Georgia K. Dobbins, 624
Tamara Rubyn, 623
Barbara Banford, 623
- Painters and Allied Trades of the
U.S. and Canada, Int'l.
Brotherhood of**
- Painters No. 3 (347)
Lafe Ness, 347
- Sign and Display No. 510 (750)
Michael E. Hardeman, 750
- Specialty Painters No. 1176 (241)
Mike P. White, 241
- Paint Makers No. 1975 (327)
Jose Santana, 327
- Plasterers' and Cement Masons'
Int'l. Union of the U.S. and
Canada, Operative**
- Cement Masons No. 25 (450)
Chris Hernandez, 450
- Cement Masons No. 814 (96)
Billy Joe Douglas, 96
- Plumbing and Pipe Fitting
Industry of the U.S. and Canada,
United Assn. of Journeymen and
Apprentices of the**
- Plumbers No. 78 (1,185)
Tim Cremins, 395
Jerry Cremins, 395
Daniel Mundy, 395
- Seafarers Int'l. Union of
North America**
- Marine Firemen's Union (979)
Henry Disley, 327
Robert Iwata, 326
Larry Klink, 326
- Sailors Union of the Pacific (2,250)
Gunnar Lundeborg, 375
Kaj Kristensen, 375
Duane Hewitt, 375
Knud Andersen, 375
Vern Johansen, 375
Hugh Crandall, 375
- Seafarers-Atlantic & Gulf (1,125)
George McCartney, 282
Nick Celona, 281
Raleigh Minix, 281
Vincent Coss, 281
- Seafarers-Transportation Div. (787)
Roy A. Mercer, 787
- United Ind. Workers-Cannery
Division (4,500)
Steve Edney, 1,125
Delbert Zwolle, 1,125
Robert Vodden, 1,125
Anthony Armstrong, 1,125
- Service Employees Int'l. Union,
AFL-CIO**
- Service Employees No. 14, Divison
9 (175)
Joventino Banez, 175
- Service Employees No. 22 (319)
Ruth Holbrook, 319
- Hospital and Health Care Workers
No. 250 (1,000)
John Dalrymple, 1,000
- Service Employees No. 415 (1,101)
Timothy J. McCormick, 551
Sharlene Cece, 550
- Social Services No. 535 (5,865)
Jerry Fillingim, 5,865
- Los Angeles County Service
Employees No. 660 (4,716)
Henry Walton, 2,358
Norm Johnson, 2,358
- United Public Employees No. 790
(11,358)
Marshall Walker III, 2,840
John Maher, 2,840
Margaret Shelleda, 2,839
Larry Hendel, 2,839
- Calif. State Employees Assn. No.
1000 (4,000)
Yolanda Solari, 667
Perry Kenny, 667
Brian Young, 667
Barbara Glass, 667
Barbara Wilson, 666
Jack Woodard, 666
- Stage Employes and Moving
Picture Machine Operators of the
U.S. and Canada, Int'l. Alliance
of Theatrical**
- Theatrical Stage Employees No. 16
(500)
Rod McLeod, 500
- Theatrical Employees No. B-18 (87)
Charles Anderson, 87
- IATSE No. 33 (1,244)
Thomas McAleer, 311
Joe Doucette, 311
Joe Falcetti, 311
Ted Zachary, 311
- Theatrical Employees No. B-66
(106)
June Cassady, 53
Anthony Marin, 53
- Motion Picture Studio Grips No. 80
(1,233)
Frederick C. Albrecht, 1,233
- Theatrical Stage Employees No.
107 (126)
Dan Nilles, 63
Claire Ferreira, 63
- IATSE No. 134 (93)
Howard Campbell, 93
- IATSE No. 504 (217)
Robert Hanson, 217
- Stage Hands No. 614 (55)
Charles Hamlett, 55
- Motion Picture Photographers No.
659 (375)
Bruce Doering, 188
Steve Flint, 187
- Motion Picture Sound Technicians
No. 695 (2,773)
David Kimball, 1,381
Peter Hochberg, 1,386
- Studio Electrical Lighting
Technicians No. 728 (800)
Earl Williman, Sr., 267
Dean Bray, 267
Frank Sontag, 266
- Motion Picture Set Painters No. 729
(333)
Carmine A. Palazzo, 167
Kirk Hansen, 166
- Theatrical Wardrobe No. 768 (94)
Dorothy T. Priest, 94
- Theatrical Wardrobe No. 784 (96)
Alfred Lorente, Jr., 96
- State, County and
Municipal Employees,
American Federation of**
- A.F.S.C.M.E. No. 444 (319)
David Richardson, 160
Nancy Dolan 159
- East Bay Regional Parks No. 2428
(205)
Tom Rankin, 205
- Steelworkers of America, United**
- United Steelworkers No. 1304 (319)
Wayne A. Clary, 160
Donald A. Santos, 159
- Teachers, American Federation of**
- United Educators of San Francisco
No. 61 (3,324)
Joan-Marie Shelley, 831
Dennis Kelley, 831
Pam Rough, 831
Tom Edminster, 831
- United Teachers of Oakland No.
771 (171)
Mary Bergan, 171
- San Jose Federation of Teachers No.
957 (86)
Mike Nye, 86
- Berkeley Fed. of Teachers No. 1078
(371)
Jacki Fox Ruby, 371
- Berkeley Faculty Union No. 1474
(82)
Laurel Burley, 82
- L.A. College Guild No. 1521
(4,048)
Leon Marzillier, 2,024
Marty Hittleman, 2,024
- Placer Fed. of Teachers No. 2267
(18)
Thomas A. Romero, 18
- Calif. Federation of Teachers No.
8004 (38)
Mary Bergan, 38
- Teamsters, Chauffeurs,
Warehousemen and Helpers of
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Ronald T. Kennedy, 1

Marin Bldg. & Const. Trades
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Peter Tiernan, 1
Raldell L. Oyler, 1

San Francisco Bldg. & Const.
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Stanley M. Smith, 1

San Joaquin Bldg. & Const. Trades
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Joe Winstead, 1
David Thomas, 1

Stanislaus, Merced, Tuolumne Cos.
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Larrell D. Fortner, 1

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Building & Construction Trades
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Robert Balgenorth, 1

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Loretta Mahoney, 1
Ted Hanson, 1

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Matthew R. McKinnon, 1
James A. Byard, 1

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Nick J. Bardes, 1

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Gordon R. MacDonald, 1
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Dean C. Tipps, 1
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Owen A. Marron, 1
Judith M. Goff, 1

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Mickey Harrington, 1

Contra Costa County Central Labor
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Steven A. Roberti, 1

Los Angeles County Federation of
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Jim Wood, 1
Rick Icaza, 1

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Bernard Chiaravalle, 1

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Jerry Martin, 1

Monterey County Central Labor
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Richard Fabela, 1
Joe Watson, 1

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Bill Fogarty, 1

San Bernardino-Riverside Central
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Don Holmes, 1

San Diego-Imperial Counties
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Joseph S. Francis, 1

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Walter L. Johnson, 1

Paul Dempster, 1

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Louis Colatranso, 1

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Shelley Kessler, 1

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Casey Carlson, 1

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Joe Louis Hoffman, 1

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Amy B. Dean, 1

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Marilyn Wollard, 1

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Dallas Jones, 1
Dan Terry, 1

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Gene Allen, 1
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Jan Borunda, 1

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J.D. Butler, 1

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Archie Thomas, 1
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Food and Commercial Workers No.
101 Retirees Club (1)
Virginia Price, 1

Food and Commercial Workers No.
428 Retirees Club (1)
George Soares, 1

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