

Proceedings

Thirteenth Convention

**Los Angeles
September 22-24, 1980**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



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

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IN MEMORIAM

GEORGE MEANY

President, AFL-CIO

*Tony Bogdanowicz
Cabinet Makers and Millmen
No. 721
Los Angeles*

*James Bracisco
Hotel and Restaurant
Employees and Bartenders
No. 2
San Francisco*

*Rufino Contreras
United Farm Workers of
America
Delano*

*George Corey
Hotel and Restaurant
Employees and Bartenders
No. 2
San Francisco*

*Herman Cornell
Carpenters and Joiners
No. 771
Watsonville*

*Kenneth Erwin
Operating Engineers No. 3
San Francisco*

*W. E. "Bill" Francis
Plumbers and Pipefitters
No. 447
Sacramento*

*E. T. "Buck" Harris
Screen Actors Guild
Hollywood*

*Charles Hogan
AFL-CIO Western Region
San Francisco*

*Manuel M. Lopez
Bricklayers and Tilesetters
No. 1
Fresno*

*Gabriel Martinez
Asbestos Workers No. 16
San Francisco*

*Barney Mayes
California Federation of
Labor, AFL
San Francisco*

*Phyllis Mitchell
Office and Professional
Employees No. 3
San Francisco*

*Brian E. Phillips
Fire Fighters No. 112
Los Angeles*

*Tom Randall
AFL Western Region
San Francisco*

*Harry E. Reynolds
I. A. T. S. E. District No. 2
San Bernardino*

*Emerson Street
Santa Clara County Central
Labor Council
San Jose*

*William G. "Stormy" Walsh
Hotel and Restaurant
Employees and Bartenders
No. 2
San Francisco*

*Jerry Walter
American Federation of
Television and Radio
Artists,
Hollywood*

*William V. "Bill" Wheatley
Fire Fighters No. 112
Los Angeles*

*Jack Simon Wright
Steamfitters No. 342
Concord*

PROCEEDINGS **of the Thirteenth Convention** **FIRST DAY**

Monday, September 22, 1980

MORNING SESSION

CALL TO ORDER AND OPENING CEREMONIES

While awaiting the Call to Order, the delegates were entertained with a music program by the Mel Brandt Orchestra, courtesy of Local No. 47, American Federation of Musicians.

The Convention was called to order at 10:27 a.m. by William R. Robertson, Executive Secretary-Treasurer, Los Angeles County Federation of Labor, AFL-CIO. At this time, Secretary-Treasurer Robertson, also a Vice President of the California Labor Federation, AFL-CIO, served as Temporary Chairman of the Convention.

After welcoming the delegates and calling the Convention to order, Chairman Robertson called on LaVerne Holbby, soloist, who sang the National Anthem.

The Flag of the United States was presented by Girl Scout Troop No. 589.

Next, Helen Schaffer, Girl Scout Troop Leader, Troop No. 589, led the delegates in the Pledge of Allegiance to the Flag.

Chairman Robertson then called on the Reverend John Simmons, Executive President, Pacoima Memorial Lutheran Hospital, who gave the Invocation to the Convention.

OFFICIAL WELCOME AND INTRODUCTION OF HONORED GUESTS

Chairman Robertson next introduced the Honorable Tom Bradley, Mayor of Los Angeles, who welcomed the delegates to Los Angeles, paid tribute to the workers of the community and wished the delegates a productive and successful Convention.

The next speaker, the Honorable Kenneth Hahn, Chairman of the Los Angeles County Board of Supervisors, was also introduced by Chairman Robertson for his welcome and words of encouragement to the Convention delegates.

The Honorable John Ferraro, President

of the Los Angeles City Council, having been introduced by the Chairman, also welcomed the delegates to Los Angeles and wished them luck in their deliberations.

Chairman Robertson then introduced the Honorable Peter Pitchess, Sheriff of Los Angeles County and the Honorable Glenn M. Anderson, United States Congressman, 32nd District to the delegates. Congressman Anderson greeted the delegates with a few words of welcome.

Chief of the Los Angeles Police Department, Daryl Gates, was introduced and given a warm welcome by the delegates.

Chairman Robertson introduced Albin J. Gruhn, President of the California Labor Federation, AFL-CIO, for the formal opening of the Convention. The gavel was passed to President Gruhn who then became Chairman of the Convention.

FORMAL OPENING OF THE CONVENTION

ALBIN J. GRUHN

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

Chairman Gruhn, now presiding, declared the Thirteenth Convention of the California Labor Federation, AFL-CIO, in order to transact such business as may legally come before it.

Chairman Gruhn addressed the Convention as follows:

"On behalf of the Federation, I wish to thank the officers and staff of the Los Angeles County Federation of Labor, the officers and staff of this Federation who assisted in carrying out the numerous details in preparing for this Thirteenth Convention.

"I also wish to express our thanks to the Mel Brandt Orchestra, members of Local Union No. 47, American Federation of Musicians, who provided us with the

excellent music at this opening session; LaVerne Holbby, soloist for the National Anthem; to Girl Scout Troop No. 589 and Troop Leader Helen Schaffer for leading us in the Pledge of Allegiance to the Flag; to Reverend John Simmons, Executive President of the Pacoima Memorial Lutheran Hospital for the invocation.

"I also wish to thank Mayor Tom Bradley; Chairman of the Board of Supervisors, Kenneth Hahn; President of the Los Angeles City Council, John Ferraro; Sheriff Peter Pitchess; Congressman Glenn Anderson and Police Chief Daryl Gates for taking time from their busy schedules to be with us this morning.

"Delegates, at this our first Convention in the decade of the 1980s let us pause for a moment to think about what this nation's progress in economic and social justice would be without the tremendous contributions that have been made to it through the efforts of a strong and free Trade Union Movement — free public education, use of the ballot, the end of child labor, workers' compensation, unemployment insurance, civil rights, social security, health care for the elderly and poverty-stricken, minimum wage, prevailing wage rates, occupational health and safety, pensions, a National Labor Relations Act, to name a few.

"Yes, our free Trade Union Movement has been the bulwark in defense of freedom and human dignity — a front line fighter for economic and social justice.

"A reading of the policy statements submitted to you by this Federation's Executive Council clearly spell out labor's agenda for continuing improvement and expansion of its programs for human freedom and progress. Our labor movement's ability to achieve the objectives in this agenda will depend on our strength and unity in the days ahead, strength and unity in the economic, social and political arenas.

"Our free Trade Union Movement, which we all love and cherish, is under severe attack by right wing extremists, 'right-to-work-for-lessers' and those who advocate nothing less than a union-free environment. Yes, they want nothing less than to destroy labor's effectiveness in economic and political action.

"The chips are down. The right wingers and their allies are out to defeat labor's endorsed candidates for President, Vice-President and targeted U.S. Senators, in-

cluding Senator Alan Cranston, as well as other Congressional and State Legislative candidates with good labor voting records.

"Leading this right-wing attack is none other than the former Governor of California, Ronald Reagan, now the Republican candidate for President of the United States.

Anti-Farm Workers

"Among the many anti-labor, anti-people actions of Reagan when he was Governor of California, there were four actions in the same subject area that in my opinion should be given special attention. I am referring to his actions against the working poor, the farm workers of this state who were struggling for economic survival for themselves and their families. Yes, the California Legislature passed legislation to give unemployment insurance coverage to farm workers. They passed this legislation not once, not twice, not three times, but four times during Reagan's administration.

"Reagan vetoed this humanitarian economic legislation for farm workers not once, not twice, not three times, but four times. Does he have any compassion?

"True to form, Reagan's compassion was for the corporate growers, not for the poor unemployed farm workers. Thank God, the California Legislature passed this legislation once again during Governor Brown's administration and Governor Brown signed it into law.

"Ronald Reagan's callousness toward the farm workers is typical of his callousness on a whole range of issues which call for compassion for the weakest among us.

"As an example, the following direct quotes of Reagan are noted in National Cope's memo of September 15, 1980. Here are the quotes by Reagan:

"'Unemployment insurance is a prepaid vacation plan for freeloaders.'

"Again quoting Reagan, 'Fascism was really the basis for the New Deal.'

"Again quoting Reagan, 'Social security ought to be voluntary.'

"Again quoting Reagan, 'The minimum wage should be repealed.'

"Again quoting Reagan, 'I question the need for OSHA,' the job safety law.

"Again quoting Reagan, 'I would have voted against the Civil Rights Act of 1964.'

"And again quoting Reagan, 'We were told (this was during the fight for anti-poverty programs) that 17 million Americans went to bed hungry every night. Well, that was probably true. They were all on a diet.'

"Reagan's reward for the ridicule of the poor and the unemployed should not be the Presidency.

"In contrast, Jimmy Carter's record is one good reason he has been endorsed for reelection by the AFL-CIO.

"A comparison of where Carter and Reagan stand on key issues clearly shows that Jimmy Carter has fought consistently for the rights of workers and unions and for people-helping programs while Ronald Reagan would wipe these programs from the books. He would reduce the rights of workers and unions and seek to weaken or repeal the laws that protect them.

"In this 'Memo of September 15, 1980,' the record of where the candidates stand is there. It is in your kit and I urge you to study this and bring this message to our rank and file membership throughout this state, and our members must also be informed of the Independent candidate for President, John Anderson's record of 77 percent wrong votes on 80 key union jobs and social welfare votes in the AFL-CIO scorecard. Our members must not be misled.

"For workers, the choice between candidates for President is clear — Jimmy Carter.

"The reelection of Jimmy Carter as President, Walter Mondale as Vice-President, Alan Cranston as United States Senator, as well as the reelection and election of all other Cope-endorsed candidates will depend in a large part on organized labor's registration, education and get-out-the-vote effort among our members and their families in the crucial days ahead. We have the political tools — let's use them.

"Remember there are only 12 days left for voter registration, 42 days for our education and get-out-the-vote effort.

"Labor's friends must win on November 4th.

"I wish to take this opportunity to again express my deep appreciation and commendation to my colleague and friend, our Executive Secretary-Treasurer Jack Henning, for his untiring and dedicated work in Sacramento on behalf of the legislative

programs of the Federation and its affiliated organizations. His leadership and the resulting legislative accomplishments in behalf of the working men and women of this state are worthy of special recognition by this Convention. Please join me in this special recognition to Jack Henning.

(Applause.)

Organizing Is a Priority

"I have spoken to you about our battles in the political arena. Now let me briefly talk about strengthening the economic arm of our Trade Union Movement. Organized labor must increase and expand its programs to organize the unorganized. This must be given a top priority. We must reverse the existing decline of membership as it relates to the work force. We must help those workers organize so that they, too, can obtain the benefits of collective bargaining.

"As the late beloved Paul Hall, president of the Seafarers International Union and AFL-CIO vice-president said over and over again, 'We must agitate, educate and organize.' Let us also develop an ever-increasing demand for union label merchandise and union services. The purchase of union-made goods and patronage of union services is our best guarantee for the protection of union jobs and union working conditions.

"In reporting to you on the administration of my office, I once again refer you to the reports you received in your packets when you registered as delegates to this Convention. They cover many of my activities on behalf of this Federation since our 1978 Convention. During the past two years I have continued to serve as a labor representative on the California Employment and Training Advisory Council, the CAL-OSHA Advisory Committee, the California Consumer Advisory Council, the Citizens Advisory Council to the Air Resources Board, as a vice president of the Consumer Federation of California, as a member of the Board of Directors of the California Industry Education Council, Chairman of the Recommendations Committee of the California Conference on Apprenticeship, labor delegate to a special forum on Social Security, as well as a delegate to the White House Conference on Families. I have also attended several conventions and meetings of our affiliated

statewide organizations and local central labor bodies.

"Let us always remember that in unity there is strength; that united we stand, divided we fall; that an injury to one is an injury to all.

"It is the union that brought us together here. It is the union that makes us strong.

"Thank you very much."

Escort Committee for Governor Brown

Chairman Gruhn appointed the escort committee for Governor Brown and announced the members: Vice Presidents Cornelius Wall, Justin Ostro, Raoul Teilhet, Fred Fletcher and Tony Ramos.

The committee accompanied the Governor to the rostrum.

Chairman Gruhn called on Executive Secretary-Treasurer Henning who introduced Governor Edmund G. Brown, Jr. to the delegates.

Address

HONORABLE EDMUND G. BROWN, JR.

Governor of California

During his address to the Convention, Governor Brown signed two new worker compensation bills into law, AB 946 and AB 2750. The Governor also emphasized the need for a new partnership between labor, business and government to forge a common program for the good of the nation and listed three themes that emerge as a new role for organized labor:

1. Labor participation in national economic decision-making.
2. Labor participation in pension fund investment.
3. Labor participation in worker health and safety.

He urged the creation of the Economic Revitalization Board, as originally suggested to President Carter by AFL-CIO President Lane Kirkland, to help put these themes into action and also cited the need for labor to be the central component in the new governing coalition.

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

Chairman Gruhn thanked Governor Brown for his address and announced the

escort committee for AFL-CIO Secretary-Treasurer Tom Donahue as follows: Vice Presidents John Crowley, Richard Groulx, William Robertson, Ray Wilson, James McLoughlin and Paul Dempster.

Chairman Gruhn then introduced Secretary-Treasurer Donahue for his address.

Address

THOMAS R. DONAHUE

Secretary-Treasurer AFL-CIO

"Thank you very much.

"I am delighted to be here and to bring you the greetings of President Kirkland and of the Executive Council of the AFL-CIO, delighted to be in California with Jack Henning and Al Gruhn and to pay tribute to them and to you for the great work this Federation does and the great work all of you do in our Trade Union Movement.

"I also have the opportunity to visit with Jim Baker, our Regional Director out here, and I'd like to pay tribute before you to him and to our staff here in California, who I think do such a great job in trying to help you do your thing and helping this State Federation and our central bodies to be effective instruments of the labor movement in the state of California.

"It's a great day for California. You had a clean sweep yesterday. The Rams, the Charges, the 49'ers and the Raiders. For a New Yorker who now lives in Washington, that's a little hard to take, I must tell you.

"But, none of you have any complaints about your football teams anyway and no complaints about this Convention or about this great city and about the business which is before you today. . . .

"Instead of bringing you the greetings of President Kirkland and the Executive Council, I would like to bring you a great deal more than that. I would like to bring you a message that the labor movement in America is alive and well and hale and hearty and growing, militant and strong and ready and able to do battle with any foe, and in far better shape than most of our critics would admit.

"That labor movement is going to be 99 years old on November 15 of this year and we will look forward to celebrating the 100th anniversary on November 15, 1981 when our next Convention opens. It seems

to me it's a Trade Union Movement that knows where it's been during all of those 99 years, knows where it is today and, hopefully, knows where it's going and knows that its essential mission is the business of trying to make life a little better for the people we represent and a little bit better for all Americans and the world.

"That essential mission hasn't changed in the first hundred years and it isn't going to change in the next hundred.

"We are still working, still negotiating, still politicking, still trying to legislate and still trying to get a fair share of the pie for our people. Hopefully we will do more of that. We will do it with the new techniques and technology available to us. But we will be essentially carrying on that same mission. We are going to do that, I submit, only if we maintain the vitality of this labor movement. And we are only going to do that with your help.

"The contest in America today is the contest of our movement and people and ideas against the movement of wealth and power. Right now we are engaged in testing of our respective strengths.

"The outcome of that contest is going to have a good bit to say about what the next hundred years will look like.

"If we truly believe in social and economic justice then we, as a movement, are going to have to continue to seek it. Justice is never given, it's extracted, usually through a tough and protracted struggle. Piece by piece, if necessary, we're going to continue to seek it, obtain it and hold onto the justice that rightfully belongs to workers.

Fulfill Our Expectations

"That's why we go on doing the things we do and challenging all the fads as they come along and challenging the latest fad of the thinkers and the idle rich, the doctrine of lower expectations. Think smaller. Think poorer.

"We challenge it. We reject it, because it doesn't fit the needs of our people.

"I attended a conference a month or two ago at which a collection of international bankers and industrialists discussed at great length the need to lower our expectations. Finally after two days I asked the speaker, I said, 'I suggest we don't agree with the need to lower expectations.

We think, indeed, we still need our expectations fulfilled. If they have to be lowered then I suggest they ought to be lowered in inverse proportion, in the extent to which they have thus far been fulfilled and let the rich lower their sights.'

"We still need to do a lot of fulfilling of the expectations of the people we represent. We can continue to have higher and higher expectations for equal treatment, for unity, for education, for housing, for job satisfaction, for life fulfillments and, indeed, for the material things that our people need and enjoy and which add up to an improvement in the quality of life.

"That's why the AFL-CIO and the entire labor movement led the fight in Washington over these last many months against the concept of a balanced budget at this time. Because the attempt was to balance the budget in terms of dollars and unbalance it in terms of humans. And that simply can't work.

"We continue to make that fight for a budget that meets human needs, particularly in a time of rising unemployment. We make the fight for an economy that meets human needs and we fight for all the economic policy and all the legislation which is in the interest of our people, because those fights are part and parcel of our commitment to social justice.

"The downturn in the economy, the sharp increases in unemployment are a terribly painful price that millions of people are paying for the policies of the past, for Federal Reserve policies that relied solely on higher interest rates for much too long.

"We can only wish that the sheer size and depth of the recession will convince the Congress, the Administration, the Federal Reserve Board and all the other economic policymakers that the time to halt that recession is now and that now is the time to put in place the counter-cyclical programs of the states and cities that can begin to turn that economy around.

"But now with all the talk you hear in Washington about balancing the budget and so forth, you hear in the corridors of the Congress the problem of the tough decisions that have to be made, the tough decisions to cut food stamps, the tough decisions to cut retirement benefits, the tough decisions — I don't know what's so tough about those decisions.

"If we want to make a tough decision they could try taking on the capital gains tax and tax capital gains at the same rate your wages are taxed. That would be a tough decision for Congress, not the kind of things they tell us now. But instead of that we see the Senate Finance Committee recommending reducing that capital gains tax and reducing the corporate tax rate.

"So the fight over the budget and the fight over the economy, the fights we make in Washington together are fights for jobs.

"We are not do-gooders who struggle for the poorest alone. We fight for ourselves and for our jobs. And we say that a balanced economy and an effective economy in our nation is of far higher value than a balanced budget.

"The debate goes on, which hurts worse, inflation or unemployment, is a useless and wasteful debate. We ought not to have either inflation or unemployment. What we want is a decent life for ourselves and our children. You can't have that if our security is jeopardized by either inflation or unemployment.

"The fact is, our entire lives are marked by that struggle to make things just a little bit better. We work for that reason. We save for that reason. We form and join unions for that reason. We form and join unions because we believe in democracy on the job.

"In that process none of the gains we have ever made were easy. Nobody gave any of them to us. We fought for every one and took most of them the hard way. But in the process we developed our unions, we developed our skills and even developed a growing respect among city and state officials and the general public that we probably can't have any other way.

"But in that process we created the Trade Union Movement. We became a part of it and it became a part of us.

Strive for Unity

"Neither you nor that Trade Union Movement can exist in isolation from one another. We have to extend the kind of unity that exists in this hall to every other affiliate of the AFL-CIO in the State of California. We have to extend this kind of unity into every state and federal body throughout the country to assure their participation in those activities.

"On the national level we are striving to achieve greater unity in the labor movement. President Kirkland and the members of the Executive Council extend an invitation to our brothers and sisters in the independent unions at the time of our Convention to come home. The Teamsters, the UAW, the Mineworkers and all of the other legitimate independent unions all belong within the AFL-CIO.

"Wouldn't it be a wonderful thing if we had them all standing by our side on November 15, 1981 on that platform in New York when we open the hundredth anniversary of the Convention of the AFL-CIO?

"It's nice to look that far ahead, but I submit there's a problem right ahead of us in the next 43 days to which we need all turn our fullest energy. That's the problem of the political task at hand.

"We are in tough contests all over your state and all over the nation. Every one of the candidates you endorse needs your support and needs your very real efforts. We can never match the money of the opposition. We can only match them with our volunteers and with ourselves. We can only match them with effort.

"In terms of the Presidential contest, no one has to come here to tell Californians about what this election is all about. You're all experts on Ronald Reagan and his kind of government.

"In the Prop. 9 fight and others you have demonstrated your understanding of the need to work together if we're ever going to win any victories.

"President Carter is going to be here to speak for himself and we will all hear argumentation from him and others on why Carter and why not Reagan.

"Jimmy Carter has demonstrated throughout his term his understanding of the role of labor and of the Trade Union Movement and of its importance in the national scene. We have all had our disagreements with pieces of Carter Administration policy. Lord deliver us from the day when the AFL-CIO doesn't disagree with a Democratic president of the United States. Deliver us from the day when we don't demand more, much more than any president is able to give us.

"If we come to that, if we get that fat and happy we can all afford to retire. We can say our work is done.

"We have disagreed with John Kennedy. We have disagreed with Lyndon Johnson

and we have disagreed with President Carter on pieces of policy. But he understands the place of labor and the role of the labor movement and he has mentioned that.

"I'd like to mention two underlying things I think undergird the whole campaign and are the two problems we have to address ourselves to in this campaign. The approachment for the balanced budget is only shorthand for the restriction of government spending and the restriction of the government.

"The second is the approaching for government deregulation in the absence of government regulation, which is the same concept of shrinking the government and returning all good things to the people.

"You can't balance the budget in a time of recession. You can't restrict spending without cutting back on services which help our members and which help all Americans.

"You can't deregulate without benefiting the regulated and injuring the persons those regulations were designed to protect.

"The fact is, we can't just rail against the balanced budget and against the concept of shrinking the government. Those are clearly political ideas expressed for political advantage by the conservatives of the right and far rights.

"But they have struck a responsive chord with the majority of the American people who feel helpless in the sense of continuing inflation and they have a sense of our nation and its need for a nostalgia for what once was.

"So those code words: balanced budget, restrict services, deregulate government, all strike very responsive chords.

"If we're going to continue to make some progress we have to explain the facts of life to the people to whom we talk.

"We are a nation of over 220 million people and we are the richest nation on earth and industrially we have a work force of 100 million, which is going to grow to about 116 million by 1995. We need to build two million houses every year to keep up with our growth. We need government and we need laws to regulate the complicated interactions of one person with another. That's the function of government, to provide stability in society and to help the citizens by pooling their resources to solve the problems they can't solve individually and to provide humane

assistance to people who need it.

"If we stop approaching those lessons this country is in serious trouble.

"We are looked to by all the nations of the free world for leadership. We are looked to by all the peoples of the Communist world for hope, and we are looked to by all the poor nations in the world for a little bit of help.

"There's no way anybody in this room, as a trade union member, can suggest other people shouldn't be helped in their struggles, helped in whatever way they need help, whether that means providing day care for the children of the working mother so she can work, or providing welfare for people who can't provide for themselves, or providing democratic leadership in the world, or providing any other service of a government to its people.

"We are all for a balanced budget when it can be sensibly done. We are all for sensible, and not improper regulations. We are all for the proper reform of our tax structure. We are all for the appropriateness of targeted government assistance to assure a strong industrial base in America.

"We want government programs to create jobs, to put people back to work, to help people less fortunate. And we want enough government regulation to ensure that those high binders in the corporate suites don't take too much advantage of the power they have over us.

"If there's any doubt about the effort our opponents are putting out in this political campaign and on those issues, or any doubt about their hopes or plans about the excitement about the prospects, let me read you a letter which I got last week. It's addressed to Mr. Thomas Donahue, AFL-CIO COPE Policy Control, 815 16th Street, N.W., Washington, D.C.

"Dear Mr. Donahue. A Republican takeover of the Senate this year is "realistic and conceivable." Those aren't our words — they're the words of Majority Leader Bob Byrd.

"If anybody can sense a change when the political winds begin to shift, it's Bob Byrd.

"We can pick up 10 seats this year with Ronald Reagan heading the ticket! Republican Senators will take over key Committee Chairmanships in 1981 — and that's good news for the free enterprise system.

"That's good news for you.

"How would you like to have Jesse Helms chair the Agriculture Committee — and cut the fat out of the \$10 billion food stamp budget? And how would it be for the free enterprise system of we had a Jim McClure chairing the Energy Committee or a Jake Garn on banking? And if you're as worried as we are about the perilous state of our defenses, imagine how wonderful it would be to have John Tower as Chairman of the Armed Services Committee. And wouldn't it be great to put incentives back into our tax system with Bob Dole as Chairman of the Finance Committee?

"That's why it is so important that free enterprise PACs get behind Republican candidates right now."

"Signed by Orrin Hatch and Gordon Humphrey."

"It's only Hatch's innate modesty which prevented him from noting that he'd be the chairman of the Senate Labor Committee.

"That ought to tell us what they're doing. There's a P.S. This happened to be a fund raiser for John East in North Carolina.

"The P.S. says, 'We talked with Jesse Helms this morning and Jesse told us that John East has already outraised his opponent this year by over a 2 to 1 margin.'

"They're happy and enthusiastic. We would best work our tails off in the next 43 days if we're going to meet their challenge.

Mechanics of Political Action

"As I travel around I hear lots of people talking about political action. When I hear the talk I perk up and I keep up with the whole issue and note what's going on. When I hear people discussing the mechanics of it, foreign banks and house calls, delegate lists and printouts, get-out-the-vote, then I really pay attention. Then I know the person talking is a mechanic. And I have very great respect for mechanics. It's a term that the late Paul Hall used to use as the highest praise you could attach to anyone. He called them mechanics because he respected not just the talk, but the ability to put the talk into action and the ability to make the pieces fit together. Talk is cheap, the speeches are great and disagreements on

candidates are exciting and stimulating, but doing the mechanics is what gets the job done. The fight that we're in in politics this year is a fight for the strength and the growth of the labor movement. It is outside this hall, I would hasten to add. So when we disagree, as we inevitably do, we ought to keep in mind that the main event is somewhere outside this hall.

"Paul Hall used to say, 'I gave up fighting for fun years ago. I only fight for money now.'

"That's worth a thought, worth thinking about for all of us. Nobody in this room is an amateur. You have all had your share of warmups and prelims.

"Now we fight for money. We fight for the growth and strength of the labor movement. We fight for jobs, fight to maintain protective legislation, fight to improve the wages and working conditions and the lifestyles of the people we represent. We fight for politicians in the hope they will deliver on their promises to us. We fight for politicians who are going to help us achieve the vision we have for our nation. That's the task ahead for the next 43 days.

"Let me just say a couple of words on the other problems we confront outside the political area and on the future successes of this Trade Union Movement of ours.

"God knows there are enough problems and you didn't need me to come 3,000 miles to tell you about them. We're faced with immense problems in the economy, immense problems that create new problems in bargaining for contracts, problems of inflation, wage control, employment and the resolution of those things at the bargaining tables. We are faced with the real problems of strikes and the tough employer attitudes and the greater willingness he has to take us on these days.

"We are faced with the problem of international trade and the need to somehow protect our industries.

"Nobody wants to build a wall around America. But we need to protect our industries well enough to be sure they'll survive and our jobs with them.

"We need to deal, as Governor Brown suggested, with the pension funds of our organizations. We need to deal with the problems of geographics of trade unions, changes in the work force mix, automation and the new technology, the rise of the white-collar professional and technical

workers and the diminution of our traditional production jobs as they thought of them.

"We need to deal most seriously with the problem of growth of this democracy of ours.

"I would submit in the next 10 years that's the number one problem overarching all of the others. If we don't grow and maintain our strength we aren't going to be there. We now represent 32 percent of the organizable work force of this country and we have to continue to maintain that percentage. I would like to see it grow.

"Let me tell you the dimension of the task. As the work force grows by 16 million in the next 10 years, in order to maintain that 32 percent organized employees, we have to organize and add net gain of 365,000 members every year for the next 10 just to stay even. Just to maintain 32 percent.

"I also have to tell you that in the last 10 years we didn't do that. We didn't do it in the 10 years before that.

"We haven't done it for a variety of reasons. Maybe because we haven't put enough resources into organizing. Surely because the law is against us, surely there are good reasons for it. But if we don't preserve that and organize and don't net 365,000 members a year for the next 10 years we're going to be a continually diminishing section of the work force and if that happens we better figure out a good explanation for it. We're going to need a hell of a good explanation to explain why we're still important.

"We have problems of labor law change. We got to get a change in our labor laws. We tried and failed by one vote.

"We have to deal with the consultants. The problems of the address of this inflation to productivity, to make sure everybody understands it's a management problem in the first place, that it's an investment problem, it's a problem of modern plant and equipment. It's not a problem of worker effort. That's nonsense.

"There are those two overarching problems. The problem Governor Brown referred to of labor/management cooperation of conflict, reindustrialization and corporate responsibility as a part of that.

"Let me say we hear lots of talk about labor/management cooperation. When the chips were down in 1977 and we went to

the wall with a modest labor law change which would have given workers a bill more suited for them we were opposed by every single management group in this country. Not one came along and said, 'Good. Why don't we go with this modest change?'

"So it's time for the management community to get together and decide how it wants to handle its relationships with us.

"We hear all the talk about cooperation. It's hard to find the direct relationship.

"What we do hear and see is a commitment to a union-free environment, the dream that they could set up a union, shut it out from the hearts of the workers' desire to be represented.

"I would think the Poles gave a complete answer to any person of that persuasion.

"What a tragedy, 99 percent of the modern labor movement begins 45 years after we pass a law which put in place the legal framework for collective bargaining. What a tragedy we still have to fight for our existence every single time the workers have to decide whether they want a union or not.

"It seems to me representatives of business have a much larger task than we do. I submit we can go either way. We can live either way. In fact, conflict in some ways has some narrow personal advantages to incumbent leadership. But I don't think business can live either way. I don't think business can live out that fantasy of a union-free environment.

Corporate Responsibility

"I don't think it can continue to live as it does in a world in which corporate America has become a dirty phrase and it calls for corporate reform to gain strength every day.

"In that kind of world there's going to be continually stronger societal pressures to limit society and to encourage industrial democracy. There's going to be, hopefully, a stronger tendency to judge the corporation by the extent to which it carries out its responsibilities to the entire community, its workers included, not just to the stockholders. The new bottom line ought to be a measurement of the profits to the economy, not the profit to the shareholder. That new bottom line for the '80s ought to be an examination of how well that operation fulfills its place in society.

"Did it make and successfully market a useful product or service? Did it somehow improve the environment in which it operates? Did it provide more jobs for Americans this year than last? Did it treat its employees with dignity and decency and allow them whatever measure of democracy they sought, or did it fall on any of those measures or a dozen others to meet the standards more and more sought in the '80s by a concerned citizen America?"

"If we could make the American people apply those tests we'd be a long way along the road to reforming corporate America and seeking our goals together."

"As we speak of that need to reindustrialize we say, sure, there's a need to reindustrialize. We support it. It is, unfortunately, at this stage everybody's little red wagon. Everybody sees what they want in it."

"I submit we ought to ask — in five years you ought to say how did those corporations ever get that way? How did they get in the shape they're in? Has the problem been understood and has it been corrected? Has the problem been corrected?"

"Chrysler is an excellent example of the problem understood and, hopefully, corrected. When the government talks about our plant and equipment, it's been allowed to run down in recent years. Not so. It's been going on in this country for hundreds of years. The textile industry and the carpet industry didn't move out of New England because all they wanted to do was sit in the sun. They moved out of New England because for a hundred years they didn't invest a dollar in improving the plants and equipment in New England."

"I don't think we can indulge ourselves in the luxury of saying it's their fault and therefore we're not going to help. We

ought to make sure that the problem is understood and corrected for the future."

"Then we can ask what type of assistance do we need, what type and to what extent, and not just an across-the-board tax cut. Then we ought to make sure that that industry, including the shareholder, is making a contribution. Then we have to ask will revitalization create and maintain jobs? Then we're interested in it. Or will it move offshore? If it does that, we're not interested."

"Finally, we ought to ask, is that revitalized industry going to be a good corporate citizen? Shouldn't we be establishing a kind of code of good corporate conduct?"

"Let them say they're going to be truly good corporate citizens and respect the rights of workers and the rights of the community and the rights of the nation and let that be the basis of the limited partnership we spoke of in that Executive Council statement last month."

"If we could make those industries responsive, if we could make the American citizens force corporate America to forge those standards we would have the kind of America we have worked for, prayed for and hope to build."

"Thank you very much."

Convention Picture

Secretary-Treasurer Henning reminded the delegates that a Convention photograph would be taken near the lunch break.

RECESS

The motion that the Convention be recessed until 2:00 p.m. was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:28 p.m.

He then 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 as follows:

"Thank you, Mr. Chairman."

"The first report I would like to make is on your preliminary roll call of delegates. If you would turn to Page 4, the second group from the bottom where it says 'Jewelry Workers Union, International,' there is no longer a Jewelry Workers International. They belong to the S.E.I.U. If you would make that change."

"Also, if you would turn to Page 6, under State, County, Municipal Employees,

American Federation, on the fourth line, L.A. City Employees No. 347, 667 votes, they too belong to the S.E.I.U. If you will make those corrections, I will appreciate it.

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

Report Adopted

"Mr. Chairman, this is a partial report of the Credentials Committee and I move its adoption."

The motion was seconded and carried.

Chairman Gruhn called upon Secretary-Treasurer Henning to announce the appointment of the Convention Committees.

APPOINTMENT OF CONVENTION

COMMITTEES

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

Committee on Credentials

Loretta Mahoney, Chairwoman, State Culinary Alliance, Santa Rosa.

Walter P. Babey, United Food and Commercial Workers Butchers No. 126, Fresno.

Sandri Bachman, Alameda County Central Labor Council, Oakland.

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

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

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

Ernest King, Boilermakers No. 513, Richmond.

Albert Lopez, Electrical Workers No. 11, Los Angeles.

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

John Moylan, Plasterers No. 66, San Francisco.

Bill Peitz, Electrical Workers No. 1245, Walnut Creek.

Mitzi Rodriguez, Office Employees No. 30, Los Angeles.

Robert Skidgel, Alameda Building and Construction Trades Council, Oakland.

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

Abe Williams, Dining Car Cooks and Waiters No. 456, Oakland.

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

Committee on Constitution

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

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

Wesley H. Bromberg, Glass Bottle Blowers No. 29, Chino.

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

M. R. Callahan, Hotel & Restaurant Employees & Bartenders No. 681, Long Beach.

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

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

Mattie Jackson, I.L.G.W.U. Pacific Northwest District Council, San Francisco.

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

James P. McLoughlin, Santa Clara County Central Labor Council, San Jose.

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

Ed Turner, Seafarers, Atlantic & Gulf, San Francisco.

Virginia Mulrooney, American Federation of Teachers College Guild, Los Angeles.

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

Michael A. Straeter, United Food and Commercial Workers-Retail Workers No. 1442, Santa Monica.

Committee on Legislation

Max Osslo, Chairman, United Food & Commercial Workers - Butchers No. 229A, San Diego.

Mary Bergan, West Valley Federation of Teachers No. 1953, Los Gatos.

Paul Dempster, Sailors Union of the Pacific, San Francisco.

James L. Evans, United Transportation Union, Sacramento.

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

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

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

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

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

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

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

John T. Schiavenza, California Conference of Machinists, Oakland.

Timothy Twomey, California State Council of Service Employees, San Francisco.

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

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

Ray Wilson, Southern California District Council of Laborers, Los Angeles.

Committee on Resolutions

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

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

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

Jerry Cremins, State Building & Construction Trades Council, Sacramento.

C. Al Green, Plasterers & Cement Masons No. 429, Stockton.

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

Oliver Holmes, United Food and Commercial Workers-Butchers No. 551, Artesia.

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

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

A. B. Montes, Communications Workers District Council No. 9, Sacramento.

Justin Ostro, Machinists and Aerospace Workers No. 727-A, Burbank.

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

Mike Quevedo, Jr., Laborers No. 300, Los Angeles.

Raoul Teilhet, California Federation of Teachers, Burbank.

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

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

Mary Yunt, Orange County Central Labor Council, Garden Grove.

Committee on Rules and Order of Business

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

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

Joe Bernay, Affiliated Property Craftsmen No. 44, Los Angeles.

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

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

Lloyd Davis, Culinary Workers & Bartenders No. 814, Santa Monica.

David Fishman, Los Angeles County District Council of Painters No. 36, Los Angeles.

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

J. P. Jones, United Transportation Union No. 1336, Huntington Beach.

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

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

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

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

James L. Sites, United Food & Commercial Workers Butchers No. 229-A, San Diego.

Thomas Sweeney, Electrical Workers No. 595, Oakland.

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

Committees Approved

Secretary-Treasurer Henning's motion

to approve the Convention's Committees as appointed by the President was seconded and carried.

YELLOW IS ONLY UNION CAB

Chairman Gruhn announced:

"I have a note here from, I believe, Hugo Morris of the Joint Council of Teamsters who would like to announce the Yellow Cab Company is the only union cab in Los Angeles. This announcement has also been made by the Los Angeles County Federation of Labor."

GUESTS FROM JAPAN

Chairman Gruhn introduced some guests to the Convention:

"We have some guests with us this afternoon, guests from the House of Counselors from Japan and they are with Ona Kiko Ito, Counsel of Japan in the Japan Consulate General's Office in Los Angeles.

"We are certainly glad to have you with us."

Escort Committee for Speaker Leo T. McCarthy

Chairman Gruhn named the members of the Escort Committee:

Vice Presidents M. R. Callahan, Chairman; William G. Dowd, Paul Miller, Joseph Garcia, Jack McNally and William Ward.

Chairman Gruhn then called on Secretary-Treasurer Henning to introduce Speaker McCarthy to the Convention for an address.

Address

HONORABLE LEO T. MCCARTHY Speaker, California State Assembly

Speaker McCarthy called for the Democratic Party and the labor movement to maintain their historic covenant in order to expand economic and social justice to the many working men and women in this country.

He attacked Republican anti-worker efforts in both Congress and the State Legislature while citing gains pushed through the legislature by Democratic lawmakers.

Speaker McCarthy also stressed that the re-election of President Jimmy Carter, U.S. Senator Alan Cranston and Democratic majorities in Congress and the State Legislature can make a great difference in the economic well-being of California workers. The labor movement's

energetic leadership, he said, could realize a victory for working people.

LATE RESOLUTIONS

Chairman Gruhn called upon Secretary-Treasurer Henning who reported:

"Mr. Chairman, and Delegates, I have eight resolutions from four affiliates. The Constitution allows them to be accepted on the opening day if two-thirds of the delegates would approve a motion for acceptance.

"Mr. Chairman, I move acceptance of the eight resolutions. So that all of you know for what we are voting, the resolutions have been presented as follows:

"Service Employees, Local 87, San Francisco, Subject: Boycott Bank of America.

"Central Labor Council of Alameda County, Subjects: Easy Access for the Handicapped; Increase Penalties for Occupational Health and Safety Law Violations; and a third resolution, Increase the CAL/OSHA Staff.

"The San Francisco Labor Council, one resolution: Establish Labor Archives.

"Bay Area Typographical Union, Local 21; three resolutions. One dealing with strikebreakers, one that would prohibit mandatory overtime and a third, dealing with the National Labor Relations Board."

Resolutions Accepted

The motion to accept the late resolutions as announced was seconded and carried by the necessary two-thirds vote.

Escort Committee for Chief Justice Rose Bird

Chairman Gruhn announced the Escort Committee as follows: Vice Presidents Avelino Montes, Raymond Nelson, Fred Fletcher, Al Whitehead and Tony Ramos.

Chairman Gruhn then introduced Chief Justice Bird for her address:

Address

HONORABLE ROSE ELIZABETH BIRD Chief Justice

California State Supreme Court

Chief Justice Bird addressed the Convention as follows:

"It is a pleasure to be with you this afternoon at your Constitutional Convention. I understand I may be the first Chief Justice who has been so honored, and I especially appreciate that.

"I have many happy memories of working with Jack Henning and your leadership when I was in the Governor's cabinet, and I appreciate this opportunity to share with you some reflections on the problems our courts are facing today.

"These are uncertain, even dangerous times in which we live. Our society is being tested in ways it has never been tested before, and as always, our judicial system is being called upon to mediate the disputes and conflicts arising out of social tensions of the day.

"One of the greatest assets of our society, I believe, has always been its diversity. If there is anything distinctive in American genius, it surely lies in our ability to draw strength and diversity from our races and religions with all of their richness of socio-political viewpoints.

"We have been known for an almost uncanny knack in the past for taking that which is best from the various cultures and molding it into a unique, practical and idealistic amalgam known as the 'American character.' By no means has this process always been smooth. We have stumbled many times along the way, from the bonds of slavery in the 19th century to the Japanese-American internment camps of the 20th century.

"Despite such exceptions there has always been a sense of progress in our efforts to bring about social justice and equality for all. However, several events of the past decade seem to have significantly diverted that energy and altered that spirit of national optimism. The war in Vietnam and the stunning revelations of Watergate made us question our faith in ourselves and in our supposedly shared values as we have not done since the time of the Civil War. Were we a nation that loved peace or a nation that sought out war? Were we a nation governed by the strength of our laws, or ruled by the whims and frailties of our leaders?

"These were profoundly disturbing questions, because they went to the heart of our perceptions of our country as a truly democratic society. But the questions were not to end there, for the past decade has forced us also to question our traditional status as a land of economic opportunity.

"It seems that nothing is free any longer in the land of the free. The optimism ushered in by an age of abundance only a generation ago is waning, overshadowed by the material worries of a

new generation hemmed in and haunted by the resurgence of scarcity, inflation and unemployment.

"Twenty-five years ago a gasoline shortage would have been unthinkable. There was no rampant, double-digit inflation year after year.

"A \$75,000 house used to be a mansion. Now it's a bargain. And variable interest rate home loans, starting at 15 percent, are the order of the day — assuming you can borrow the money to make the down payment in the first place. We live on credit, constantly mortgaging our tomorrows to pay for what we consumed yesterday.

Society in Crisis

"Yes, it is a very different world now than it was a generation ago. Without a doubt, this is an age of transition. In many ways, these are unkind and fearful times. We live in a society where belief in our government and in the strength of our institutions is declining. Our society is characterized by impermanence and uncertainty, by mobility and alienation, by a curious blend of unrest and complacency. We are searching, but we are unsure of what we seek. As Rollo May has observed, the real problem for people today is not the meaning, but the meaninglessness of life. He sees our society reaching a crisis point similar to those reached by the ancient Roman and Greek civilizations: 'We live at a time when our culture is disintegrating. The values that have lasted to the 20th century no longer have cogency.'

"Those institutions which once gave us strength and identity — the churches and synagogues, the schools, the neighborhood associations, even the family unit itself — are in disarray and retreat, unable at times even to protect themselves. Our governmental institutions are undergoing the same crisis of confidence.

"A century and a half ago, when Alexis de Tocqueville traveled through America, he foresaw the potential for the isolation of the individual that seems to be manifesting itself today. He sought to warn us of the forms of despotism that might threaten the United States some time in the future. His words speak today with chilling accuracy: 'Each person, living apart, is as a stranger to the fate of all the rest; his children and his private

friends constitute to him the whole of mankind. As for the rest of his fellow citizens, he is close to them, but does not see them; he touches them, but he does not feel them; he exists only in himself and for himself alone; and if his kindred still remain to him, he may be said at any rate to have lost his country.'

"Unquestionably, this is not the sort of outlook that breeds a sense of security, and our national psyche reflects the age of uncertainty and instability in which we live. Frustration and fear are very natural reactions when people feel their lives are being shaped by forces over which they can exercise little or no control. Read the papers. Watch the television news. You cannot mistake it. The frustration and the fear are there. And with them, arising out of them, comes anger — anger such as that reported by the media recently at Fresno State, where foreign students were beaten up by a group of American students who referred to themselves ironically enough, as the 'Cowboys.'

Strength in Diversity

"There is power in such anger, but there is great danger as well. In the past, our nation has derived unity from its diversity. From the many strands which comprise our social fabric there has been woven a tapestry of richness and beauty and strength. But should those strands begin to unravel, should they be viewed as unlike and dissimilar rather than as part of the whole, then that tapestry will be destroyed. There is a very fine line between diversity and fragmentation, between respecting our differences and representing them.

"History has shown us that when economic uncertainty gives birth to fear and fear gives rise to anger, people tend to focus that anger on those who are not like them. In America, that means the poor, the unemployed, and the minorities of various races and religions and national origins. Those groups are singled out as the object of anger not because they are the cause of the problems which are perceived, but because they are the least able to defend themselves from criticism and attack. For the sort of anger to which I refer seeks not solutions but scapegoats. It demands not an answer but a sacrifice. And when anger is turned upon these groups, it inevitably extends itself to the Constitution, the Bill of Rights, and the

courts, which are sworn to uphold the individual freedoms guaranteed by those documents as a protection against potential abuses of the power of the majority or the state.

"Our courts are crucial to the preservation of individual rights in our society. Supreme Court Justice Lewis Powell recently stated the judiciary's role quite succinctly: 'All three branches of our government have supported the great ideal of ordered (personal) liberty, yet it is the courts . . . that have assured it.' The question that faces us squarely today is whether the judiciary can continue to play that vital role. It is an undeniable fact that courts are particularly vulnerable to attack during times of societal transition. And this vulnerability is accentuated in a country such as ours, which is so geared to the present moment and so swayed by the power of public opinion. Not surprisingly, these two phenomena are closely linked.

"We have truly become an 'instant' society — instant communication over the telephone, instant entertainment by means of the television, instant food in throw-away containers. Our news is instant, too, and we treat it as a disposable commodity just as we do our convenience food. We know in detail what happened today on the other side of the world — bulletins at 5:30, eyewitness reports at 6:30, and film at 11:00 — but we often cannot remember the events of 10 years ago, much less begin to correlate them with today's occurrences. The TV news may be in color, but it comes across in blacks and whites. Subtleties are necessary casualties of the ratings wars, and long run consequences that cannot be explained in less than one minute are simply not explained at all.

"In recent years, this emphasis on the moment has enhanced the stature of public opinion polls and surveys as means by which the 'will of the people' on any given issue supposedly can swiftly be discerned. The perils inherent in this practice are great. Once again, de Tocqueville's words are directly on point: '. . . by whatever political laws men are governed in the ages of equality, it may be foreseen that faith in public opinion will become for them a species of religion, and the majority its ministering prophet.'

"At times when old ethical standards are in flux, there is a powerful temptation to construct a new system of morals out of whatever values may command the major-

ity's allegiance at the moment. The unfortunate result in an ethics based on expediency and convenience rather than on human values.

"Let me speak specifically for a moment of the adverse impact these aspects of our modern technological society can have upon the judicial system. Our courts, especially at the appellate level, are in many ways the antithesis of the 'cult of the instant.' Of necessity, they deal in grey areas, they delve into subtleties, they take into account the long run. At a time when fewer and fewer people read, the appellate courts must continue to speak through the written word. If public opinion has indeed become a religion, then the courts must take the role of iconoclasts. The other branches may choose to deal with issues by simply relieving the political tensions of the moment. The courts, however, cannot resolve legal issues in that way. Rather, they must bear in mind the future development of the law and the preservation of constitutionally guaranteed rights and liberties. And should the court's decisions be criticized, the justices cannot step outside of their judicial role and respond as a politician might. Politicians are expected to be responsive to the various special interests comprising their constituencies. But judges must remain responsive to the Constitution and answerable to their oaths of office.

"Granted, this makes judges easy targets at a time when few people understand the role of the courts. As the ultimate protector of the Bill of Rights, the courts are unavoidably cast in an unpopular light during an era of special interest politics, since they may not respond to the pressures of the moment but must instead reflect the constant values of our constitutional framework. Those people who seek redress from the courts are often unpopular themselves. They will likely be without any special interest constituency to back them. But their standing before the courts does not depend upon their backing and must never be permitted to do so.

"Lack of understanding of the judicial branch's role has led to accusations that our appellate courts are closed institutions. However, as Anthony Lewis has pointed out, quite the opposite is true. Appellate courts are one of our most open governmental bodies in that whatever action they take, their decisions must be accompanied by written reasons. They are

unique in that they speak with a collective voice — at a time when individual voices are in favor — on issues of great complexity and social significance.

"For these reasons, appellate opinions simply do not translate into the sort of instant answer that fits conveniently into a 60-second spot on the evening news. However, that is hardly a basis for seeking to change the way in which the judicial branch functions. To the contrary, it is a strong argument in favor of continuing to insulate our courts from the politics of the day so that they may focus clearly on the constitutional principles that have preserved our individual liberties for the past 200 years. Our courts must never allow the voice of the Bill of Rights to be drowned out by the clamor of the moment. As de Tocqueville quite rightly perceived, the judicial power is particularly vital to freedom 'at a time when the eye and finger of the government are constantly intruding into the minutest details of human actions, and when private persons are at once too weak to protect themselves and too much isolated for them to reckon upon the assistance of their fellows. The strength of the courts of law,' he concluded, 'has always been the greatest security that can be offered to personal independence . . .'

Hope and Purpose

"Preserving that personal independence during a period of transition is indeed a delicate and difficult task. And it is a task which our courts cannot accomplish alone. Rather, it is an enterprise in which all of us must take part. By definition, a transition is a passing from one condition to another, and in the case of societal transition we are speaking of the human condition in its broadest sense. To be sure, such historical watersheds are marked by confusion, anxiety and a sense of spiritual despair. But they also present us with unique opportunities to achieve positive change.

"If our society has lost some of its vitality, then what better time to follow a course of action that can bring hope and purpose to our lives? What better time to sharpen our ethical senses in order that we may achieve a clearer understanding of ourselves and our fellow human beings? The disintegration of a culture can lead either to its death or its rebirth. The direction to be taken is a matter of choice

rather than fate. And that choice depends on commitment. If we wish to find meaning in life, then we must be committed to basic human values such as love, courage, justice, and fairness. To reassert those qualities and to construct an ethical framework in which they can function are the splendid challenges with which we are presented.

"We have a very real choice confronting us. We can give in to the fears of uncertainty, join in the search for scapegoats, vent our anger against the easiest targets we can find, and perhaps destroy our system of ordered liberty in the process. Or, we can understand the reasons for our uncertainties, accept the challenges which this shrinking world presents, and strive once again to achieve a society where respect for our differences will assure us our rights as individuals and our unity as a nation.

"America's labor movement traditionally has been a strong progressive force in our society, willing to run against the tide of the moment, ready to take the long view into account, and able to recognize short-sighted self-interest for the mistake that it is. More and more often, our society may have the need to call on those with the courage to stand up, at a time when such acts are given scant recognition and encouragement. Your strength of character has proved constant, and I welcome your dedication and vigilance as our society prepares to make the difficult choices facing it in the coming years.

"Thank you."

Escort Committee for President Carter

Chairman Gruhn announced the Escort Committee for President Carter as follows: Vice Presidents C. A. Green, Harry Finks, Max Osslo, Loretta Mahoney, Steve Edney and Edward Flores.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

Chairman Crowley reported.

STATEMENT OF POLICY I

The Economy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 18

The Economy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 22

Humphrey-Hawkins Full Employment

The committee recommended concurrence.

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

Foreign Policy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19

Imports

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY IV

Workers' Compensation

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT V

Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT VI

Unemployment Compensation

Disability Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Gruhn next requested the Escort Committee for President Carter to escort the President to the platform.

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced President Carter, the endorsed candidate of the National AFL-CIO, to the Convention.

**Introduction of
JIMMY CARTER
President of the United States
by
John F. Henning
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

Executive Secretary-Treasurer Henning introduced President Carter as follows:

"Mr. President, in the name of our California Labor Federation, I am honored to welcome you here. Our organization represents more than 1,700,000 AFL-CIO members in this state, and we are with you all the way in the Presidential campaign.

(Applause.)

"Mr. President, we appreciate your restraint in the matters of foreign affairs. You are one of the few Presidents, indeed, in modern history who has not authorized the sending of troops overseas. You have kept our armaments at home in defense of the Republic, but you have engaged in no international adventures.

"You have stood with us on the great domestic issues of the day, and we stand with you.

(Applause.)

"Mr. President, and I address this also to my brothers and sisters, I know you will not think it presumptuous if at the request of the Democratic National Committee I refer to a fraudulent commercial political advertisement of the Reagan crowd (laughter) which indicates that I in my capacity as head of this Federation have sympathy with the candidacy of Ronald Reagan.

"Actually, it is inconceivable that I or the head of any other state federation or any other local central body or any Union in America should be associated with the endorsement of Ronald Reagan.

(Standing applause.)

"Again, do not think me presumptuous for

honoring the request of the National Committee. The truth of that ad is this: In 1973 in our modest newsletter, a statement was carried in which I praised the then Governor for signing into law certain bills dealing with social insurance compensation. Mr. President, we protest and we honor without respect to party or person, and whenever the occasion requires, we give the devil his due. That was the situation. But it is a distortion of the truth, because for eight years we had accepted him as the anti-labor Governor of California. This organization did not endorse him, but did indeed oppose him when he ran for Governor in '66.

"By reason of his practices and his performances as Governor, we opposed him in 1970. He was never entitled to the sympathy or the endorsement on the basis of his whole record, and we are opposed to him unfailingly and without qualification today.

(Applause.)

"Mr. President, you are not a stranger to California, but you should know, if you do not already know, that Ronald Reagan used convict labor to replace free labor in the agricultural fields of California to the profit of the growers and to the exploitation of the workers. He did that until this Federation took him to the courts and outlawed his practice.

(Applause.)

"You should know that in four successive sessions of the Legislature, he vetoed unemployment insurance coverage for the agricultural workers of California then without a Union in any official sense, the most despoiled and disparaged workers in all of the agricultural labor force of this nation. You should know that he vetoed a measure passed by the Legislature allowing the teachers of California to enjoy the rights of collective bargaining, as do all workers in the private sector. And above all, you should know that on the day he assumed office in January of 1967, he gave all of the apparatus of the protective labor agencies of this state to the **hereditary enemies of the trade union movement.**

"He named as State Labor Commissioner of California a professional employer representative from the industrial section of San Francisco, and mind you, he was supposed to protect workers from the encroachment of employers on matters of wage violations and other violations affecting working conditions.

"He gave the job of Director of Industrial Relations, comparable roughly to the top job of the Secretary of Labor at the federal level, to a businessman.

"He reduced our presence on the Unemployment Insurance Appeals Board to one member out of five, and he gave to the Industrial Welfare Commission four Tories, four anti-labor representatives out of five, the Commission that determined the minimum wage and maximum hours and all working conditions, as the law then applied to women and minors in California.

"There is nothing that could ever justify labor's sympathy for the total, the complete record of Ronald Reagan.

"It is cited at times that he is the former President of the Screen Actors Guild, an organization that is an affiliate of this Federation, Mr. President, but in January of this year he said that he would be inclined to call for the

abolition of the Union shop, he would be inclined to call for the imposition of the compulsory open shop by the right-to-work legislation being discussed in the seminar in which he participated. Without a Union shop, there is no Screen Actors Guild. He thus spoke for the betrayal of the Union of his youth and the Union of his career in the motion picture industry.

"We trust you understand the situation, Mr. President.

(Applause.)

"It is an honor now to present our hope for civilized government in America, for progressive government in America, for decency and restraint and maturity in international affairs. It is an honor to present the endorsed candidate of the National AFL-CIO and our candidate, the President of the United States, Jimmy Carter."

(Standing applause.)

Address by

HONORABLE JIMMY CARTER **President of the United States**

Monday, September 22, 1980

"Thank you very much, everybody. Thank you.

"Leaders of the organization of working people in California, my good friend Jack Henning, that is one of the best introductions I have ever heard. Beautiful.

(Applause.)

"I, too, am familiar with being quoted out of context by the same crowd. These are the same people, as you know, who said there are two ways to deal with facts. 'You can look them up or you can make them up.' Well, now, they have found a third way, and they botch them up, and they really botched this one up. Thank you, Jack.

"I don't think you ought to feel too badly about it, particularly since you gave a good explanation of it. You are the only leader in America they have used in advertisements to collect residuals for the Republican National Committee. If they pay you for using your name, I hope you will let me know when you collect, because you will be the first person, and

this will be the first time that the Republicans have ever done anything in meeting an obligation to the working people of this country. You will be the first.

(Applause.)

"I am grateful that you let me drop by to interrupt your important proceedings, because it means an awful lot to me to be with you.

"This is an important state in determining the outcome of this election. I do not intend to lose California. If you help me on November 4th, we will win.

"I have only got a few minutes, so I will be brief, but there are a few things I wanted to say, although because you may have heard them from other people, I want you to hear them from me as the President of the United States, as a nominee of the Democratic Party, and as the one you have endorsed for reelection.

"Six weeks from now the American people will make a very profound choice, a choice not just between two men or two parties, but be-

tween two futures. What you decide on that date, you and those who listen to your voice, will determine what kind of life you and your families will have, whether this nation will make progress or go backwards, and whether we have peace or war. It will be a choice between two very different futures.

"We have had five decades since Franklin Roosevelt's time of steady progress interrupted on a few occasions by Republican administrations in the White House. We need to continue what the Democratic Party means for this country and what the labor movement of America has meant to the strength of this nation, not only to your own members, whether this nation will stand firmly by its commitment to justice, to equality and to freedom.

"In keeping with these commitments, for the last 3½ years we faced some of the most difficult problems that this nation has seen. We have stayed at peace through strength. We faced up for the first time I ever remember when an outside force could exert economic pressure on our great country.

Energy Challenge

"The energy problem is profound. We have taken action. Now our oil imports are down over 24 percent. We have gotten over 3400 drilling rigs running right now. We will have more oil and natural gas wells drilled in 1980 than any other year in the history of our country. We are producing more coal this year than any other year in the history of our country. We have got 10 times as many homes using solar power today as we did just four years ago.

"This steady progress that comes in such recent months can profoundly affect the quality of your life, because in the 1970s, in the late years, we have been successful in meeting this challenge on energy, which is crucial. Now we are ready to rebuild the industrial complex of this country.

"As you know, the American worker is the most productive worker on earth.

(Applause.)

"But the American worker has too long been saddled with obsolescent tools and obsolescent factories, and we have got to have the investment that is going to give you the tools, the factories and the opportunities to continue to be the most productive workers on earth in the years ahead.

"We will revitalize America, look to the future with confidence and with commitment and with opportunity and with courage.

"In the process, above and beyond normal economic recovery and above and beyond the programs that are now in the halls of Congress, we will add a million new jobs in the next two years, jobs in growing and in competitive industry.

"It is crucial to me and as Commander in Chief to keep our nation's defense structure strong. For the eight years before I became President, seven of those years we had a decrease in the commitment of American budget funds for defense. Since I have been in office, we have had every year an increase, a commitment in real dollars above and beyond inflation, to American defense. And as long as I am in the White House, this country will be strong, second to none in military power, and you can depend on it.

(Applause.)

"That is the reason we stay at peace, because we are strong. The American people know we are strong, our allies know we are strong and our potential adversaries know we are strong.

"We are developing advanced weapons, but I think it is good for us to remember that the best weapon is one that is never fired in combat, and the best soldier is one that never sheds blood on the battlefield. That can only come about if our determination to keep America strong never waivers.

Strengthen Industry

"It is important for us to strengthen our basic industry — steel, automobile, mining, transportation; also to encourage high technology industries, to expand research and development, to rebuild our transportation system, and to expand exports. We will give direct aid to communities and workers that are hit by changing times, because change is inevitable. We cannot stop and freeze the societal structure of our country, but as those changes take place, it is important to me, and my responsibility, along with yours, to make sure that families don't suffer, and as a factory or plant is phased out because of changing circumstances, that we have jobs that come into that community to tide those families over for new and productive careers.

"The American economy must and will be

a full employment economy, and the American worker will continue to outwork, outproduce and outcompete workers in every other nation on earth.

"That is my commitment to you.

"That is not enough.

"I listened very closely to Jack Henning when he pointed out what Reagan had done here in depriving labor an adequate voice in matters crucial to yourselves and your families. We need a new consensus that recognizes that labor ought to be represented at major decision tables when the future of our nation is shaped.

"We are in danger of having some of those important considerations decided against labor unless we have a President in the White House who can stand in partnership with you. I am still with you on common situs and I will veto any attempt to repeal or modify Davis-Bacon.

(Standing applause.)

"You and I might add one other thing, I don't get in political campaigns to lose. Sometimes there is a delay in victory, but I am still committed to you, and I will support for your interest and for our national interest labor law reform, and I believe we will have it in the years ahead. (Applause.)

"There is another point I want to make very quickly, that is, that when we rebuild our economy, and as we give labor a firm voice in shaping the future of America, we must also expand social and economic justice in America. We must enact programs for the poor, the unemployed, the elderly, and the afflicted and the weak. We need to enact national health insurance. We need to enact welfare reform and expand youth employment.

"These kinds of things give us an unfinished work agenda today that will be very challenging and also very exciting in the years ahead.

"In these 3½ years we have laid a good foundation for the future of an expanding economy, a just society, and a secure nation at peace.

"In contrast to that, we face a Republican candidate and a Republican Party that offers this country a counterfeit future.

"The Republicans proffer the same Republican formulas that long ago failed. When the majority of Americans are reminded, they will remember we heard the Republicans praise the newborn free trade Unions of Poland. Don't you

wish they were as enthusiastic about free trade Unions in America?

"They are opposed to the minimum wage. They support the so-called right to work laws. They support including Unions in antitrust laws.

"They opposed and still oppose Humphrey-Hawkins. They support repeal of Davis-Bacon. They oppose labor law reform.

"They were against Medicaid and Medicare. They called for making social security voluntary. We have heard them describe what unemployment compensation is, and I quote, 'Little more than a paid vacation for freeloaders.'

"Yet after all of that, they now campaign under the guise of being a friend of the working people.

"To solve our energy problem, they have a very simple answer, 'Just turn it over to the oil companies, they will take care of our needs. Trust them,' they say, 'to conserve our gas, oil and resources and develop alternative energy sources. Let's do away with the windfall profits tax. Let the oil companies keep that money and make a decision on how it should be spent.'

"They denied energy conservation and they denied any notion that oil is a scarce resource and ought to be conserved.

Windfall for the Rich

"They fought against and still fight against the windfall profits tax. They have another very simple answer to all our economic problems: a massive tax cut that would be a windfall for the rich and would rob the working man and woman with rapidly increasing inflation in the future. Only one-tenth of that tax cut would go for job-producing investment. The rest of it would set off an inflationary whirlwind.

"There is nothing in these simple answers for rebuilding our ports, our railroads, for research and development, for retaining workers, for aid to cities or communities hit by any economic change.

"That is the kind of future that the Republicans hold out, and that is the reason you and I in these next six weeks must work with determination and fervor in a sacrificial way with a majority of American workers who share our commitment. We need to work together to turn out the Democratic voters in California, the working people who have been the backbone of social and economic progress.

PROCEEDINGS

“Let’s rededicate ourselves to this task, and join the struggle for justice and human dignity. Let’s join together in sweeping California November 4th and making this great country of ours even greater in the future.

“Do your share. I will do my share. We will have a great victory in November.”

(Standing applause. Chants of “We Want Carter. We Want Carter.”)

RECESS

Chairman Gruhn then recognized Vice President Cornelius Wall for a motion.

Vice President Wall moved to suspend the rules and recess the Convention until 9:30 a.m. the next morning.

The motion was seconded and carried, whereupon at 4:35 p.m. the Convention was recessed to 9:30 a.m., Tuesday, September 23, 1980.

PROCEEDINGS
of the Thirteenth Convention
SECOND DAY

Tuesday, September 23, 1980

MORNING SESSION

CALL TO ORDER

The Convention was called to order at 9:56 a.m. by Chairman Gruhn. He then called on Rabbi Jacob M. Ott of Sephardi Temple, for the Invocation.

Chairman Gruhn thanked Rabbi Ott for his Invocation and proceeded to announce the Escort Committee for U.S. Secretary of Labor F. Ray Marshall.

**Escort Committee for U.S. Secretary
of Labor F. Ray Marshall**

The members were announced: Vice Presidents William G. Dowd, Jerry Crem-ins, Frank Souza, Paul Dempster and Tony Ramos.

Chairman Gruhn then called on Executive Secretary-Treasurer Henning who introduced Secretary Marshall to the Convention.

Address

HONORABLE F. RAY MARSHALL
U.S. Secretary of Labor

Secretary of Labor Marshall, in his address to the Convention, praised the labor movement for helping to elect candidates beneficial to workers and for helping to pass laws to fight off attacks on already established protective legislation.

He warned of the antiquated, anti-union, trickle-down, laissez faire policies of the 18th and 19th centuries currently being espoused by the Republican Party. There is little difference, he said, between the anti-labor candidate Reagan and the policies of John Anderson who is opposed to Davis/Bacon Act protections, labor law reform, the repeal of Taft-Hartley 14(b) and is in support of weakening the minimum wage by adding the so-called youth differential, which possesses the dangerous potential of substituting adult unemployment for youth unemployment.

Secretary Marshall stressed that a vote for John Anderson is a vote for Reagan.

President Carter's promise to veto any Davis/Bacon repeal bill was reiterated by Secretary Marshall, who added that the Carter Administration intends to work with labor to see that construction workers get equal picketing rights.

Secretary Marshall noted that Ronald Reagan is opposed to the Occupational Safety and Health Act and that Reagan, if he had his way, would make OSHA a simple research study and consultation program, leaving the health and safety of workers up to what he calls "market forces."

The choice between the candidates, Secretary Marshall declared, is clear: Jimmy Carter as a concerned, intelligent, hard-working President who has an outstanding record in domestic and international affairs and who has one of the best labor records of any President since Franklin Roosevelt. That record, in contrast to Ronald Reagan's anti-labor policies, his simplistic answers to complex problems and his failure to understand the suffering of the unemployed and disadvantaged.

Chairman Gruhn introduced the next speaker, James Lee, President of the State Building and Construction Trades Council.

Address

JAMES LEE

**President, State Building and Construction
Trades Council of California**

President Lee spoke as follows:

"President Gruhn, Executive Secretary-Treasurer Henning, distinguished members of the Executive Council, Brothers and Sisters.

"First of all, I would like to take this opportunity to compliment Brother Henning for his rebuttals on Ronald Reagan's political commercial. It was one of the greatest I have ever seen.

(Applause.)

"I can assure you that the TV networks nationwide wouldn't touch that with a 10-foot pole, because it emasculates and really proves to the people of this nation exactly the type of individual that Ronald Reagan is.

"Incidentally, Jack, President Carter referred to residuals being up to the TV networks and the Republican Party. Forget about your residuals. It will never be shown again.

"You have heard Secretary of Labor Ray Marshall tell us the job he is doing as Secretary, particularly in one area, in regard to the Davis/Bacon wage law, which is for working people, not just construction projects.

"A few months ago we were confronted with a problem at Vandenberg where the Air Force let out to bid a \$50 million construction project with erroneous prevailing wage rates. They were much lower, much lower, and did not provide for fringe benefits in many areas so far as the craftsmen concerned were to be paid on that construction project. Through the efforts of Secretary of Labor Ray Marshall and his office that problem has been resolved. The correct prevailing wage rates have been posted and the contract will be let on that basis.

"For one moment, do you suppose that under Ronald Reagan that we would have a Secretary of Labor such as Ray Marshall to go to and tell him our problem, discuss our problems and have them resolved? Forget it.

"I, like Jack Henning and many of you, worked before the California Legislature when Ronald Reagan was Governor of this state. I learned one thing about Ronald Reagan when it comes to the working people of this state and of this nation, Ronald Reagan would not give you the right time of day.

"Now that the smoke has cleared and the conventions are over, both parties have chosen their standard bearer, it is time for the labor movement to analyze the platform and philosophy of both candidates and issues.

"I know that some of this is going to be repetitious, and you are going to hear it time and time again, but it is so important for the working people that we get this message across, not only to you, Brothers and Sisters, sitting in the audience, but the membership that we represent in order to do a job in November.

"The choice in the 1980 Presidential election is clear, few elections in memory offer American workers such a stark contrast in candidates and issues.

"On labor issues there is a significant contrast between the candidates. President Carter proposed and fought for the labor law reform bill. Ronald Reagan opposed it.

"President Carter signed the highest increase in the minimum wage in history. Ronald Reagan opposed it, and, in speeches, has implied support for cutting the minimum wage to the lowest paid workers in our society.

"The Republican Party platform proposed as a solution to high youth unemployment that employers be allowed to pay young people less than the federal minimum wage.

"President Carter directed his administration to effectively administer the Occupational Safety and Health Act. Ronald Reagan would deny job safety and health protection for millions of workers.

Reagan's Safety Record

"I would like to make one thing specifically clear, when it comes to safety for working people on the job, as the Governor of the State of California the first thing he did was to appoint a guy by the name of Bill Hearn, an employer representative who worked in a non-union bakery in San Francisco, and at the time of his appointment the bakery had 17 safety violations lodged against it.

"Under him he appointed a guy by the name of Jack Hatton who was in charge of the Department of Industrial Relations in California, and he had working for him a guy — I called him Wizard White, who worked for Jack Hatton. Every time that a Division of Industrial Safety Inspector went out on a job, found an unsafe condition or imminent danger to the workers on the job and red tagged the job, all the employer had to do was call Jack Hatton or Wizard White and they would get ahold of the investigator, the safety inspector, and say one thing to him, 'Take that damn red tag off the job and stop harassing the employer.' As a result of this, the State of California, the building trades, had one of the greatest tragedies that ever happened in this state, that was the explosion at the Sylmar tunnel where 17 building tradesmen lost their lives. If he had maintained a strong Safety Division

of the Department of Industrial Relations in the State of California, I am quite confident, such as many of you, it would never have happened.

"This is the type of guy that is running for the Presidency of these United States.

"The GOP platform acknowledged 'the need for governmental oversight of the health and safety of the workplace,' but said that this should be accomplished without interfering in the economic well-being of the employers.

"Further, the 'arbitrary and high-handed tactics used by OSHA bureaucrats must end,' the platform declares. It also called for exempting from safety inspections 'small businesses and employers with good safety records.'

"This would have a devastating effect on the construction industry, because of the fact that many of our employers do not hire that many employees. They are talking about hiring 10 or less employees. Our contractors don't hire that many of them, don't hire as many as 10 employees, and they would all be exempt from the safety provisions of OSHA.

"President Carter and his administration recognize the legitimate role of the labor movement in American society. Ronald Reagan does not. He and his principal backers — Senators Thurmond, Hatch and Helms, to name but three, are long-time fervent opponents of the labor movement and what we stand for. Ronald Reagan has been, and is today, a leading supporter of so-called 'right-to-work' laws which are nothing more than devices to reduce wages and to weaken and destroy America's free labor movement. Indeed, Reagan's candidacy is synonymous with those who promote a 'union-free environment' consisting of the 'business roundtable,' representing 200 of the largest corporations in this country.

"The GOP Platform agreed that unions should continue to have a legal right to organize and to represent workers in collective bargaining. But the exercise of this right must be 'consistent with state laws and free from unnecessary government involvement.'

"Reaffirmed by the Republican Party's long-standing support for permitting states to prohibit union shop agreements through 'right-to-work' as allowed by Section 14(b) of the Taft-Hartley Act, the platform also sought protections against the practice of

using compulsory dues and fees for partisan political purposes. They can spend money by the trainloads, but when it comes to organized labor, it is a no-no.

"The platforms of the two parties provide an exceptional insight into the governing philosophies of the parties and their nominees. It holds out the false hope that the answer to America's complex problems lie in a simplistic solution of tax cuts for the wealthy and big business and less government.

Parties' Platforms

"On taxes, on January 17, 1968, he stated, and I quote, 'We, of course, had to restore to fiscal stability and present a balanced budget for the current year with no cash reserve to call upon and only 12 months spending. We did it without adopting any new taxes — of course, we raised the old ones about \$1 billion.'

"The Democrats specify programs to produce alternate sources of energy. The Republicans would turn over the nation's energy program to the will of the oil companies, and specifically support even higher profits for the energy companies through unrestrained price increases.

"The Democrats support assistance to low-income families and individuals to help them pay high energy bills. The Republicans oppose such aid.

"The Democratic platform would prohibit the major oil companies from gaining monopolistic control of the alternative energy sources. The Republicans are silent on the issue of the concentration of wealth and power in the hands of corporations.

"The Democrats propose a comprehensive program of national health insurance, with strict cost and quality controls. The Republicans oppose such a program.

"On their records and their stands on the issues, the two candidates also offer a clear choice.

"As President, Jimmy Carter has directly confronted some of the most difficult problems in our nation's history. He has, by and large, proposed progressive programs to meet these problems. He has been accessible, open and sympathetic to the problems faced by particular groups in this society, including workers. He has placed his office and his administration on the line in the fight for civil rights at home and human rights abroad. The rec-

ord of the Carter Administration in its funding of education and the appointment of women and minorities to federal posts is unsurpassed.

"Ronald Reagan's record as Governor of California demonstrated his antipathy towards workers and the plight of minorities and the poor. The facts of his record as Governor do not match his glowing rhetoric or recollections about it.

"On worker issues, as Governor, Mr. Reagan opposed collective bargaining for teachers and farm workers, cut back on job safety inspections, tried to exclude teenage workers from unemployment insurance and workers' compensation protections, supported a youth subminimum wage and vetoed construction job safety bills, disability benefits for women suffering pregnancy complications and extending jobless benefits to farm workers. He also pushed through the largest tax increase in the state's history, greatly increasing the tax burden of working families.

"There are also clear differences between President Carter and Ronald Reagan on the issues. On jobs, President Carter initiated a variety of programs to create jobs for the unemployed which brought the nation out of the disastrous 1975 recession, while Ronald Reagan holds out the false hope that 'trickle-down' economics will somehow result in a better future for the unemployed after the appetite of the rich and the big corporations has been satisfied by unjustified tax cuts.

"President Carter supports a specific program of substantive tax reform, while Ronald Reagan offers a massive tax cut for the wealthy and big business as an alternative to the kinds of programs we believe are necessary to meet the real problems faced by the American people. President Carter supports ratification of the Equal Rights Amendment. Ronald Reagan opposes it.

"On the basis of their past record, the platform of their respective parties and their stand on the issues, we find much to support in the record of President Carter and much to oppose in Ronald Reagan's record.

Reagan's Views

"In conclusion, in view of Ronald Reagan's record and his inconsistencies, how can any working man or working woman

in this state and in this nation support a candidate who has made the following statements, and I quote, on labor: 'I favor Section 14(b) of the Taft-Hartley Act, permitting states to outlaw the union shop.'

"And I quote again, 'The next time a Senate Subcommittee decides to hold a hearing to improve the farm workers' lot, I suggest they hold it in a state other than California, and suggestions might well apply to the professional bleeding hearts who conducted that 300-mile Easter egg roll from Delano to Sacramento.'

"(The) reference was to the U.S. Senate Farm Labor Hearings, and the National Farm Workers' Association march on the State Capitol in protest of farm workers' wages and conditions.

"On jobless pay, 'Unemployment insurance is a prepaid vacation plan for free-loaders.'

"On Social Security, 'Social security ought to be voluntary.'

"On civil rights, 'I would have voted against the Civil Rights Act of 1964.'

"On urban aid programs, 'Under urban renewal, the assault on freedom carries on. (It is) a program that takes from the needy and gives to the greedy.'

"On anti-poverty programs, 'We were told four years ago that 17 million people went to bed hungry every night. Well, that was probably true. They were all on a diet.'

"Here is what Reagan said April 23, 1980, at St. Mary's College in South Bend, Indiana: 'I believe that labor union leaders have accumulated such power that we should look very closely at whether they should not be bound, as business is, by the antitrust laws. Labor has become so powerful, and bargaining on an industry-wide basis as they do, I've thought for some time they should be subject to the same restraints that are imposed on industry and business.'

"In 1958 organized labor in this state flexed its political muscles. The State of California was confronted with the 'right-to-work' issue. The labor movement in the state pooled their resources, their manpower, and did one of the most fantastic jobs I have ever seen done by any segment of organized labor. We defeated the 'right-to-work' issue by over a million votes.

"In November we must revert to that

type of unity. We have got to get together again. In November we have got to get to our people, and we must convey a message. We can, we must, and we will, with your help and your support, hand this state over to President Jimmy Carter on November 4th.

"Thank you very much."

Chairman Gruhn introduced Earl McDavid, Secretary-Treasurer of the Union Label and Service Trades Dept., AFL-CIO, for an address.

Address

EARL B. McDAVID

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

The Union Label and Service Trades Department is involved in an extensive organizing program across the nation, said Secretary McDavid. The goal, he said, is to have a functioning union label council in every central labor council and every state labor federation in the U.S.

The concept of the Union Label and Service Trades is a valuable tool in combatting imports, protecting U.S. industry, protecting jobs and organizing the unorganized, said Secretary McDavid.

There are 21 sanctioned boycott actions in effect today, he said, and leading the list are the boycotts against J. P. Stevens by the Amalgamated Clothing Workers, the Coors Beer boycott by the Brewery Workers Union and the boycott against Red Coach Lettuce led by the United Farm Workers of America. Secretary McDavid encouraged the labor movement to continue to lend its support in these actions.

Chairman Gruhn then introduced Lieutenant Governor Mike Curb, for his address to the Convention.

Address

HONORABLE MIKE CURB

Lieutenant Governor of California

Lieutenant Governor Curb called for preserving and expanding jobs in the 1980's. The real challenge, he said, is not between labor and management but rather between American productivity and the productivity of other industrialized nations.

Two areas of great concern, Lieutenant Governor Curb said, are in housing and energy. The housing situation is worsen-

ing, he claimed. We need 300,000 new units each year and we are failing to meet that demand, especially in low and moderate-priced homes. Last month, he said, the average sale price for a single family dwelling in California topped \$100,000. Housing starts were down 48% in April 1980 compared to April of 1979, he noted.

In the area of energy, Lieutenant Governor Curb claimed that we have great resources in coal and oil shale deposits but need to learn how to utilize them. He emphasized that we must develop new technology for the 1980's and that includes nuclear power.

The question business and labor must face in the 1980's, he said, is how can the U.S. remain competitive with other industrialized countries if they are able to use low-cost nuclear energy in their productive sector while American industry is forced to pay the high costs of oil and gas.

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

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

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

Report Adopted

Chairwoman Mahoney's motion:

"Mr. Chairman, this completes the report of the Credentials Committee and I would like to move its adoption."

The motion was seconded and carried.

Announcements

Chairwoman Mahoney: "Mr. Chairman, at this time I would like to make the announcement that the Credentials Committee will be open at 4:30 to 7:00 tomorrow night to register before the COPE Convention."

Chairman Osslo of the Legislation Committee said: "Mr. Chairman, there will be a meeting of the Committee on Legislation in Room 205, which is up the escalator to your right, at 12:00 o'clock after adjournment of this meeting." He named the members.

Chairman Gruhn: "The Chair now calls

upon the Chairman of the Committee on Rules and Orders of Business, Steve Edney."

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

"Mr. Chairman, fellow delegates, I have the proposed Rules and Order of Business."

1. **ROBERTS RULES OF ORDER.** The convention shall be governed by Roberts Rules of Order on all matters not provided by the Constitution or specified in these rules.
2. **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 shall 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 solely to the consideration of endorsement of candidates and statewide propositions. 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 non-concurrence shall be first on the minority report.
7. **COMMITTEE QUORUM.** A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.
8. **PASSAGE OF RESOLUTIONS AND COMMITTEE REPORTS BY CONVENTION.** A majority of the delegates present and voting shall be required to act on a committee report or a resolution except a constitutional amendment, which shall require a two-thirds vote of the delegates present and voting.
No motion shall be acted upon until an opportunity to speak has been given the delegate making or introducing same, if he or she so desires.
9. **ROLL CALL VOTE.** At the request of one hundred and fifty delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.
10. **PRECEDENCE OF MOTIONS DURING DEBATE.** When a question is under debate or before the convention, no motions shall be received but the following, which shall take precedence in the order named:
First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to or to re-refer to committee; eighth, to divide or amend, ninth, to lay on the table.
11. **MOTIONS IN WRITING.** Upon re-

quest 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. Motion to lay on the table shall be put without debate.

15. RECOGNITION AND DECORUM OF DELEGATES. (a) Delegates when arising to speak shall respectfully address the Chair and announce their full name and the identity of the organization which they represent.

(b) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

(c) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(d) Any delegate may appeal from a decision of the Chair, without waiting for recognition by the Chair; even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the convention prior to the appeal

being taken.

(e) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

(f) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

(g) Any delegate may rise to explain a matter personal to himself or herself, and shall forthwith be recognized by the Chair, but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.

16. VOTING NOT TO BE INTERRUPTED. When once begun, voting shall not be interrupted. No delegate shall be allowed to change his or her vote, or have his or her vote recorded after the vote is announced.

Rules Adopted

Chairman Edney's motion to adopt the Rules and Order of Business for the Convention was seconded and carried.

RECESS

Secretary-Treasurer Henning moved that the Convention be recessed until 2:00 p.m. His motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:10 p.m.

He called on Max Osslo, Chairman of the Committee on Legislation, for a report.

PARTIAL REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Resolution No. 3

Auto and Gasoline Tax Deductions

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 12

Workers' Compensation for Apprentices

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 2**Unemployment Insurance for Strikers**

The Committee's report:

"The subject matter of this resolution is concerned with providing payments of unemployment insurance program to strikers. This subject matter is covered in Statement of Policy V, Unemployment Insurance, Page 4, and in Item X in the Opinion of Your Committee, more adequately cares for this subject matter.

"Your Committee, accordingly, recommends that Resolution No. 2 be filed.

"I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 40**Repeal Precedent Benefit Decision PT-125**

The Committee's Report:

"Your Committee notes that the purpose of this resolution is not simply to resolve precedent tax decision 125 but in addition to enact legislation to provide coverage of the Unemployment Insurance law for all homeworkers. Your Committee recommends concurrence."

The motion was seconded and carried.

Resolution No. 41**Variable Disqualifications**

The Committee's report:

"The subject matter of this resolution is concerned with the disqualification for trade disputes. The subject matter is contained in the Statements of Policy V, Unemployment Insurance, page 14, Item 10 and in the opinion of your Committee is more adequately covered in the Statements of Policy.

"Your Committee therefore recommends that the resolution be filed. I so move."

The motion was seconded and carried.

Resolution No. 42**Waiver of Waiting Period**

The Committee's report:

"The subject matter of this resolution is concerned with the waiver of waiting period. This subject is contained in the Statements of Policy V, Unemployment Insurance, page 14, Item 6, and since it is treated more favorably in the Statements of Policy your Committee recommends the resolution be filed. I so move."

The motion was seconded and carried.

Resolution No. 43**Provisions of Reason for Discharge in Writing**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 44**Quit Through Cause of Employer Operating in Violation of State or Federal Law**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 45**Respect Collective Bargaining Agreements**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 46**Add Dependency Benefits to Unemployment Insurance Code**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 47**Increase of U. I. Benefits**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 57**Unemployment Insurance Benefits for Strikers**

The Committee's report:

"The subject matter of this resolution is concerned with payment of unemployment insurance benefits to strikers. The subject is also contained in the Statements of Policy V, Unemployment Insurance, page 14, Item 10.

"In order to be consistent with the policy your Committee recommends that the resolution be amended by striking in the first Resolved the words 'and that economic strikers shall be eligible for such benefits after the sixth week.' And as so amended recommends concurrence.

"I move the adoption of the Committee's report on concurrence."

The motion was seconded and carried.

Resolution No. 48

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

The committee recommended concurrence.

The committee's recommendation was adopted.

Escort Committee for Superintendent

Wilson Riles

Chairman Gruhn announced the Escort Committee for Superintendent Wilson Riles as follows:

Vice Presidents Al Green, Greg Hunsucker, Harry Finks and Justin Ostro.

Chairman Gruhn then introduced Superintendent Riles for an address.

Address

WILSON RILES

Superintendent of Public Instruction

Superintendent Riles, in his address to the Convention, told the delegates that labor and education must continue to work together to solve our problems.

He reminded the delegates that the state's surplus is running out due to the financial losses suffered with the passage of Proposition 13. The future for the public schools in the next fiscal year looks bleak, he said. This threat to education, he noted, is focused on those families least able to afford it. He also said that Proposition 13 has had a neutralizing effect on the Serrano decision of a few years ago to equalize educational opportunities.

The shadows of the past, he stressed, are emerging everywhere these days, the past where labor had few rights and labor's children had few opportunities.

Superintendent Riles called for labor and education to work together to turn back the rising tide of reaction. We need, he said, to find a formula for an equitable tax structure to support essential services. We equally need, he noted, to work to educate the public that strong unions are the backbone of American industry and to work to keep our public schools places of opportunity for all children.

Chairman Gruhn then called on Max Osslo for a report of the Legislation Committee.

**PARTIAL REPORT OF
COMMITTEE ON LEGISLATION**

Max Osslo, Chairman

Resolution No. 30

Child Care

and

Resolution No. 38

Child Care Programs

The Committee's report:

"Now, the subject matter of these resolutions is similar, namely child care programs.

"Your Committee believes the subject matter is more adequately covered in Resolution 38 and accordingly recommends that Resolution 30 be filed and recommends concurrence in Resolution 38.

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

The motion was seconded and carried.

Resolution No. 7

Disability Benefits

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 49

Medi-Cal Reimbursement Rates

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 52

Hospital Cost Containment

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 11

Item Pricing

and

Resolution No. 15

Preserve Item Pricing Marking

The committee's report:

"Now, the subject matter of these resolutions is similar, namely, item pricing.

"In the opinion of your Committee the subject is more adequately covered in Resolution No. 15 and therefore recommends that Resolution No. 11 be filed and recommends concurrence in Resolution No. 15.

"Mr. Chairman, I move concurrence in the Committee's report."

The motion was seconded and carried.

Delegate Carmen Piantedosi (Printing Specialties & Paper Products No. 388, Norwalk) raised a question concerning item pricing. He asked if automated equipment was going to eliminate item pricing and expressed his concern for senior citizens who sometimes seemed confused by the new technology in the stores.

Chairman Gruhn replied that some communities have passed ordinances to require item pricing where automated checkout systems exist. He noted that the Federation has been seeking legislation on the state level to protect consumers in stores with item pricing.

Secretary-Treasurer Henning then explained that in 1975 the Federation introduced a bill authored by Senator Roberti to provide for item pricing regardless of the electronic scanner. That bill was enacted for a two year period. It was renewed in 1977, but it failed to be renewed the next time. He noted that there have been successful efforts to require item pricing at the local level even when scanners are put into effect.

Delegate Marjorie Caldwell (Retail Clerks No. 1442, Santa Monica) added that consumers are voicing their opinions on price marking in 15 test stores in Los Angeles County. She urged all consumers to register their opinion whenever possible.

Resolution No. 29

Anti-Scab Law

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50

Employee Protection in Hospital Closures

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 53

Require Agency Shop Provision

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56

Local Agency Personnel Standards

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 59

Arbitration in Public School Collective Bargaining Agreements

The Committee's report:

"The subject matter of this resolution is concerned with Arbitration in Public School Collective Bargaining Agreements. The resolution, however, would limit arbitration as the 'sole remedy' available.

"While public employees favor the concept of arbitration they believe that other remedies currently available to them by way of litigation, et cetera, should not be removed.

"Your Committee accordingly recommends nonconcurrence in the resolution.

"Mr. Chairman, I move adoption of the Committee's report on concurrence."

The motion was seconded and carried.

Resolution No. 51

Agency Shop Agreements

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 13

Housing

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 1

Freeway Emergency Call Box

The committee recommended concurrence.

The committee's recommendation was

adopted.

Resolution No. 9

Medical Records

The Committee's report:

"Your Committee recommends concurrence in this resolution but wishes to bring to the attention of the delegates that legislation was adopted during the 1980 session of the California Legislature retroactively to make inapplicable the provisions of SB 480 until July 1981. Therefore the Committee recommends concurrence on this and I move the adoption of the Committee's report."

The motion was seconded and carried.

Resolution No. 54

Race Track Anti-Workers Practices

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 55

Campaign Spending Limits

The Committee's report:

"The subject matter of this resolution mandates the Federation to support legislation introduced by Common Cause and to specify that only certain specific amendments are to be made to AB 2927 when it is introduced at the next session.

"Furthermore, this resolution would not only impose limitations on the amount of contributions that could be made in political campaigns but would eliminate the individual \$100 deduction presently permissible and might subject the Federation and all of its affiliates to the contention that they were one labor organization subject to the contribution maximum limitation.

"For all of these various reasons your Committee recommends non-concurrence in the resolution.

"Mr. Chairman, I move non-concurrence in this resolution."

The motion was seconded and carried.

Resolution No. 60

Regulate Agents and Representatives of Professional Athletes

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 61

Building Standards Commission and Office of Administrative Law

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62

CAL/OSHA Special Studies

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 66

Amended Motor Vehicle Code & Drivers' Licensing Manual

The Committee recommended concurrence.

The motion to adopt the committee's report was seconded.

Delegates Harry Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland), Carmen Piantedosi (Printing Specialties & Paper Products No. 388, Norwalk) and M. B. Dillashaw (Cement Masons No. 594, Oakland) spoke in support of the Committee's recommendation.

The Committee's recommendation was adopted.

Chairman Gruhn then introduced Michael Linfield as the next speaker.

Address

MICHAEL LINFIELD

Coordinator, J.P. Stevens Project

When J.P. Stevens is organized, labor can move to open the entire South to unionization, declared Michael Linfield, Coordinator of the J.P. Stevens Project. He guaranteed that we will force Stevens to recognize the union and that a strong union contract would be signed.

He listed the medieval practices the Stevens Company has been guilty of while violating the law over 1,000 times over the years. Among these practices has been Stevens unceasing attempt to be vindictive toward the workers they can identify as pro-union. This was especially true, he noted, at the Roanoke Rapids plant where the management withheld an eight percent pay increase granted to the rest of the textile

industry workers. The workers at Roanoke Rapids had been punished for voting pro-union, he said.

The boycott is working, he said, citing Stevens profits have tumbled 15 percent the first 9 months of 1980.

As a result of the boycott, the labor movement stands to gain three achievements, Linfield declared: The first, the opening of the South to unionization with the inevitable victory of the Stevens workers. Secondly will be the use of economic and political power wielded through the control of pension fund moneys. And thirdly, he said the boycott is strengthening a massive coalition involving all sectors of the progressive community that can bring social justice to all working and oppressed people.

Chairman Gruhn thanked Brother Linfield for his address and recognized Delegate Carmen Piantedosi (Printing Specialties & Paper Products No. 388, Norwalk) who remarked that Coors Beer also has another brand named Herman Joseph.

Chairman Gruhn then introduced Robert Harbrant of the Food and Beverage Trade Dept., AFL-CIO, for an address.

Address

ROBERT HARBRANT

President

Food and Beverage Trades

Department, AFL-CIO

The business community, President Harbrant explained, is trying to mislead the public into thinking that unions are no longer necessary because bad conditions, indignities and low wages have been eradicated. Obviously, he said, the facts don't support the rhetoric. Twenty-five million or eleven percent of the population is still poor, he claimed, and more Americans died from job-related diseases in recent years than died in 16 years of fighting in the Vietnam and Korean wars.

He called for unification in the labor movement to better counteract the anti-

worker activities of the corporations. We must build coalitions, go on the offensive and make constructive changes, President Harbrant stressed.

Young people are making up a growing percentage of the labor force, he said, and the service trades are getting most of them. We need to accordingly change our perspective of the labor force and make an effort to show those young workers we deliver on the things we promise, he said.

President Harbrant concluded his remarks with a stinging criticism of the media's treatment of organized labor. We are often misquoted, distorted and shown in a poor light by today's media, he said.

Because the media are often ignorant of the labor movement, he noted it is time we made an effort to get off the defensive and attempt to educate them.

Announcement

Chairman of the Resolutions Committee, John Crowley, announced that the Committee would meet Wednesday morning at 8:30 a.m. in Room 206 of the Convention Center.

Membership Report Presented

Chairman Gruhn recognized Secretary-Treasurer Henning who referred to the Federation's membership report.

"In accordance with Constitutional requirement, I place in the record of the Convention, the membership report on per capita as of June 30, 1980. This is, of course, included in the booklet that is entitled 'Report of the Executive Council and Executive Secretary-Treasurer.'"

RECESS

Secretary-Treasurer Henning:

"Mr. Chairman, delegates, I move that we suspend the rules and recess until 9:30 a.m. tomorrow."

The motion was seconded and carried.

(Whereupon the Thirteenth Convention was recessed to 9:30 a.m., Wednesday, September 24, 1980.)

PROCEEDINGS **of the Thirteenth Convention** **THIRD DAY**

Wednesday, September 24, 1980

MORNING SESSION

CALL TO ORDER

The Convention's morning session was called to order by Chairman Gruhn at 9:56 a.m.

Father Joe Battaglia, Community Director for the Catholic Archdiocese of Los Angeles, then gave the Invocation.

Correction Noted

Chairman Gruhn referred the delegates to the Second Day's Proceedings.

"Delegates, I would like to point out a correction in Part 3, the Daily Proceedings, Second Day, page 6. In the right-hand column you will see a resolution, the third one down noted as Resolution No. 37, titled **Equal Rights Amendment**. There was an error made in the printing and if you want to correct that now, this is the best time to do it. You will have your records straight. That resolution should be No. 57 and it should be titled **Unemployment Insurance**."

Chairman Gruhn then called on William G. Dowd, Chairman of the Committee on Constitution, for a report.

REPORT OF COMMITTEE ON CONSTITUTION

William G. Dowd, Chairman
Resolution No. 69
Fiscal Depositories

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 70

Political Endorsements

The committee recommended concurrence and the motion to adopt the committee's recommendation was seconded.

Delegate William Perkins (Offset Workers, Printing Pressmen and Assistants No. 78, Los Angeles) requested that a copy of the Federation's Constitution be available to the delegates so that they could better

understand a resolution that amends the Constitution and By-Laws.

Chairman Dowd, to clarify the intent of the resolution, read Sections 1 and 2 of the Federation's Constitution:

"Section 1, this is the Constitution I am reading from:

" 'Officers of the Federation, members of the Executive Council and delegates to a Special Pre-Primary Election Convention and/or a Pre-General Election Convention who are "lobbyists" within the meaning of the State of California Political Reform Act of 1974 shall have voice but no vote in the political recommendation and endorsement process relating to candidates for State and Local offices outlined in this article.'

"Now we will go to Section 2, page 51 of our Constitution.

" 'The Standing Committee on Political Education shall proceed as follows in the making of political contributions to candidates for State and Local office (who have been endorsed pursuant to Article XIV-F of this Constitution) within the meaning of the Political Reform Act.

" '(a) The Committee shall determine by vote of its members who are not "lobbyists" within the meaning of the Political Reform Act the maximum amount of its Fund that may be used for the making of contributions to such candidates, within the meaning of the Act, and the maximum amount that may be contributed to any such candidate or class of such candidates, in total and/or at any one time. The Committee's Director shall provide such advice and information as the Committee requests but shall not make any recommendations as to the amounts to be contributed.

" '(b) The Committee shall by a vote of those of its members who are not "lobbyists" within the meaning of the Political Reform Act select from among its members who are not "lobbyists" as just

defined, a three-member Subcommittee on State and Local Office Political Contributions, and three alternates, and shall designate one of that number as the Subcommittee's Chairman. The Committee's Director shall be a member of said Subcommittee ex-officio with a voice but no vote. The Subcommittee shall have the authority to receive monies utilized for the making of, and to make political contributions within the limits adopted pursuant to Section 2 of this Article by the full Committee. The Committee's Director shall provide such advice and information as the Subcommittee requests but shall not make any recommendations as to the amounts to be contributed.' "

Chairman Gruhn then called on Charles P. Scully, General Counsel of the California Labor Federation, to give a legal view of the constitutional amendment.

Remarks

Charles P. Scully
General Counsel

General Counsel Scully spoke as follows:

"The state agency ruled that anybody who was a lobbyist could not be involved in contributions to the members that were either in the state legislature or running for it.

"The National AFL-CIO worked out an agreement with the agency that instead of Mr. Henning, Mr. Gruhn or Mr. Finks being involved, there be a three-member committee. And it's my recollection Mr. Crowley was the one in charge of that. They would be the ones that would be handling money. Fortunately, litigation occurred and the courts knocked out this restriction and said that they could be involved in contributions. All we're doing is taking that amendment, which we call the Meany Amendment, out of the Constitution and putting the Constitution back prior to the time the agency came up with this arrangement."

Chairman Gruhn then called on Secretary-Treasurer Henning who further explained the resolution by giving the background of Proposition 9 in 1974.

Proposition 9 Background

Secretary-Treasurer Henning said:

"Mr. Chairman and delegates, just a word.

"You remember, we had a bitter fight

on this with the present Governor of California in the election in 1974.

"We took the position the restrictions of Proposition 9 would, indeed, limit free speech. There are many who disagreed with us, but the State Supreme Court by unanimous vote upheld our right.

"So those who are registered lobbyists, as the General Counsel indicated, now have the right to speak on endorsements and on contributions.

"Our argument always was that a lobbyist for a labor union has a position that is distinct and different from the lobbyist from a corporation who has no say, actually, in the policy direction of the corporation.

"Further, it was a complete fraud because while the restrictions were on the lobbyist for the corporation, the vice president and president of the corporation could call up any legislator and tell him how much money he would be giving in the course of a campaign at any time. There was never a restriction on the corporate structure.

"History proves we were right when we opposed Jerry Brown in 1974. So now we are removing those restrictive provisions from the Constitution which were necessary by the passage of that initiative in 1974."

Recommendation Adopted

The motion to adopt the committee's recommendation was carried.

Chairman Dowd continued the committee's report:

Resolution No. 71

Per Capita Tax

The committee recommended concurrence and the motion was duly seconded.

Chairman Gruhn called on Secretary-Treasurer Henning who explained the resolution in further detail in order to eliminate any confusion about its effect.

Secretary-Treasurer Henning said:

"Mr. Chairman, delegates, if there should be some confusion of the reading of the change in the two figures, actually one figure applies to the per capita that goes to the Federation, and one to COPE. It is now 10 cents to the Federation and 5 cents to COPE. The only change is 5 cents per capita increase for the Federa-

tion, which makes the total per capita 20 cents.

"But to give an example where the other state federations of the West are: Alaska, 40 cents; Arizona, 40 cents; Colorado, 30 cents; Hawaii, 30 cents; Idaho, 45 cents; Montana, 52 cents; Nevada, 35 cents; Oregon, 32 cents; Texas, 30 cents; Utah, 35 cents; Washington, 45 cents; and Wyoming, 60 cents.

"There is a five cent increase for a total of 20 cents."

Recommendation Adopted

The motion to adopt the committee's recommendation was carried.

Resolution No. 72 Expenses

The committee recommended concurrence and the motion was seconded.

Delegate Carmen Piantedosi (Printing Specialties and Paper Products No. 388, Norwalk), asked that General Counsel Scully explain the automobile mileage allowance.

Recommendation Adopted

General Counsel Scully explained the mileage allowance and the motion to adopt the committee's recommendation was then carried.

This concluded the report of the Committee on Constitution. Chairman Dowd read the names of the committee members, thanked them for a job well done and moved that the committee be dismissed with a vote of thanks.

His motion was seconded and carried.

Chairman Gruhn also thanked the committee for their work and then called on John Crowley, chairman of the Committee on Resolutions for a further report.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley, Chairman

STATEMENT OF POLICY VII

Women's Rights

The committee recommended concurrence and the motion was seconded.

Delegate William Perkins (Offset Workers, Printing Pressmen and Assistants No. 78, Los Angeles) spoke in behalf of women's rights.

The motion to adopt the committee's recommendation was carried.

Resolution No. 32

Affirmative Action Program

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 33

Women Participation in Unions

The committee recommended concurrence and the motion was seconded.

Delegates Mary Bergan (East County Federation of Teachers No. 2001, Pittsburg) and Edith Withington (Office and Professional Employees No. 29, Oakland) spoke in support of the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Resolution No. 34

Women Workers

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 35

Equal Pay for Work of Comparable Value

Chairman Crowley reported:

"The subject matter of this resolution is concerned with equal pay for work of comparable value.

"The subject matter of this resolution is contained in the Statements of Policy VII, Women's Rights, commencing at page 15.

"In the opinion of your committee, this principle is better stated in Item 7 of the Policy Statements, page 16, and accordingly your committee recommends the resolution be filed and I so move."

Delegate James L. Imerzel, Jr. (Communications Workers No. 9410, San Francisco) spoke in opposition to the committee's recommendation.

Chairman Crowley referred delegate Imerzel to Statement of Policy VII, Women's Rights.

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

Recommendation Adopted

The motion to adopt the committee's recommendation was carried.

Resolution No. 36**Representation Rights Through Union Organization for Women Workers**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 37**Equal Rights Amendment**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 22**Humphrey-Hawkins Full Employment**

The committee's report:

"Your committee regrets that an error occurred in the reporting of this resolution and in order to correct the situation, I move reconsideration of the action previously taken by the Convention in regard to it, and if granted, the committee will plan to recommend concurrence in the resolution as amended by striking on Line 6 of the Resolved, the word 'passage' and inserting the words 'full implementation.'"

"I, at this time, therefore urge reconsideration."

The motion for reconsideration was seconded and carried.

Chairman Crowley moved concurrence in the resolution as amended.

His motion was seconded and carried.

Chairman Gruhn then introduced Donald Vial, Director, California State Department of Industrial Relations, to the Convention for an address.

Address**HONORABLE DONALD VIAL****Director****California State Department of Industrial Relations**

Director Vial first praised the California labor movement, under the leadership of Secretary-Treasurer John F. Henning, for putting together a major workers' compensation benefit bill and getting it passed.

He then told the delegates that through the collective bargaining process, which is, he said, "the underpinning for economic growth in this society," the labor movement will establish an investment strategy that has the welfare of working people as its basic and primary interest.

That, he said, will be realized when pension funds, workers' savings and deferred income are put to work to redirect and revitalize our society.

Director Vial said the state government has created a "task force on public investment" for the purpose of helping labor channel pension fund investment in areas of social and economic priorities important to the trade union movement.

In that regard, he said it is important for the California Housing and Finance Agency to aid the pension funds to invest more fully and directly into the housing market. This, he said, is a way to channel workers' savings into meeting the housing needs of low and moderate income people.

This kind of economic policy, Director Vial emphasized, is necessary investment strategy for establishing and restoring full employment and making our industries more competitive in the world markets.

We must be alert to attempts by the wealthy and the corporations to achieve deregulation in order to accommodate the "supply side" economics advanced by Ronald Reagan in his presidential campaign, he said. And, he warned, deregulation also means undercutting OSHA, the minimum wage and Davis/Bacon protections.

Due to the signing into law of a package of 14 bills, said Director Vial, California has advanced a program to identify toxic substances in the workplace and to prevent exposure to those substances by workers. The new program, he said, would not have been possible without the administration's close working relationship with organized labor.

Chairman Gruhn thanked Director Vial for his address and then called on Secretary-Treasurer Henning for his report to the Convention.

REPORT TO THE CONVENTION**JOHN F. HENNING****Executive Secretary-Treasurer****California Labor Federation, AFL-CIO**

"Mr. Chairman and Delegates, the requirement of the Annual Report rests with the Secretary-Treasurer. You have that in the printed booklet. Beyond that I will emphasize a few points.

"I think we can be very pleased for the first time in the history of this organization, or the old AFL or old CIO, we have been addressed in State Labor Conven-

tion by the President of the United States and the Chief Justice of the State Supreme Court.

"This morning on national television there was a reference made to President Carter's campaign against Reagan and our California Labor Federation was mentioned, because in his address here, Jimmy Carter said that the choice facing the nation in November is a choice between peace and war. And out of that has come the Reagan charge that he is being called a warmonger. We have had many differences over the past four years with Jimmy Carter, but now we face the reality of a choice between reaction or progress under conditions that may not be ideal, but which prevail.

"I don't think anyone here would challenge the fact that Jimmy Carter has shown mature restraint in international affairs. Actually he is the first President in 40 years who hasn't sent American troops overseas. This is not to say that past actions were not morally just, but it is to say that he has been something other than a gunslinger in international affairs, and when we consider the intemperance of the people around Ronald Reagan and the fact that older men still often like to prove their virility and their maturity by sending young men out to die in war, when we consider all the potentials for disaster in that kind of a situation, we should be pleased that we have a man of restraint in Carter. He can be hard on the podium. He can be hard in his campaign, but he has been a man of discipline in the international affairs.

"It is the habit of old men who can't be drafted to be warlike and send young men out to die, but this we can say about Carter: He is a graduate of Annapolis. He was in a sense, a professional military man. He knows the terrors and the horrors of war and I think all Americans should be confident that we have a President who is building up the great arsenal of defense, but who has no imperialist ambitions and no pleasures to be realized in sending young men out to die to satisfy his own sense of personal power and personal strength.

(Applause.)

"Another thought on where we are going: We know it is a conservative period, a conservative time. We tend to be on the defensive, not only in collective bargain-

ing, but in Sacramento and in Washington. But, it is time to assert the fact that labor is the indispensable element of the economy of this or any other nation. For 10 years it was my pleasure to sit at the feet of the man I still regard as the great Neil Haggerty, who more than any one person built the California State Federation of Labor, the old AFL that existed prior to the merger of 1958. Neil was born in the latter part of the last century. And he still knew some of the old war slogans of the labor reformists and while he was not a Marxist, he believed very strongly in the old cry that was popular in his day that labor is the creator of all wealth. We could apply it this way: They talk about the corporations. They talk about General Motors as being a corporation with reserves and capital greater than that of many nations in the world. But let's remember this, Brothers and Sisters, without labor there is no General Motors.

(Applause.)

Labor's Indispensable

"Without the hands and the minds of labor, there is no auditorium here. There is no city. There is no farming, no agriculture. There is nothing. Labor is the indispensable element of economic and industrial existence and when we talk to the representatives of industry and finance, we should hold the superior position. They live by our sufferance.

(Applause.)

"One other thought, I think, of importance: In 1950 in this state, 42 percent of all workers in non-agricultural employment, were in unions. Today we are only 25 percent.

"What we have failed to do is reach out to white collar employees. The great growth of the labor force in this decade will be in that sector. We must organize sales and service personnel, white collar employment. This isn't to deemphasize manual labor unionism, but it is to remember that manufacturing employment is in decline. It is to remember that in the last decade, white collar workers became the majority force of the American labor force. The trade union movement that fails to understand the reality of change will become a relic of history. There is no place for living in the past in a movement that is becoming a declining proportion of the labor force. Why are we declining in the white collar force? Out-

side of the public sector there is the social snobbery on the part of those who have been given such values throughout their educational system and throughout the national culture. But more importantly, we have failed to organize women workers. They are organized in certain marginal fields where they share work with union men. But I am talking of the banks, the insurance companies, the private offices, the savings and loans, the real estate firms.

"There is only going to be one answer. There has to be coming out of the national movement someone with the concepts of John L. Lewis of the United Mine Workers who organized for the first time in trade union history the unorganized industrial workers of the nation. It is only going to be that kind of a commitment by the Internationals that make up the AFL-CIO that can ever bring unionism to the millions of women workers and male white collar workers. That should be the great challenge of our movement in the decade before us. If it is not, you will hear speakers coming here from the national organization or from the state government telling us 10 years from now that we represent about 10 percent of the workers in the American labor force. Ten percent economically. That means five percent politically.

Reach the Worker

"One last thought. You will note in the report of the Secretary-Treasurer that we sponsored 11 educational conferences since the last convention. We covered subjects ranging from alcoholism to unemployment insurance to political action. The thought here is that the union members, the people we represent do not identify their whole existence with the Trade Union Movement. And unless we recognize the whole nature of workers, we cannot pretend in any manner to speak for them. They will be nothing more than people who come to union meetings. But they have other ambitions. They have other problems. They are tortured by other issues in life and unless we reach out to them as we have attempted to do in a very modest way through labor education, we fail our destiny.

"One of the issues that we did discuss in the educational conferences of this past year dealt with political action. We must never be the houseboys or the errand girls

of the Democratic party or any force outside the Trade Union Movement. We have to think more in terms of political independence.

"So in our political education we will continue to raise the question of dissent with what is, with what is not necessarily proper; with what is not necessarily moral.

"Through action on the job front and on the political front we want to build a future that will be socially responsible and economically and socially moral. I welcome you once more, Brothers and Sisters, to join with all of us in abolishing the political traditions that limit us, the traditions that made us party puppets. We can forge the tradition of independence by our own talents and our own dedication.

"Thank you. It's good to serve you and great to be with you."

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

Before the report commenced, Chairman Gruhn recognized Delegate Tony Cannata (Contra Costa County Central Labor Council, Martinez) who appealed to the labor movement to organize the unorganized. He also encouraged increased representation of the AFL-CIO membership at statewide conventions.

Chairman Gruhn also noted that an affiliation program was planned to begin after the Convention. It would be conducted in cooperation with International Unions to promote increased local union affiliation with the Federation.

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

John F. Crowley
Chairman

STATEMENT OF POLICY VIII Social Security

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY IX Health Care

Chairman Crowley moved adoption of the committee's recommendation for concurrence. The motion was seconded.

Delegate William Perkins (Offset Work-

ers, Printing Pressmen & Assistants No. 78, Los Angeles) spoke in opposition to the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Resolution No. 10

Protection Against Industrial Disease

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 27

National Health Security

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.

**STATEMENT OF POLICY XI
Consumer Protection**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28

Exorbitant Profits and Usury

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XII
Labor Legislation**

Chairman Crowley moved adoption of the committee's recommendation for concurrence.

The motion was seconded.

Delegate Oscar Fuss (Southern California Dental Technicians No. 100, Los Angeles) spoke in opposition to the committee's recommendation.

Delegate Carmen Piantedosi (Printing Specialties and Paper Products No. 388, Norwalk) spoke in support of the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Resolution No. 26

Minimum Wages

and

Resolution No. 65

Increase Minimum Wage

The committee's report:

"Brother Chairman, your committee recommends concurrence in Resolution No. 26 and further recommends that Resolution No. 65 be filed, and I so move."

The motion was seconded and carried.

Resolution No. 77

Repeal Boycott Sections of N.L.R.A.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 79

NLRB

and

Resolution No. 93

NLRB

The committee's report:

"Brother Chairman, your committee recommends concurrence in Resolution No. 79 and further recommends that Resolution No. 93 be filed. I so move."

The motion was seconded and carried.

**STATEMENT OF POLICY XIII
Agricultural Labor**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 75

Support United Farm Workers of America

The committee recommended concurrence.

The committee's recommendation was adopted.

**STATEMENT OF POLICY XIV
Public Employees**

Chairman Crowley moved adoption of the committee's recommendation for concurrence.

The motion was seconded.

Delegate Sam Walker (Transport Workers No. 250-A, San Francisco) discussed the subject matter of the Policy Statement in further detail.

The motion to adopt the committee's recommendation was carried.

Resolution No. 67**Establish Public Employee Department**

The committee's report:

"The subject matter of this resolution calls for the creation of a department. The committee was advised that in the opinion of the General Counsel this would require a constitutional amendment and accordingly the subject matter should be referred to the incoming Executive Board for study and action, and I so move."

The motion was seconded and carried.

This concluded the partial report of the Committee on Resolutions.

Constitution in Delegates' Kits

At this point, Delegate Reed Sogate (Steelworkers No. 5632, Rialto) moved that all resolutions be printed in one booklet and that a constitution of the California Labor Federation be provided in the delegates' materials.

Chairman Gruhn explained the manner in which resolutions are processed in accordance with the Federation's constitution. He then ruled delegate Sogate's motion out of order because it would be necessary to amend the constitution in order to change the established procedure.

Secretary-Treasurer Henning then stated that a copy of the constitution would be included in each delegate's kit in the future.

Delegate Margie Akin (Riverside Federation of Teachers No. 1414, Riverside) moved that in the future the proposed rules for the Convention be sent out with the Convention calendars.

Chairman Gruhn explained that the Rules and Order of Business adopted at the previous Regular Biennial Convention are included in the back of the constitution booklet. These Rules and Order of Business remain in effect until the Convention acts on the report of the Rules and Order of Business Committee at each Convention.

Chairman Gruhn then stated that since the Rules and Order Business are adopted at each Convention, delegate Akin's motion

was out of order.

Delegate Charles Clark (United Transportation Union No. 1241, Benicia) noted that all the Federation's affiliates receive a copy of the constitution each year after it is revised.

Chairman Gruhn also stated that the constitution is sent to each affiliated organization as soon as it is revised. He then noted that Secretary-Treasurer Henning had promised that in the future a copy of the constitution would be put in each delegate's kit.

Chairman Gruhn introduced the next speaker, Abraham Frank, Executive Director of Israel Histadrut, Inc.

Address

ABRAHAM FRANK
Executive Director
Israel Histadrut, Inc.

Director Frank brought good wishes and greetings from the Israel Federation of Labor and thanked the delegates for the dedicated support of the AFL-CIO.

He also thanked President Carter for his efforts to bring peace to Israel's southern border.

Director Frank described Israel's struggle for survival over the years and cautioned that if Israel were stripped of any land she may become indefensible and cease to be viable as a national entity.

Israel's geographical area, he said, puts the tiny nation in a precarious position. Should Israel surrender the land gained in 1967, she would be reduced to an area 90 miles by 90 miles.

American labor has stood behind Israel and her workers, Director Frank said, and he anticipated that that support would be there in the future.

Recess

Following Director Frank's address, Secretary-Treasurer Henning moved that the Convention recess until the hour of 2 p.m.

His motion was seconded and carried.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:11 p.m.

He then introduced Craig Hudson of the Office of Trade Adjustment Assistance of the U.S. Department of Labor.

Address

CRAIG HUDSON
Director of Outreach
Office of Trade Adjustment Assistance
United States Department of Labor

Director Hudson explained that the Trade Adjustment Assistance Act can help workers who are laid off or who are unemployed due to increased imports coming into the United States.

In California alone, he said, the program has assisted 50,000 workers coming from various sectors of the economy such as the shoe industry, textiles, apparel, steel, autos, chemical and wood products, and has provided over a half million dollars in benefits.

The benefits are equal to 70 percent of the average weekly wage up to a maximum of \$269 a week for each week of unemployment caused by increased imports, he said.

Director Hudson also explained that a part of the program is committed to retraining and vocational instruction. The federal government, he said, also provides cash benefits for job searches outside of the worker's immediate locale and additional benefits for relocation expenses incurred by the need to move to a new job.

This program is not at all like state unemployment insurance, he cautioned, because the worker must find out about its existence and must then apply for the benefits.

Taxpayer dollars is not the primary funding source, he explained, but the majority of the dollars come from a tariff on foreign duties coming into the United States.

Director Hudson concluded by asking the delegates to tell everyone about the Trade Adjustment Assistance program so that it could be utilized even more than it has been.

Delegate Preston Epperson (Meat Cutters and Butcher Workmen No. 532, Vallejo) expressed his concern about the exportation of domestic raw materials such as leather. He asked if any measures have been taken to keep such materials in the United States to be processed and finished here.

Chairman Gruhn replied that the national AFL-CIO is studying the problem and is hoping to get the necessary legislation to prevent our raw materials from being exported and processed into a finished product under sweatshop conditions.

He then introduced Jim Baker, AFL-

CIO Regional Director, to the Convention for an address.

Address

JAMES BAKER
Regional Director
Region 6, AFL-CIO

In his address to the Convention, Director Baker praised the efforts of the Polish workers in their struggle to form truly free trade unions within a Communist sphere of influence.

Besides exposing phoney trade unions for what they were, the Polish workers have served American and other free trade unionists as an inspiration to protect rights which we all too often take for granted or fail to appreciate, he said. Those rights, he said, include the right to organize, hold meetings, generate political, legislative and other trade union action.

Director Baker spoke of Ronald Reagan as the spokesman for corporate America, for the point of view represented by advocates of tax relief, the union-busting and anti-regulation forces.

The Republican vision for the future of America, he said, is a yearning for the so-called "good old days" when government was small, when government wasn't expected to solve people's problems, when there was no income tax, the trade union movement was weak and few government regulations for business existed.

Reagan, he said, wants to go back to the pre-Clayton Act days when labor was considered an article of commerce instead of a human being by taking the position that antitrust laws should be applied to labor as they are to business.

Director Baker noted that as the power of labor and the power of democracy are reduced, democracy itself is threatened.

Labor's vision for the future, he said, is one that provides hope and dignity for all people, one that will revitalize the economy and extend democracy to all.

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

**PARTIAL REPORT OF
COMMITTEE ON LEGISLATION**

Max Osslo, Chairman

Resolution No. 73

**Prohibit Mandatory Overtime
and**

Resolution No. 92
Prohibit Mandatory Overtime

The committee's report:

"Resolution No. 73 and Resolution No. 92 are concerned with the same subject matter, namely, the prohibition against mandatory overtime.

Your committee recommends concurrence in Resolution 73 and further recommends that Resolution 92 be filed.

"Mr. Chairman, I move the recommendation of the Committee."

The motion was seconded and carried.

Resolution No. 74
Child Care and Summer School Programs

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 76
Respect for Picket Line Not Disqualifying

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78
Strikebreakers
 and
Resolution No. 91
Strikebreakers

The committee's report:

"The subject matter of these resolutions is similar; namely, strikebreakers.

"Your committee recommends concurrence in Resolution No. 78 and recommends that Resolution No. 91 be filed.

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

The motion was seconded and carried.

Resolution No. 80
Investigate Worker Injuries and Deaths
 The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 85
Motion Picture Projectionists

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88
Increase Penalties for Occupational Health & Safety Law Violations

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89
Increase Cal/OSHA Staff

The committee recommended concurrence.

The committee's recommendation was adopted.

Report Adopted

Chairman Osslo's motion to adopt the report of the Committee on Legislation as a whole, was seconded and carried.

NOMINATION AND ELECTION
OF OFFICERS

Chairman Gruhn declared nominations open for the election of the officers of the California Labor Federation, AFL-CIO.

He then called on Vice President Osslo to preside.

President

Albin J. Gruhn (Hod Carriers & Common Laborers No. 181, Eureka) was nominated by John F. Henning (Office & Professional Employees No. 3, San Francisco).

The nomination was seconded by Sal Minerva (Northern California District Council of Laborers, Emeryville) and Raymond K. Nelson (Plywood & Veneer Workers No. 2931, Eureka).

There being no further nominations, Chairman Osslo declared the nomination closed.

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

The motion was seconded and carried and Secretary-Treasurer Henning cast the ballot. Chairman Osslo declared Albin J. Gruhn elected President by the Convention.

Chairman Osslo then declared nominations open for the office of Secretary-Treasurer of the California Labor Federation, AFL-CIO.

Secretary-Treasurer

John F. Henning (Office & Professional Employees No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Car-

riers & Common Laborers No. 181, Eureka).

The nomination was seconded by Loretta Mahoney (California State Culinary Alliance, Santa Rosa), Harry Lumsden (Shipyard & Marine Shop Laborers No. 886, San Francisco-Oakland) and Tony Canata (Contra Costa County Central Labor Council, Martinez).

There being no further nominations, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that a unanimous ballot be cast for John F. Henning, who was unopposed for the office of Secretary-Treasurer.

Secretary - Treasurer Henning cast the unanimous ballot and the chairman declared John F. Henning duly elected Secretary-Treasurer by the Convention.

Chairman Gruhn then declared nominations open for Geographical Vice Presidents, Districts 1-15; and At Large Vice Presidents, Offices A-J.

Geographical Vice Presidents

Secretary-Treasurer Henning nominated the incumbent Geographical Vice Presidents as follows:

District No. 1 — Max J. Osslo (Butchers No. 229, San Diego).

District No. 2A — M. R. Callahan (Hotel & Restaurant Employees & Bartenders No. 681, Long Beach).

District No. 2B — Ray S. Mendoza (Laborers No. 652, Santa Ana).

District No. 3A — William Robertson (Los Angeles County Federation of Labor, Los Angeles).

District No. 3B — Chester L. Migden (Screen Actors Guild, Los Angeles).

District No. 3C — Jerry P. Cremins (State Building & Construction Trades Council of California, Sacramento).

District No. 3D — Alfred K. Whitehead (Los Angeles County Fire Fighters No. 1014, Los Angeles).

District No. 3E — Cornelius Wall (Ladies Garment Workers No. 97, Los Angeles).

District No. 3F — Ray M. Wilson (So. California District Council of Laborers, Los Angeles).

District No. 4 — Paul Miller (L.A. County District Council of Carpenters, Los Angeles).

District No. 5 — Edward Flores (Hod Carriers & Common Laborers No. 585, Ventura).

District No. 6 — Gregory Don Hunsucker (Retail Clerks No. 1288, Fresno).

District No. 7 — C. A. Green (Plasterers & Cement Masons No. 429, Modesto).

District No. 8 — Val Connolly (Bartenders & Culinary Workers No. 340, San Mateo).

District No. 9A — Paul Dempster (Sailors Union of the Pacific, San Francisco).

District No. 9B — Joseph R. Garcia (Hotel & Restaurant Employees & Bartenders No. 2, San Francisco).

District No. 9C — Frank Souza (Machinists Automotive Trades District Lodge No. 199, Hayward).

District No. 9D — William G. Dowd (State Conference of Operating Engineers, San Mateo).

District No. 10A — Richard K. Groulx (Alameda County Central Council, Oakland).

District No. 10B — William Ward (Alameda Building & Construction Trades Council, Oakland).

District No. 11 — Jack McNally (Electrical Workers No. 1245, Walnut Creek).

District No. 12 — Loretta Mahoney (Hotel, Motel & Restaurant Employees & Bartenders No. 18, Santa Rosa).

District No. 13 — Harry Finks (Theatrical Employees No. B-66, Sacramento).

District No. 14 — Raymond K. Nelson (Plywood & Veneer Workers No. 2931, Eureka).

District No. 15 — Lloyd J. Lea (Lumber & Sawmill Workers No. 2907, Weed).

Secretary-Treasurer Henning then nominated the incumbent At Large Vice Presidents as follows:

At Large Vice Presidents

Office A — James P. McLoughlin (Retail Store Employees No. 428, San Jose).

Office B — Avelino Montes (Communications Workers District No. 9, Sacramento).

Office C — Anthony Ramos (California State Council of Carpenters, San Francisco).

Office D — William Waggoner (Operating Engineers No. 12, Los Angeles).

Office E — Justin Ostro (Machinists & Aerospace Workers No. 727-A, Burbank).

Office F — John F. Crowley (San Francisco Labor Council, San Francisco).

Office G — Steve Edney (Cannery & Industrial Workers of the Pacific, Wilmington).

Office H — Fred D. Fletcher (Newspaper Guild No. 52, San Francisco).

Office I — Cass Alvin (Steelworkers District No. 38, West Covina).

Office J — Raoul Teilhet (California State Federation of Teachers, Burbank).

Delegate Jackie Walsh (Hotel and Restaurant Employees and Bartenders No. 2, San Francisco) seconded the nominations.

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

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

Convention City

Chairman Gruhn declared nominations open for the 1982 Convention City.

Secretary-Treasurer Henning moved that Anaheim be the 1982 Convention City.

The motion was seconded.

Delegate Ed Conlon (Web Pressmen and Plate Workers No. 4, San Francisco) nominated San Francisco as the 1982 Convention City. He later withdrew his nomination.

Chairman Gruhn then declared the nominations for Convention City closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for Anaheim as the 1982 Convention City.

Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared Anaheim duly elected as the 1982 Convention site.

Chairman Gruhn next called on Max Osslo, Chairman of the Committee on Legislation.

Committee on Legislation Discharged

Chairman Osslo discharged the committee in these words:

"Mr. Chairman, I move that the Committee on Legislation be discharged with a vote of thanks and I want to take this opportunity on behalf of the wonderful, fine committee that we had, that worked so diligently and thank them for their efforts and equally so for our General Counsel for the fine expertise that he always displays while dealing with legislation that will date back for years. And he will tell us exactly what happened and why we are doing certain things that must be done. So with that, Mr. Chairman, I thank you and this Convention."

He then read the names of the committee members.

The motion to discharge the committee with a vote of thanks was carried.

Chairman Gruhn introduced William Pollard, Director of the AFL-CIO's Department of Civil Rights, for an address to the Convention.

Address

WILLIAM POLLARD

Director

Department of Civil Rights, AFL-CIO

Director Pollard told the Convention delegates now is the time to take stock of civil rights in our country and determine where we are going in the struggle for equality and justice.

As a result of the Nixon-contrived recession, he said, affirmative action programs have been slowed down to the point where the recession has become a full blown depression for many.

He called on employers and unions to develop affirmative action programs in their collective bargaining agreements.

There is a difference, he stressed, between equal employment opportunity and affirmative action. The former can open doors of employment to women and minorities, he said, and the latter is to create an environment where they can achieve, compete and perform.

The economy, he noted, is not strong enough to provide enough jobs for those ready and willing to work. This occurs at a time when the work force is expanding despite unemployment and inflation, he said. Women are entering the work force at a rate of about one and a half million a year, he said. Legal and illegal aliens, refugees, the aged and the handicapped

are seeking greater job opportunities than ever before, Director Pollard cited, and together they require a strong, healthy, economic climate in order to obtain jobs.

While it is true a conservative outlook is consuming the country, he said, what America desperately needs today is the stimulus of a massive job-creating program.

The economic gap between black and white Americans is again widening, he said, and cited the annual average income for black families in 1978 was \$10,879 as compared to \$18,368 for whites.

The black unemployment rate runs consistently twice the rate of whites, he said. In August 1980, he noted, black unemployment was 14.7 percent compared to 6.8 percent for whites.

Director Pollard called on the labor movement to get to the polls on election day as a means of protecting those gains previously won at the bargaining table. He also stressed that we should keep struggling to help society eliminate discrimination and segregation and praised labor for keeping the momentum alive in the areas of civil rights and women's rights.

Following Director Pollard's address, Delegate James Collins (Los Angeles Newspaper Web Pressmen No. 18, Maywood) asked to speak on a point of personal privilege.

Chairman Gruhn, however, explained that the delegate's discussion was not on the subject matter of personal privilege and was subsequently declared out of order.

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

FINAL REPORT OF COMMITTEE ON RESOLUTIONS

**John F. Crowley, Chairman
STATEMENT OF POLICY XV
Civil Rights**

The committee recommended concurrence.

The committee's recommendation was adopted.

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

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.

Resolution No. 25

Energy

The committee's report:

"Brother Chairman, your committee recommends that the last resolve should be deleted since this more properly comes within the jurisdiction of the national AFL-CIO and should be determined by them.

"As so amended, your committee recommends concurrence of the committee's recommendation."

The committee's recommendation was adopted.

STATEMENT OF POLICY XX

Reclamation Law

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XXI

Community Concern and Service

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 16

Accessibility for the Handicapped

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17
Jewish Labor Committee

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 20
Histadrut

The committee's report:

"Brother Chairman, your committee recommends that the last Resolve of this resolution be deleted since in the opinion of your committee it is inconsistent with the basic purpose of the resolution and further, in the opinion of the committee, is a matter which comes within the jurisdiction of the national AFL-CIO.

"I move concurrence of the resolution as amended."

The motion was seconded and carried.

Resolution No. 21
N.A.A.C.P.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23
Frontlash

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24
A. Philip Randolph Institute

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 31
Catholic Labor Institute

The committee's report:

"Brother Chairman, your committee recommends that the fifth Whereas should be deleted because it could be interpreted as agreeing with the concept that central labor councils could be by-passed in this most sensitive area. As amended I move concurrence in the committee recommendation."

The motion was seconded and carried.

Resolution No. 39
Support for 1980-81 United Way Campaign

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 4
Expansion of Media Advertising Program

The committee's report:

"Brother Chairman, the subject matter of this resolution calls for the establishment of a select committee adequately financed to go into an extensive public relations program. Since this would involve a commitment of finances your committee believes that it more properly could be studied by the incoming Executive Council of the California Labor Federation. Your committee accordingly recommends that the resolution be filed and the subject matter be referred to the incoming Executive Council of the Federation for study and action.

"I move concurrence on the committee's report."

The motion was seconded and carried.

Resolution No. 5
Union Label Promotion

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 6
Pension Plan Termination Insurance

The committee's report:

"Brother Chairman, our committee recommends that both Resolves be deleted and the following inserted:

" 'Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO go on record in support of legislation which would remedy the difficulties under the existing provisions of ERISA dealing with the PGBC provided it is consistent with the views of the national AFL-CIO and its affiliated unions.'"

"Brother Chairman, I recommend concurrence of the committee's report as amended."

The committee's recommendation was adopted.

**Resolution No. 8
Banks and Lending Institutions**

The committee's report:

"Your committee recommends that in the 2nd Resolved, in lines 2 and 3 the words 'make arrangements to establish' be deleted and instead there be inserted the words 'undertake a study as to the feasibility of establishing' and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 14
Public Demonstrations**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 58
Home Loan Program for Public
Employees Retirement System Members**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 63
Support Union Dental Services**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 64
Furnish Uniforms for Dental
Technicians and Assistants**

The committee's report:

"Brother Chairman and delegates, in the opinion of the committee it is felt that rather than censuring a department for a condition which may or may not exist was not the desirable method of correcting the alleged situation.

"Your committee felt that the better process was for the Executive Secretary-Treasurer of the Federation to attempt to remedy any difference by conferring with the department at the administrative level.

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

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

The motion was seconded and carried.

**Resolution No. 68
Organizing the Unorganized**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 81
Fire Company Personnel**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 82
Central Research & Information Center**

The committee's report:

"Brother Chairman and delegates, the subject matter of this Resolution would possibly involve the necessary commitment of substantial funds by the Federation.

"Accordingly, your committee recommends the Resolution be filed and the subject matter of the Resolution be referred to the incoming Executive Council for consideration and action."

The committee's recommendation was adopted.

Delegate Charles Clark (United Transportation Union No. 1785, Venice) asked the Chairman for permission to speak on a point of order, however Chairman Gruhn explained that the delegate's point of order was not well taken.

Chairman of the committee, John Crowley, continued his report:

**Resolution No. 83
Cal/OSHA Standards Board**

The committee's report:

"Mr. Chairman and delegates, the subject matter of this Resolution would possibly involve the necessary commitment of substantial funds by the Federation.

"Accordingly, your committee recommends the Resolution be filed and the subject matter of the Resolution be referred to the incoming Executive Council for consideration and action."

The committee's recommendation was adopted.

**Resolution No. 84
Fire Fighter Training Programs**

The committee's report:

"While your committee is sympathetic to the objective of this Resolution, your committee is convinced that these objectives should be reached through the Federated Fire Fighters organization itself and not through the Federation.

"Your committee therefore recommends the Resolution be filed and so moved by the Chairman."

The motion was seconded and carried.

**Resolution No. 86
Boycott Bank of America**

The committee's report:

"The Brother Chairman, and delegates, your committee recommends concurrence in this Resolution but also urges all of the affiliates to take similar action, and I so move."

The motion was seconded and carried.

**Resolution No. 87
Easy Access for the Handicapped**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 90
Establish Labor Archives**

The committee's report:

"Brother Chairman and delegates, your committee concurs in the intent of this Resolution, but since it involves a commitment of a substantial sum, your committee recommends that the subject matter be referred to the incoming Executive Council for study and action. I move concurrence with that motion."

The motion was seconded.

Delegate William Perkins (Offset Workers, Printing Pressmen & Assistants No. 78, Los Angeles) and Chairman Gruhn spoke on the subject matter of the Resolution.

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

Report Adopted

Chairman Crowley moved that the committee's report be adopted as a whole.

His motion was seconded and carried.

Committee Discharged

Chairman Crowley then discharged the Committee on Resolutions and read the members' names.

His motion to dismiss the committee with thanks was seconded and carried.

Chairman Gruhn then introduced Diane Reynolds Special Assistant to Ed Wallace, Chief of the Division of Apprenticeship Standards, State of California.

**Address
DIANE REYNOLDS
Special Assistant
Division of Apprenticeship Standards
State of California**

Assistant Reynolds told the delegates that the training of workers to meet changing labor market needs will be a critical challenge in the years ahead.

She underscored the fact that historically, apprenticeship training programs in the building and construction trades grew and prospered since the Shelley-Maloney apprenticeship law was enacted in 1939, while the same approach to training in the manufacturing, printing and service trades has been utilized only minimally.

There is nothing inherent in the apprenticeship system, she emphasized, that limits its use to the building and construction trades. It is a system, she said, that in a cost-effective manner can meet industry's needs for skilled labor, provide working people the opportunity to learn a trade or profession, or upgrade their skills, on the job.

The union leadership must take the initiative, Assistant Reynolds noted, to explore an apprenticeship option, include apprenticeship clauses in collective bargaining agreements and assure that working people have a say in how training is conducted and who has access to higher skilled and higher paying jobs.

That access, she stressed, must include ever-increasing numbers of minorities and women, who have long been trapped in entry-level, low-wage jobs.

The culinary apprenticeship program has caused a doubling of their apprentices, she said, while the Service Employees International Union was instrumental in establishing the nation's first registered apprenticeship program this year. She also pointed out that the Sheet Metal Workers Union is now offering training to 3,000 apprentices and journeymen in solar installation and the Fire Fighters International has launched an apprenticeship program for their members to become emergency medical technicians.

The list goes on, she said, and called for labor's active participation and co-operation with the Division of Apprenticeship Standards in achieving new goals in apprenticeship and training programs.

Chairman Gruhn thanked Special Assistant Reynolds for her words and then called on Secretary-Treasurer Henning.

Sergeants at Arms Thanked

Secretary-Treasurer Henning then said: "Mr. Chairman and delegates, I wish to thank the Sergeants at Arms who have served the Convention:

"George E. Jenkins, Chief, Laborers No. 297, Burlingame; W. J. Billingsly, Laborers No. 73, Stockton; Robert Marr, Operating Engineers No. 3, San Francisco; Al Hernandez, Rubber Workers No. 100, Gardena; George Soares, Retail Store Employees No. 428, San Jose; Douglas Marschal, Hotel and Restaurant Employees and Bartenders No. 11, Los Angeles;

Myrtle Banks, Dressmakers No. 101, San Francisco; Errol Ferguson, Operating Engineers No. 12, Los Angeles; Clarence Hin, Sailors Union of the Pacific, San Francisco; Lee Kutnick, Office and Professional Employees No. 3, San Francisco; Thomas Peterson, Hotel and Restaurant Employees and Bartenders No. 49, Sacramento; and Merilyn Vergara, Los Angeles Union Label Council, Los Angeles."

In Memoriam

Secretary-Treasurer Henning made the following motion:

"Mr. Chairman, I move that the Secretary-Treasurer be instructed to compile a list of the Brothers and Sisters who have died since the last Convention, and that the list be led by the name of George

Meany, and be inserted in the proceedings of this Convention."

The motion was seconded and carried. (See In Memoriam, page 4).

INSTALLATION OF OFFICERS

C. T. McDonough

Former Vice President

California Labor Federation, AFL-CIO

Chairman Gruhn called on C. T. McDonough, a former Vice President of the Federation to install the newly elected officers for the ensuing term.

(Whereupon, the officers were duly installed.)

Presentation of Gavel

Former Vice President McDonough continued:

"The Secretary will take his respective station and the President will come forward.

"Mr. President, I now present you with the emblem of authority. Use it with firmness, impartiality and success will crown your efforts.

"May I wish you and the official family a successful term in office."

Chairman Gruhn thanked C. T. McDonough for performing the installation duties and called on Secretary-Treasurer Henning for a motion to recess the Convention.

Recess

Secretary-Treasurer Henning moved that the rules and order of business be suspended to recess until 7:30 p.m. of the same evening.

His motion was seconded and carried.

THIRD DAY EVENING SESSION

(COPE Pre-General)

Wednesday, September 24, 1980

CALL TO ORDER

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by Chairman Gruhn at 7:55 p.m.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairwoman

Loretta Mahoney, Chairwoman of the Committee on Credentials was called on by Chairman Gruhn for her final report. She then read the additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Report Adopted and Committee Thanked

Chairwoman Mahoney then moved adoption of the committee's report. The motion was seconded and carried.

She then thanked the committee members for their work and read their names.

Chairwoman Mahoney moved that the committee's report be adopted as a whole.

Her motion was seconded and carried.

Chairman Gruhn also thanked the members of the Committee on Credentials for their work, on behalf of the Executive Council.

He introduced the next speaker to the Convention, LaMar Gulbransen, COPE Area Director, Region 6, for his address.

Address

LAMAR GULBRANSEN
COPE Director Region 6
National AFL-CIO Cope

Director Gulbransen, in his address to the delegates, promised an historic victory for the labor movement in the State of California in the coming elections because labor's leadership will make the difference where it is necessary.

The first of three efforts, Director Gulbransen said, is to register the union membership by October 6, the registration deadline. We need, he said, to get a registration form or postcard registration form in the hands of every business agent, shop steward and union member.

The second job, he emphasized, is educating our people through the distribution of a Federation-produced endorsement pamphlet and a Carter/Mondale election piece from the national body which will be distributed to the central labor bodies and ultimately to every local union member. He urged elected union officials to write their membership to tell them why labor has endorsed particular candidates.

The last task, he said, is the get-out-the-vote program led by the central labor councils. This means, he stressed, the hard work and organization required to walk precincts and making phone calls to the membership on election day.

Director Gulbransen encouraged the membership to get involved with the supportive services groups: the black, brown, senior and youth support group programs.

California will be President Carter's on November 4th, he promised. Senator Alan Cranston's reelection and the election of labor's endorsed candidates in Congress and the state legislature are assured, he said, if we knuckle down and get the job done.

Remarks

JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

Secretary-Treasurer Henning announced that he was appointing Bob Marr of Operating Engineers, Local 3, San Francisco, to work under the supervision of Assistant COPE Director M. R. Callahan, to coordinate the educational effort of reaching our trade union members and their families during the approaching campaign.

He presented those members of the Federation's staff who work in progressive coalition with statewide organizations which focus on reaching the black, brown, youth, women and seniors communities. Introduced were:

Don Hightower

Don Hightower from the Laborers Union No. 1088, Oakland, who works with the black community and the A. Philip Randolph Institute to help register members and get-out-the-vote;

Bill Gallardo

Bill Gallardo of the Plasterers and Cement Masons No. 489, Santa Ana, who works with the Chicano community and the Labor Council for Latin American Advancement;

Kathleen Kinnick

Kathleen Kinnick, president of the Office and Professional Employees No. 3, San Francisco, who works with women in the trade union movement and organizes the Women in the Work Force conferences;

Dan Curtin

Dan Curtin, chairman of the Frontlash organization, who works with the youth of

the state and nation on registration and get-out-the-vote projects; and

Jim Patton

Jim Patton, former president of the National Farmers Union, a sharecroppers' group, who works with senior citizens, including the California Congress of Senior Citizens.

COPE Recommendations

Chairman Gruhn called on Secretary-Treasurer Henning for the next item of business, the report and recommendations of the Executive Council to the Pre-General Election Convention of the California Labor Federation, AFL-CIO.

Secretary-Treasurer Henning presented the report and recommendations as follows:

Report and Recommendations of the Executive Council

(Standing Committee on Political Education)

to the

PRE-GENERAL ELECTION CONVENTION

of the

CALIFORNIA LABOR FEDERATION, AFL-CIO

Los Angeles, September 24, 1980

The Executive Council of the California Labor Federation, AFL-CIO, met in the Hyatt Regency Hotel, Los Angeles, on September 18, 1980 and on September 22, 1980, to consider candidates for election to the United States Senate, positions on eleven ballot propositions and local central body COPE recommendations for election to the United States Congress, State Senate and State Assembly on the November 4, 1980 general election ballot.

In certain instances where no recommendation was received for the office in a party from the local COPE or from the appropriate area or district political organization in such area, a recommendation has been made by the Executive Council, which recommendations are preceded by an asterisk (*).

In certain instances recommendations of the local COPE or the appropriate area or district political organization were rejected by the Executive Council by at least a vote of two-thirds of the membership eligible to vote of said Executive Council, and recommendations were then made by the Executive Council. These recommendations are preceded by a double asterisk (**).

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

United States Senate

Alan Cranston (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of United States Senate was seconded and carried. Chairman Gruhn declared the vote was unanimous.

Endorsement Procedure

The method to be followed in endorsing candidates for the United States Congress, State Senate and State Assembly was explained by Chairman Gruhn:

"As many of you have not been at conventions previously, I might explain to you how we proceed. The Secretary-Treasurer will read the recommendations of the Ex-

ecutive Council for the United States Congress, State Senate and State Assembly and he will proceed unless someone wants to raise a question in regard to any district, and the delegate then should ask that that district be set aside. The Secretary-Treasurer will continue to read the various recommendations until the end. The ones that are not set aside will be voted on as a unit.

"The ones set aside will then be acted on individually."

Secretary-Treasurer Henning continued the report and recommendations of the Executive Council:

United States Congress

District

1. *Harold T. (Bizz) Johnson (D)
2. *Open
3. Robert T. Matsui (D)
4. *Vic Fazio (D)
5. *John L. Burton (D)
6. Phillip Burton (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. (Pete) Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)
12. No Endorsement
13. Norman Y. Mineta (D)
14. *Ann Cerney (D)
15. Tony Coelho (D)
16. *Leon E. Panetta (D)
17. *Willard H. (Bill) Johnson (D)
18. *Mary (Pat) Timmermans (D)
19. *No Endorsement
20. *Matt Miller (D)
21. James C. Corman (D)
22. Pierce O'Donnell (D)

Secretary - Treasurer Henning moved that, with the exceptions of districts No. 2, 11, 17, 37 and 43, the Executive Council's recommendations for United States Congress be adopted. His motion was seconded.

Delegate Carmen Piantadosi (Printing Specialties & Paper Products No. 388, Norwalk) who had asked that Congressional District No. 43 be set aside, withdrew his request.

District

23. Open
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Open
27. Carey Peck (D)
28. Julian C. Dixon (D)
29. Augustus F. Hawkins (D)
30. George E. Danielson (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. Open
34. I. Simone (D)
35. Jim Lloyd (D)
36. George E. Brown, Jr. (D)
37. Open
38. Jerry M. Patterson (D)
39. Leonard L. Lahtinen (D)
40. Michael F. Dow (D)
41. Bob Wilson (D)
42. Lionel Van Deerlin (D)
43. *Clair W. Burgener (R)

Secretary-Treasurer Henning restated the motion to adopt the Executive Council's recommendations for the United States Congress with the exceptions of districts 2, 11, 17 and 37.

His motion was seconded and carried.

District No. 2

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

ommendation for District No. 2. The motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Justin Ostro (Machinists & Aerospace Workers No. 727-A, Burbank), Raoul Teihet (California Federation of Teachers, Burbank), Frank Souza (Automotive Machinists No. 1305, San Francisco) and E. F. Andrews (East Bay Automotive Machinists No. 1546, Oakland).

Speaking in support of the Executive Council's recommendation were delegates William Waggoner (Operating Engineers No. 12, Los Angeles), Ed Turner (Seafarers, Atlantic & Gulf, San Francisco), Loretta Mahoney (State Culinary Alliance, Santa Rosa) and Anthony L. Ramos (California State Council of Carpenters, San Francisco).

Delegate Reed Sogate (Steelworkers No. 5632, Rialto) moved the previous question. His motion was seconded and carried.

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

Recommendation Adopted

Chairman Gruhn ruled that the motion, duly seconded, to adopt the Executive Council's recommendation for the 2nd Congressional District was carried.

Division of the House

A Division of the House was called for and Chairman Gruhn requested the Sergeants-at-Arms to position themselves to count the votes.

Delegate Justin Ostro asked if a two-thirds vote was required to approve the recommendation under the rules of the Federation.

Chairman Gruhn replied that a two-thirds vote was required.

He then requested that the Sergeants-at-Arms complete the count.

Results Announced

Chairman Gruhn announced the total as 245 Yes and 102 No. Based upon the results of the Division of the House, Chairman Gruhn declared that the vote had carried the motion to adopt the Executive Council's recommendation for Congressional District No. 2.

District No. 11

Secretary - Treasurer Henning moved

adoption of the Executive Council's recommendation for the 11th Congressional District. The motion was seconded.

Delegate Wayne K. Thomas (Electrical Workers No. 617, San Mateo) spoke in opposition to the Executive Council's recommendation.

Speaking in support of the Executive Council's recommendation were delegates John A. Woodworth (Theatrical, Stage & Motion Picture Operators No. 409, San Mateo), Rigoberto Martinez (Machinists & Aerospace Workers No. 597, El Segundo) and George E. Jenkins (Laborers No. 297, Salinas).

Delegate Steve Edney (United Cannery & Industrial Workers of the Pacific, Wilmington) moved the previous question. His motion was seconded and carried.

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

Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 11th Congressional District was carried.

District No. 17

Secretary - Treasurer Henning moved adoption of the Executive Council's recommendation for the 17th Congressional District. His motion was seconded.

Speaking in support of the Executive Council's recommendation were delegates Ray Shilling (Fresno-Madera Counties Central Labor Council, Fresno), Dolores Huerta (United Farm Workers of America, Keene) and John McManus (Retail Clerks No. 1288, Fresno).

Speaking in opposition to the Executive Council's recommendation were delegates Robert S. Scott (Carpenters No. 701, Fresno), Larry W. Null (Sequoia District Council of Carpenters No. 701, Fresno), William Parker (Carpenters No. 1109, Visalia) and Gene Auston (Carpenters No. 701, Fresno).

The previous question was moved by Delegate Chris Portway (Communications Workers No. 11571, Long Beach). His motion was seconded and carried.

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

Recommendation Adopted

The motion to adopt the Executive Coun-

cil's recommendation for the 17th Congressional District was carried.

District No. 37

Secretary - Treasurer Henning moved the adoption of the Executive Council's recommendation for the 37th Congressional District.

Delegate Armine Hogate (Communications Workers No. 11573, Colton) spoke in opposition to the Executive Council's recommendation.

Secretary-Treasurer Henning noted that the "Open" recommendation was made because although a communication had been received by the local central body having jurisdiction, no recommendation had been made in reference to the 37th Congressional District.

In this instance, Secretary-Treasurer Henning said he had no objection to over-

turning the Executive Council's recommendation of "Open."

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

Don Rusk (D) Endorsed

Secretary - Treasurer Henning's motion to endorse Don Rusk, democrat, for the 37th Congressional District was seconded and carried.

Recommendations Adopted

Secretary - Treasurer Henning moved that the Executive Council's recommendations for the United States Congress be adopted as a whole and as amended.

His motion was seconded and carried.

Chairman Gruhn next called on Secretary-Treasurer Henning to present the Executive Council's recommendations for the State Senate.

State Senate

District

1. *Don W. Huggins (D)
3. Albert S. Rodda (D)
5. Milton Marks (R)
7. Daniel E. Boatwright (D)
9. Nicholas C. Petris (D)
11. Alfred E. Alquist (D)
13. John Garamendi (D)
15. Rose Ann Vuich (D)
17. *Henry J. Mello (D)
19. *Rosemary Woodlock (D)

Recommendations Adopted

Secretary - Treasurer Henning moved that the Executive Council's recommendations for the State Senate be adopted as a whole.

District

21. Open
23. David A. Roberti (D)
25. Toby Boothroyd (D)
27. No Endorsement
29. Bill Greene (D)
31. Robert E. Fronke (D)
33. Open
- 35.**Louis D. Velasquez (D)
37. Paul B. Carpenter (D)
39. Dan Finnigan (D)

His motion was seconded and carried.

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

State Assembly

District

1. *Stan Statham (R)
2. *Douglas H. Bosco (D)
3. *George B. Garcia (D)
4. Tom Hannigan (D)
5. Ted Sheedy (D)
6. Leroy F. Greene (D)
7. Norman S. Waters (D)
8. Larry Asera (D)
9. Anne Charles (D)
10. Eric H. Hasseltine (D)
- 11.**Robert J. (Bob) Campbell (D)

District

12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Bill Lockyer (D)
15. No Endorsement
16. Art Agnos (D)
17. Willie L. Brown, Jr. (D)
18. Leo T. McCarthy (D)
19. Louis J. Papan (D)
20. Open
21. Byron Sher (D)
22. Cole Bridges (D)

District

- 23. John Vasconcellos (D)
- 24. Dominic L. (Dom) Cortese(D)
- 25. No Endorsement
- 26. Patrick Johnston (D)
- 27. *John E. Thurman (D)
- 28. Sam Farr (D)
- 29. *No Endorsement
- 30. Jim Costa (D)
- 31. Richard Lehman (D)
- 32. *Open
- 33. Grant W. Jensen (D)
- 34. *Gloria A. Dizmang (D)
- 35. *Gary K. Hart (D)
- 36. *Charles R. Imbrecht (R)
- 37. *Arline M. Mathews (D)
- 38. *Steven Charles Afriat (D)
- 39. Richard Katz (D)
- 40. Tom Bane (D)
- 41. G. Warren Helms (D)
- 42. Robert S. Henry (D)
- 43. Howard L. Berman (D)
- 44. Mel Levine (D)
- 45. Herschel Rosenthal (D)
- 46. Mike Roos (D)
- 47. Teresa P. Hughes (D)
- 48. Maxine Waters (D)
- 49. Gwen Moore (D)
- 50. Curtis R. Tucker (D)
- 51. Open

Secretary - Treasurer Henning moved adoption of the Executive Council's recommendations for the State Assembly with the exceptions of Districts No. 68 and 69, which had been set aside upon request. The motion was seconded and carried.

District No. 68

Secretary - Treasurer Henning moved that the Executive Council's recommendation for Assembly District No. 68 be adopted. His motion was seconded.

Delegate Carmen Piantedosi (Printing Specialties & Paper Products No. 388, Norwalk) spoke in opposition to the Executive Council's recommendation.

Delegate Reed Sogate (Steelworkers No. 5632, Rialto) spoke in support of the Executive Council's recommendation.

The previous question was moved by Delegate William Waggoner (Operating Engineers No. 12, Los Angeles). The motion was seconded and carried.

Secretary - Treasurer Henning spoke in

District

- 52. Louis L. Dominguez (D)
- 53. Richard E. (Dick) Floyd (D)
- 54. Frank Vicencia (D)
- 55. Richard Alatorre (D)
- 56. Art Torres (D)
- 57. Dave Elder (D)
- 58. John Allen (D)
- 59. Matthew G. Martinez (D)
- 60. Sally Tanner (D)
- 61. Josephine (Jo) Smith (D)
- 62. Robert J. Wilson (D)
- 63. Bruce Young (D)
- 64. George M. Juric (D)
- 65. Jim Cramer (D)
- 66. *Terry Goggin (D)
- 67. *Open
- 68. *Walt Ingalls(D)
- 69. *Open
- 70. Kevin O'Rourke (D)
- 71. Chet Wray (D)
- 72. Richard Robinson (D)
- 73. Dennis Mangers (D)
- 74. Marian Bergeson (R)
- 75. *Open
- 76. *No Endorsement
- 77. Fred Nagel (D)
- 78. Lawrence Kapiloff (D)
- 79. Pete Chacon (D)
- 80. Wadie P. Deddeh (D)

support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's recommendation for the 68th Assembly District was carried.

District No. 69

The adoption of the Executive Council's recommendation for the 69th Assembly District was moved by Secretary-Treasurer Henning. His motion was seconded.

Delegate Mary Yunt (Orange County Central Labor Council, Garden Grove) explained that when the Orange County Central Labor Council sent their communication to the Executive Council of California Labor COPE, District No. 69 had inadvertently been omitted from their recommendations for the Assembly Districts in their jurisdiction. The Orange County Central Labor Council had in fact, she said, unanimously endorsed Christian Thierbach, Democrat, in the 69th Assembly District.

Secretary-Treasurer Henning stated that because the Executive Council had not heard from the local central body in respect to the 69th Assembly District, the Executive Council had made an "Open" recommendation in that district.

As a consequence, he noted that there was no objection to the Convention voting down the Executive Council's recommendation so that a new motion could be made to endorse the local central body's choice of candidate.

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

Christian Thierbach (D) Endorsed

Secretary-Treasurer Henning's motion to endorse Christian Thierbach, Democrat,

for the 69th Assembly District was seconded and carried.

Recommendations Adopted

The motion to adopt the Executive Council's recommendations for the State Assembly as amended and as a whole, was seconded and carried.

Chairman Gruhn stated that the same endorsement procedure used for the U.S. Congress, State Senate and State Assembly offices would prevail in acting on the eleven ballot propositions.

The Executive Council's recommendations for the ballot propositions were then read to the Convention by Secretary-Treasurer Henning.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 4, 1980 general election ballot.

Proposition No. 1

Parklands Acquisition and Development Program

Digest: Provides \$285,000,000 bond issue for acquiring, developing, restoring parks, beaches, recreation areas, other resources.

Recommendation: Vote YES

Parklands Acquisition and Development Program . . . This act provides for meeting the urgent recreational requirements of the people of California through the acquisition, development, rehabilitation, and restoration of state and local parks, public beaches and other important coastal resources, recreation areas and recreational facilities, and historical resources pursuant to a bond issue of two hundred eighty-five million dollars (\$285,000,000).

This proposition would revise the membership of the governing body of the California Tahoe Conservancy Agency so that the City Council of South Lake Tahoe, the Boards of Supervisors of the Counties of Placer and El Dorado would each appoint one member to the agency, the Senate Rules Committee and Speaker of the Assembly would each appoint a member of the general public to the agency, and would require the Secretary of the Resources Agency or his or her designee and a representative of the United States Secretary of Agriculture to serve as members of the agency. It would enact the Lake Tahoe Acquisitions Bond Act of 1980 to authorize the issuance, pursuant to the State General Obligation Bond Law, of bonds in the amount of \$85,000,000 to provide for the acquisition of lands in the Lake Tahoe region.

Proposition No. 2

Lake Tahoe Acquisitions Bond Act

Digest: Provides \$85,000,000 bond issue to acquire Tahoe Basin property.

Recommendation: Vote YES

Lake Tahoe Acquisitions Bond Act . . .

Proposition No. 3

Insurance Guarantee Funds. Tax Offset.

Digest: Authorizes legislation establishing insurance guarantee funds to pay claims against insolvent insurers. Allows tax offsets. Fiscal impact: If full offset allowed by legislation, could result in State

General Fund loss of \$30 million per year.

Recommendation: Vote YES

Legislative Constitutional Amendment . . . Authorizes enactment of statutes by the Legislature to establish insurance guarantee funds or associations for the purpose of paying claims against insolvent insurers. Such legislation could also provide that contributions to such funds or associations by insurers may be allowed as a deductible offset against their annual gross premium tax. Fiscal impact on state or local governments: If full offset allowed by legislation, could result in State General Fund loss of \$30 million per year.

Proposition No. 4

Taxation. Real Property. Property Acquisitions by Taxing Entity.

Digest: Removes tax limitation for this purpose if approved by two-thirds of voters. **Fiscal impact:** To extent new indebtedness is created, ad valorem property taxes on real property could rise. A rise in property taxes could increase state costs for reimbursements to local entities.

Recommendation: Vote YES

Legislative Constitutional Amendment . . . Article XIII A places a limitation on ad valorem taxes on real property. The adoption of this amendment would permit an increase in such taxes or special assessments to pay for interest and redemption charges on an indebtedness, approved by two-thirds of the voters, for the acquisition or improvement by the taxing entity of real property and tangible personal property necessary for its use. Also authorizes an increase in such taxes or special assessments to be used in connection with refunding previously approved indebtedness issued in accordance with law. Fiscal impact on state and local governments: To extent new indebtedness is created, ad valorem property taxes on real property could rise. A rise in property taxes could increase state costs for reimbursements to local entities.

Proposition No. 5

Taxation. Real Property Valuation. Disasters, Seismic Safety, Change in Ownership.

Digest: Amends constitutional definitions of "newly constructed" and "change in ownership." **Fiscal impact:** Local—Significant loss of property tax revenues. Moderate increase in assessment costs. State—Additional school district aid costs. Increase in income tax revenues.

Recommendation: Vote YES

Legislative Constitutional Amendment . . . Amends Article XIII A, section 2, to provide that in valuing real property: "newly constructed" shall not include reconstruction of comparable improvements after a disaster, as defined by Legislature, or reconstruction or improvement to comply with seismic safety laws; and "change in ownership" shall not include the acquisition of comparable real property as a replacement for property damaged or destroyed as a result of such a disaster or if the person acquiring the property was displaced by eminent domain proceedings, acquisition by a governmental agency, or inverse condemnation. Fiscal impact on state and local governments: Local—Unknown, but probably significant, loss of property tax revenues. Moderate increase in assessment costs. State—Unknown additional costs in aid to local school districts. Unknown increase in income tax revenues.

Proposition No. 6

Jurors

Digest: Permits legislative reduction of juries in municipal and justice court civil cases to 8 persons or lesser agreed number. **Fiscal impact:** None.

Recommendation: Vote NO

Legislative Constitutional Amendment . . . Amends Article I, section 16, to authorize Legislature to reduce required size of juries in civil cases in municipal or justice court. Legislature may reduce juries in these courts from 12 persons to 8 persons,

or a lesser number agreed on by the parties in open court. Fiscal impact on state and local governments: None.

Proposition No. 7

Taxation. Real Property Valuation. Solar Energy System.

Digest: Legislature may exclude active solar energy systems from term "newly constructed" in Constitution. **Fiscal impact:** Depending upon legislation enacted, local property tax revenues could be reduced and state school district aid increased.

Recommendation: Vote YES

Legislative Constitutional Amendment . . . Amends Article XIII A, section 2, to authorize Legislature to provide that, in valuing real property, the term "newly constructed" shall not include the construction or addition of any active solar energy system. **Fiscal impact** on state and local governments: Depending upon legislation enacted, local property tax revenues could be reduced and state school district aid increased.

Proposition No. 8

Water Resources Development and Protection

Digest: Limits modification of specified measures relating to Delta and specifies other water resources development conditions. **Fiscal impact:** Undetermined increase in state reimbursement of court costs to Sacramento County and decrease in state travel costs.

Recommendation: Vote YES

Legislative Constitutional Amendment . . . Amendment not effective unless SB 200 (1980) enacted and takes effect. SB 200 adds several units to Central Valley Project, including Delta peripheral canal, and specifies requirements for these. This Amendment provides no statute changing specified provisions of SB 200 protecting existing water rights, water quality, and fish and wildlife resources, or the Delta Protection Act, becomes effective unless

approved by electors or, under specified conditions, by two-thirds vote in each legislative house. Restricts appropriations for specified water exportations. Restricts eminent domain proceedings in Delta. Establishes Sacramento County venue and sets court preferences for handling actions. **Fiscal impact** on state and local governments: Undetermined increase in state reimbursement of court costs to Sacramento County and decrease in state travel costs.

Proposition No. 9

Safe Drinking Water Bond Law

Digest: Allows increase from \$15,000,000 to \$30,000,000 in bond proceeds for grants to improve public water systems. **Fiscal impact:** Revenue loss to State General Fund of \$36 million over a 30-year period.

Recommendation: Vote YES

Legislative Statutory Amendment . . . Amends California Safe Drinking Water Bond Law of 1976 by authorizing Legislature to increase from \$15,000,000 to \$30,000,000 the amount of previously authorized bond proceeds that may be used for grants to political subdivisions, owning or operating domestic water systems, upon determination that such subdivisions are otherwise unable to meet minimum safe drinking water standards. Provides that up to \$15,000,000 of the \$30,000,000 may be used for grants for construction, improvement, or rehabilitation of domestic water systems which have become contaminated by organic or inorganic compounds, or radiation. **Fiscal impact** on state or local governments: Revenue loss to State General Fund of \$36 million (in principal plus interest) over a 30-year period.

Proposition No. 10

Smoking and No-Smoking Sections

Digest: Provides for designation of smoking and no-smoking sections in specified types of enclosed facilities. **Fiscal impact:** Minor

costs to state and local government. Indeterminable reductions in state and local tax revenues and savings from decline in smoke-related illnesses and decline in fire losses.

Recommendation: Vote NO

Initiative Statute . . . Provides for designation of smoking and no-smoking sections in every enclosed public place, enclosed place of employment, enclosed educational facility, enclosed health facility and enclosed clinic. Does not limit smoking in outdoor areas or private residences. Establishes criteria for defining smoking and no-smoking sections. Requires signs be posted designating no-smoking areas. Violation is infraction punishable by \$15 fine per violation. Provides no person may be taken into custody or subject to search for violation. Allows enactment of further legislation and regulations relating to smoking. Requires implementation standards be adopted by Department of Health Services. Fiscal impact on state and local governments: Issuance of regulations by state, posting of nonsmoking signs by state and local governments, and enforcement of measure by state and local governments would result in minor costs to state and local governments. Indeterminable reduction in state and local tax revenues could result from reduced cigarette consumption. Indeterminable savings could result from decline in smoking-related ill-

ness among employees and participants in state health-related programs and from decline in fire losses.

Proposition No. 11

Judges Salaries

Digest: Establishes judicial base salaries. Allows specified changes by Legislature. Provides laws setting judges salaries are not contract obligations. Fiscal impact: State salary and pension reductions of approximately \$2.7 million from 1981 through 1986.

Recommendation: Vote NO

Legislative Constitutional Amendment . . . Establishes base salary of a judge of a court of record, beginning on January 1, 1981, as equal the annual salary payable as of July 1, 1980, for that office had the judge been elected in 1978. Provides Legislature may prescribe salary increases during a term of office, may terminate prospective increases at any time during a term of office, but shall not reduce a salary during a term of office below the highest level paid during that term. Provides that laws setting the salaries of judges shall not constitute an obligation of contract. Fiscal impact on state and local governments: State salary and pension reductions of approximately \$2.7 million from 1981 through 1986.

Recommendations Adopted

It was moved, seconded and carried that the Executive Council's recommendations for the eleven ballot propositions be adopted as a whole.

Adjournment

Secretary - Treasurer Henning moved that the Thirteenth Convention of the California Labor Federation adjourn sine die, in memory of George Meany.

His motion was seconded and carried.

In Memory of George Meany

Secretary-Treasurer Henning asked the delegates to acknowledge the passing of George Meany:

"Delegates, please stand in silent memory to one of the greatest labor leaders that the country and world has ever had, George Meany."

The Convention then stood for a minute in silent tribute to President Meany.

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 1980 convention.

DIGEST

I THE ECONOMY

The California Labor Federation reiterates its historical support for full employment through our endorsement of the Humphrey-Hawkins Full Employment and Balanced Growth Act. Inflation can be curtailed by designing programs aimed at the underlying structural nature of such specific problem areas as food, energy, medical care, rents and interest rates. The Federation also supports the targeting of programs to alleviate the structural unemployment that exists in many urban and regional labor markets. Greater government intervention is also necessary in regulating corporate investment decisions which result in economic hardship and despair for workers throughout the nation.

Adopted, p. 21.

II TAXATION

As interest continues to grow concerning the level and incidence of taxation, it is crucial that the California Labor Federation play a leadership role on the state level in the orientation and focus of this tax revolt movement. On the state level, the California Labor Federation supports proposals for increasing the progressivity of the state income tax, and the creation of split rolls for the purpose of property tax assessments. This Federation strongly opposes the recent federal business tax cut programs suggested by conservative school politicians, which will simply give tax breaks to corporations and the rich so they can finance larger overseas investment expansions at the expense of the working people of America.

Adopted, p. 21.

III FOREIGN POLICY

The California Labor Federation continues to believe that human rights must be the heart of American Foreign Policy. From this fundamental principle flow two corollary strategic objectives: protecting and nurturing the democratic system, which alone can guarantee respect for human rights; and resisting the expansion of totalitarian systems in which human rights are necessarily trampled. Foreign policy must be based on a commitment to freedom for all people, in all places, at all times. It should seek both peace and freedom with equal vigor and determination, because the value of peace is measured by the freedom to enjoy it. We support the resumption of the strategic arms limitation talks. We fully support the National AFL-CIO position on foreign policy. The U.S. government must make it clear to the Soviet Union that the U.S. will not allow the balance of power to be tilted toward the totalitarian camp. We support further development of a true black majority ruled democratic state in Rhodesia. This Federation opposes the policies of the racist regime in South Africa, the Soviet invasion of Afghanistan and we demand the immediate release

of the American hostages in Iran. We give our total support and admiration to the struggles of the Polish workers to achieve a free trade union movement and take inspiration from them in our own struggles to achieve labor law reform.

Adopted, p. 21.

IV WORKERS' COMPENSATION

The California Labor Federation reaffirms its support for this state's workers' compensation system and stands ready to continue to push for the increased liberalization of benefits and structural reforms which assist workers. Rather than eroding the program as some conservative politicians and their right-wing allies would suggest, this federation maintains its commitment to further program improvements along the lines of the National Commission on Workers' Compensation's recommendations and Cost of Living increases of major benefits to protect workers from inflation.

Adopted, p. 21.

V UNEMPLOYMENT INSURANCE

The California Labor Federation calls upon its affiliates and all other progressive forces to rally against the renewed rightwing attacks on California's unemployment insurance program. The Federation further supports many necessary improvements in our state's U.I. program, including an increase in benefits to at least a level of subsistence.

Adopted, p. 21.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The California Labor Federation maintains its historic commitment to the continued improvement of California's 34-year-old unemployment compensation disability insurance program. This Federation favors new increases in benefits to help U.C.D. payments to keep pace with soaring inflation rates.

Adopted, p. 21.

VII WOMEN'S RIGHTS

Renewed efforts to push for the passage of the Equal Rights Amendment, support for equal pay for work of comparable value, and an increased emphasis on the organization of women workers form the core of the California Labor Federation's position on the feminist movement. The Federation also calls for more effective collective bargaining language to meet the particular needs of women workers and aggressive effort on the part of trade unions to combat sexual harassment in any form in the workplace.

Adopted, p. 41.

VIII SOCIAL SECURITY

The Social Security System remains one of the prime advancements achieved by the working people of this nation, and the California Labor Federation stands committed to the program's continued successful operation including its sound but equitable financing and the maintenance of adequate benefit levels.

Adopted, p. 44.

IX HEALTH CARE

The Republic of South Africa and the United States are the only major industrial nations without a comprehensive national health insurance program. The California Labor Federation supports the immediate enact-

STATEMENTS OF POLICY

ment of the Kennedy-Waxman Health Care for All Americans Act. We also support tighter controls on medical costs and the activities of the pharmaceutical industry.

Adopted, pp. 44-45.

X WELFARE

While the number of households living in poverty continues to rise, right wing attacks on their subsistence level benefits become more strident. The California Labor Federation deplores such brutal assaults on those segments of society which are dependent on government welfare subsidies to survive. This federation also contends that it is the duty of the federal government to assure that the existing fiscal crises of various states, counties and cities do not result in an inadequate commitment to the poor and the deprived.

Adopted, p. 45.

XI CONSUMER PROTECTION

The California Labor Federation strongly supports a wide-ranging legislative program to increase consumer protection on federal, state, and local levels. We also support the adequate funding of necessary consumer protection and consumer education programs and endorse agency supervision concerning the application of automation and computer technology in consumer goods and services.

Adopted, p. 45.

XII LABOR LEGISLATION

The California Labor Federation reaffirms its commitment to true Federal labor law reform and it deplores the persistent refusal by our nation's legislators to grant American workers their own human rights. This Federation remains opposed to anti worker legislation like the Schweiker bill which would result in an increased number of worker injuries and deaths. On the state level, the Federation supports a number of legislative reforms including establishment of a California "Little Wagner Act," authorization for agency shop clauses in public employee collective bargaining contracts, prohibition of compulsory overtime and other needed worker protections.

Adopted, p. 45.

XIII AGRICULTURAL LABOR

As the anti-union attacks on California's organized farm labor intensify, the California Labor Federation stands in support of the United Farm Workers of America and calls upon all its affiliates and other progressive forces to defeat these renewed attempts to place the farmworker back under a feudal system of industrial relations. This Federation continues to fight against any and all attempts to dilute or destroy the Agricultural Labor Relations Act.

Adopted, p. 45.

XIV PUBLIC EMPLOYEES

The California Labor Federation celebrates the tremendous victory scored by the working people of California over the forces of reaction with the resounding defeat of the anti-labor Proposition 9 which would have led to massive layoffs in the public sector. This Federation stands united with its public employee affiliates in maintaining the struggle against the continuing layoffs, cutbacks and substandard economic settlements forced on public employees resulting from the fiscal reverberations of Proposition 13. We also support the adoption of legislation permitting the negotiation of an agency shop in all public employee contracts.

Adopted, p. 45.

XV CIVIL RIGHTS

The California Labor Federation stands for full economic, social and political justice for Blacks, Hispanics, Asians, Native Americans and all other people, irrespective either of their race, color, creed, ethnicity, national origin, sex, age, and mental or physical disability. This Federation believes that an important step towards securing these basic rights is the maintenance of full employment at a safe job, and a fair wage for all who desire to work, and the membership and active participation by all workers within the trade union movement, to protect their jobs, wages and working conditions.

Adopted, p. 51.

XVI HOUSING

Population, economic and social factors have combined to intensify California's already severe housing shortage. The inability of working people to afford their own homes has created increased inflationary pressures within the state's rented housing market. The result has been a rapid escalation of rents and less housing available at any price for the aged, the poor and minorities. To cope with these problems, the California Labor Federation calls for a number of programs which can provide low interest mortgages to spur home ownership. This Federation also defends the right of local communities to enact rent control ordinances when working people feel that such laws are necessary to protect themselves from gouging landlords.

Adopted, p. 51.

XVII EDUCATION

The California Labor Federation supports adequate funding for the continued growth and development of California's public education system. We oppose any erosion of this system's quality of service through the initiation of an educational voucher program. This Federation also opposes all ethnic and racial segregation in public schools and embraces busing as a primary and sensible method to rectify such illegal and morally unjust practices.

Adopted, p. 51.

XVIII THE ENVIRONMENT

While aware of the tremendous importance of many environmental issues, the California Labor Federation remains cognizant of the distributional consequences of the various solutions to these problems. This Federation steadfastly opposes any shift towards no growth policies which would achieve environmental purity for a few, and economic hardship for working people. However, the California Labor Federation also strongly opposes the recent efforts by industry to eliminate those protective government regulations on workers' health and safety, consumer products, pesticides, air and water pollution simply to increase corporate profits.

Adopted, p. 51.

XIX ENERGY

To solve our nation's energy crisis, the California Labor Federation favors a comprehensive program based on the twin principles of increased energy conservation and the accelerated development of alternative energy sources. We explicitly reject any national energy strategy based on "lowered expectations" or unequal sacrifice on the part of working people, the poor and minorities. This Federation is opposed to free market solutions such as oil or natural gas price decontrol as remedies to our energy problems. This Federation endorses government regulation of the socially irresponsible, profit gouging oil industry.

Adopted, p. 51.

XX**RECLAMATION LAW**

The California Labor Federation maintains its support for the comprehensive enforcement of the National Reclamation Act, the breakup of land monopolies, strict ownership and anti-speculation regulations. We applaud the efforts of the U.S. Department of the Interior to enforce this law, and we oppose any weakening of its provisions. The unjust enrichment of agribusiness must be ended in order to encourage the creation of rural communities that would flourish with family farm rejuvenation and adequate income levels for small family farms.

Adopted, p. 51.

XXI**COMMUNITY CONCERN AND SERVICE**

The California Labor Federation encourages community service-oriented activities designed to promote the general welfare of workers and of the disadvantaged. Responsible programs to stem the rising tide of crime, like the maintenance of a full employed economy, and programs to deal with alcoholism and drug abuse as illnesses, and to provide aid to victims of crimes and disasters, deserve the support and assistance of our affiliates.

Adopted, p. 51.

I THE ECONOMY

The working people of California, like their brothers and sisters throughout the nation are reeling from the impact of the most severe economic contraction of the post World War II era. Over 800,000 California workers, comprising 7.3% of the workforce and their families, suffer from the pain and hardship of persistently high unemployment. Again, like so often in the past, it is the women and minority workers who are forced to shoulder the greatest portion of prolonged unemployment.

The entire American economy, which had not recovered completely from the 1974-75 recession, is once again in a serious nose-dive. As of June 1980, only 76.1% of our existing manufacturing capacity was being utilized. Key sectors like steel, auto and rubber are operating at only 50% of their production capabilities. National unemployment figures are moving upward, reaching 7.8% in July 1980. These figures understate the true extent of unemployment because they ignore all those "discouraged" workers who have dropped out of the workforce because they could not find a job.

Yet throughout the 1970's and now in the 1980's, concern with rising unemployment has been somewhat diverted towards the issue of accelerating inflation. The substantial increases in prices experienced over the past 10 years have served to reduce significantly the living standards of working people. By January 1980, inflation was running at an 18% annual rate. As of early 1980, real net spendable earnings for a family of four, that is total earnings adjusted for taxes and price increases, had fallen for the 3rd year in a row and was equal to the amount workers received in 1964. For retirees and other people living on fixed incomes, the situation has been even more intolerable.

This chronic inflation has not been created either by excess demand for goods, excessive wage increases, an unbalanced national budget or autonomous increases in the money supply. For example, the Department of Labor reports that during 1979, total "effective wage adjustments," including current settlements and prior settlements with cost of living adjustments, equaled 9.2% during that period, yet the Consumer Price Index was rising at an 11.5% clip.

The key components influencing the rate

of inflation have been hikes in the prices of food, energy, health care, rents and interest rates. Aggravating the situation has been a slow-down in the rate of productivity growth which has been caused by the extended period of severe underutilization of productive capacity. It has not been caused by either excessive government regulation or insufficient investment tax incentives for big business.

High interest rates and the restrictive monetary policies of the Federal Reserve Board have contributed significantly to this slower rate of economic growth and high unemployment as have U.S. international trade and investment policies which have encouraged the outflow of U.S. jobs and capital.

Government officials and their economic advisors have been totally unable to develop a coherent program which could cope with the problems of unemployment and inflation. Part of this lack of success has been due to the recent intellectual ascendancy of economic theories which insist on ignoring the political and social realities of unemployment and inflation.

Workers do not get jobs by academic economists declaring the existing rate of unemployment to be "natural" or by re-defining full employment from 4% to 6.5%. Inflation does not disappear by modifying the manner in which the Consumer Price Index is calculated. Cutting back protective government legislation on worker safety, environmental quality or affirmative action compliance does not spur the creation of new jobs.

In contrast, the California Labor Federation presents a positive economic program which, if implemented, would decrease inflation considerably, yet also spur job creation. America must make full employment the primary objective of national economic policy. A total commitment to full employment, as set forth in the Humphrey-Hawkins Full Employment and Balanced Growth Act is absolutely essential for the health and well being of U.S. citizens. National taxation, expenditure and monetary policies must be planned and coordinated to achieve and maintain full employment levels. It is the duty of the federal government to provide suitable jobs for workers in all situations where the private sector is unwilling or unable to supply adequate employment at a fair wage.

Because of the persistent nature of un-

employment in certain segments of the labor force, it will be necessary to implement job creation programs specifically tailored to meet the needs of minority, inner city and women workers. It is clear that such targeting is more effective in aiding these workers than the various types of business tax cuts which have been suggested by industry. To assist women workers and workers who head single parent families in staying in the workforce, we urge the creation of a state or federally funded comprehensive day care system.

A major factor contributing to chronic unemployment is the lack of coordination between private investment decisions and the location of unemployed workers. Private investment funds, in cooperation with the federal government, should be channeled to areas of high unemployment.

Investment decisions which result in plant closures should be closely regulated by state and federal governments to minimize the social costs of such economic dislocation.

U.S. workers should not be penalized by the adverse consequences of short sighted or insensitive corporate investment decisions. Workers in the growing economies of Japan and West Germany have many legislative safeguards against corporate investment decisions which result in plant closures. This Federation believes that American workers should have those same rights. Thus, we support legislation which requires firms to provide advance notice either of any shutdown or substantial relocation of jobs. We also support legislation which could assist workers victimized by economic dislocation to gain access to new jobs of comparable compensation without having to leave their communities.

Major sectors of the economy are now bordering on collapse because of rising foreign competition and a history of short sighted corporate planning decisions.

It is a necessity that state and federal governments cooperate with declining industries in the targeting of private funds to revitalize such key sectors of our economy like steel, auto and rubber. When such cooperative planning is unfeasible, we support tariffs, quotas, and orderly marketing agreements with foreign competitors to insure fair trade and to protect the remaining American jobs in these industries.

Increases in the buying power of work-

ers' wages and salaries are a prerequisite for a balanced economy. Increases would provide workers with a fair share in the benefits of economic progress and establish the foundation for needed expansion of consumer markets. This necessary rise of consumer expenditures cannot be maintained unless increases in workers' real incomes are achieved.

Inflation can be decreased by the development of policies aimed at the underlying structure of specific problem areas such as the high costs of energy, food, health care, shelter and interest rates. Such targeted policies are far superior and more effective than broader programs directed at reducing economic growth, restricting the purchasing power of workers' incomes or eliminating protective legislation covering workers' safety, environmental quality or affirmative action.

Therefore we urge:

—Expanding the development of alternative energy sources and encouraging increased efforts at conservation. Also the elimination of controls on the price of domestically produced oil and natural gas must be reversed.

—Curbing speculation in commodity markets. Restrictive agricultural policies that contribute to food shortages should be revised and the benefits of price support programs restricted to family farmers.

—The enactment of a comprehensive national health insurance program such as the Health Care for all Americans Act which emphasizes preventive care and cost controls that limit wasteful medical practices. While such legislation is pending passage, interim steps to reduce inflation in medical costs should include hospital cost containment and control of professional fees.

In addition, we ask the state of California to take the following actions:

—Enact a comprehensive income tax reform program to remove the onerous burden of income taxes off low and middle income families and shift it to those groups who have not been paying their fair share.

—Since Proposition 13, the portion of property taxes paid by the business community has been declining while it has been rising for homeowners. The state legislature should end this growing inequity by approving a state constitutional

amendment allowing for split rolls for the levying of the property tax.

—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.

—The legislature should give preference to American made products in its state agencies.

—Expanding government assisted housing programs for low and moderate income families to relieve the housing shortage, to reduce interest rates and to cut inflation in housing prices and rents.

Adopted, p. 21.

II TAXATION

National concern over the level and incidence of taxation continues to grow. Beginning with the massive support received by the often ill-conceived property tax reduction initiatives in California and elsewhere, America's working people are now examining tax proposals not only for their impact in absolute fiscal terms but for their longer term discriminatory consequences in revenue generation and government outlays. Proposition 9 was soundly rejected by California citizens because it offered few tax advantages to working people and yet threatened massive cut-backs in social services. New York and Connecticut have already approved several oil profits taxes. California's version of an oil profits tax was defeated by a relatively small margin and only after the energy industry massively outspent the tax reform forces. Similarly, coalitions including organized labor, tax reform groups, minorities and other progressive forces must plan to draft tax reform proposals which will lead to a more equitable distribution of tax burdens. The California Labor Federation gives its total support to the growing strength of the progressive tax reform movement. Only if labor and other forward looking groups set the agenda on tax reform can we achieve a just system of taxation and avoid future rightwing tax fiascos like Proposition 13.

The Jarvis-Gann initiative, poorly formulated as it was, did address the serious problems of homeowner property tax relief. Although Proposition 13 did provide some tax relief for working people, most

of the tax savings went to the rich and to industry. Further, because of the way it was written, Proposition 13 has operated over time to shift a growing portion of the total property tax burden from industry to homeowners. The California Labor Federation calls upon the state legislature to take immediate action to reverse this shift. One step in this direction must be to secure a constitutional amendment which would allow a split property tax roll so that the tax rate for commercial interests can be higher than that on owner-occupied dwellings. Furthermore, we must introduce statewide legislation to require landlords to rebate 80 percent of their Proposition 13 tax relief to renters.

Early action must be taken to enact major structural tax reform to raise all necessary revenues according to the principle of ability to pay. Additional brackets must be added to the state income tax schedule to extend progressivity at least to that achieved by the Federal Income Tax.

This Federation also urges:

1) Opposition to the repeal of the unitary method of taxing multinational corporations which would only create another loophole for multinationals to avoid their tax liability and result in increased taxes on California's working people.

2) Opposition to all state and federal constitutional amendments which either require state and federal governments to maintain balanced budgets at all times, or freeze existing expenditure levels to a fixed percentage of Gross National Product.

3) Opposition to the automatic indexing of the federal income tax. Correcting the federal income tax for inflation will undermine one of the principal automatic stabilizers of the economy operating to moderate inflation. Such a policy of permanent indexation will limit the federal government's ability to utilize tax policy in order to achieve full employment and stable price level objectives. Instead, the California Labor Federation supports the periodic upward revision of the federal tax brackets when it is coordinated with other policies designed to achieve full employment, the maintenance of necessary social and defense programs and overall progressive tax reform.

4) Opposition to the introduction of a Value Added Tax (VAT) and all other taxes based on consumption at the federal

level. These taxes are intrinsically biased against the poor and the average working person.

5) Opposition to the "supply side" school of taxation which calls for business tax cuts and other corporate tax breaks to spur investment. We oppose any further reductions in the federal capital gains tax and instead call for the full taxation of capital gains. We support the repeal of the recent increase in the federal dividend tax credit. We are totally opposed to the recent industry-backed tax depreciation proposal which will cut business taxes by \$50 billion as of 1983. Instead, the California Labor Federation supports proposals to increase taxes substantially on the income generated overseas by multinational corporations, and to eliminate all current investment tax credits. Rather than exploiting low wage workers in foreign countries, these foreign investment funds should be invested domestically as they have been in Japan and parts of Western Europe.

6) Opposition to the new Social Security tax increases, support for the elimination of the interest tax exemption on state and local bonds, support for increases in preferential taxes on unearned income, support for closure of the mineral depletion allowances, and a stronger national excess oil profits tax.

7) Support for a total revision of the corporate profits tax. Although the present tax rate is 45 percent of total profits, corporate tax receipts now account for only 23 percent of total federal tax revenue, down from over 30 percent a decade ago. We support a corporate profits tax hike to 50% of total profits combined with a tightening of loopholes so that profits account for 40% of total federal revenues.

Adopted, p. 21.

III

FOREIGN POLICY

The California Labor Federation continues to believe that human rights must be the heart of American Foreign Policy. From this fundamental principle flow two corollary strategic objectives: protecting and nurturing the democratic system, which alone can guarantee respect for human rights; and resisting the expansion of totalitarian systems in which human rights are necessarily trampled.

We believe that no other foreign policy holds any interest for the trade union move-

ment which understands that the effective exercise of trade union rights requires a climate of respect for human rights generally. Big business may have other objectives, but ours are clear.

Foreign policy must be based on a commitment to freedom for all people, in all places, at all times. It should seek both peace and freedom with equal vigor and determination, because the value of peace is measured by the freedom to enjoy it.

Abuses and threats to basic human rights are among the most searching issues that divide the world today and the clearest tests of American ideals and resolve. Where these issues are concerned whether in South Africa, Chile, Guatemala, Northern Ireland or the Soviet Union, there are no longer any purely internal affairs.

The pursuit of human rights must proceed according to a single standard of judgment, not a double standard which holds weak or friendly nations to a harsher standard than is applied to powerful adversaries, not a standard that is more critical of authoritarian than of totalitarian regimes.

We support the resumption of the strategic arms limitation talks and hope that they will lead to significant and continuing reductions in strategic arms stockpiles for both America and the Soviet Union.

We fully support the National AFL-CIO position on foreign policy. The U.S. government must make it clear to the Soviet Union that the U.S. will not allow the balance of power to be tilted toward the totalitarian camp.

In our nation's quest for world peace and freedom we believe that the defense of the U.S. and her allies must be enhanced to the point where no aggressor will seek to threaten American Sovereignty or the territorial integrity of those nations with whom we are joined in mutual defense pacts. We insist that this nation can and must meet both its defense and domestic social needs. Workers, the poor and the minorities must not be made to bear an unfair share of the nation's defense burden. There are no trade-offs between justice and liberty.

We vigorously oppose the Soviet invasion of Afghanistan. This Federation demands the immediate and total withdrawal of all Soviet troops from Afghanistan and we give our unequivocal support to the struggle of the Afghani people to achieve their right to self determination.

This Federation supports the positive actions taken in Rhodesia towards the achievement of a black majority ruled democratic state, and we hope that these developments continue unimpeded by either internal or external intervention. We call upon the U.S. government to initiate maximum political pressure and economic sanctions to convince the Republic of South Africa to end its odious system of apartheid and immediately begin the transition to majority rule. U.S. corporations should immediately divest themselves of South African subsidiaries and sever all ties with South African corporations. Every effort should be made to influence the corporations of other democratic states to divest. Where possible, it is recommended that our affiliates disinvest in corporations which insist on doing business with South Africa.

We uphold and defend the right of the people of Israel to national self-determination and reaffirm our strong support for the maintenance of Israel's national security. We applaud any negotiations which reaffirm Israel's right to exist and the assurance of Israel's continued security.

The California Labor Federation supports all rational methods to obtain the release of the American hostages held in Iran. We are deeply angered by Iran's flagrant disregard for international law and by its choice to punish a few American citizens found guilty of no crimes.

We call for the immediate abolition of imprisonment without trial in Northern Ireland and the replacement of British troops with a peace-keeping force of the United Nations, introduced with the consultation of the governments of the Irish Republic and Great Britain. An election should be held 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 historical entity. In the event that the people of Ireland vote for an independent republic as they did in 1918, a United Nations commission should be summoned to supervise a constitutional convention to provide for laws assuring the civil and religious liberty of all of the people of the nation.

The California Labor Federation gives its total and enthusiastic support to the working people of Poland in their drive to build a free and democratic trade union movement which will be able to improve

the living standards of Poland's working people, as well as defending the human rights of its members. The California Labor Federation points out that these are the same democratic union rights American workers enjoy and are struggling to expand in organized labor's attempts to seek labor law reform. We condemn as hypocritical those conservative politicians who praise the Polish workers in their trade union struggles but who are also quick to attack their own American workers in their fight for dignity at the workplace and a better standard of living.

At the outset of the postwar era, the U.S. was acknowledged as the world's leading economic power. Throughout this period, however, this position has been in a state of slow decline. By the late 1970's, America had lost most of its pre-eminence in foreign trade. Huge trade deficits became common, depreciating the value of the dollar annually. Today, foreign imports continue to erode American jobs and markets as U.S. firms continue to avoid domestic investment opportunities in favor of overseas production. This situation must be halted and reversed in the 1980's if the living standards of American workers are to improve. A balanced trade policy that is geared to the nation's need for jobs in a growing economy can go a long way in reversing this distressing trend.

The Trade Act of 1974 must be overhauled to provide for strict enforcement of laws to better safeguard American workers from financial injury caused by imports. Sections of the Trade Act which permit the flow of imports without tariffs and the export of American jobs must be repealed.

Trade adjustment assistance, compensation for workers who lose their jobs to the increasing flow of imports, must be liberalized to assure that the affected workers receive decent benefits. Yet adjustment assistance is nothing more than a welfare program and not a lasting solution to the nation's foreign trade problem.

The California Labor Federation supports healthy fair trade that will build a stronger economy and rising living standards for all workers. Closer coordination between the federal government and the private sector should be encouraged to meet the growing trade challenges caused by similar state planning in Japan and Western Europe. The goal of all trade

policies must be an exchange based on fairness, reciprocity, and mutual benefit. In addition, we specifically endorse:

1. The closure of tax loopholes and incentives which encourage multinational companies to move abroad; tax deferrals should be ended, the foreign tax credit should be repealed, and the Domestic International Sales Corporation Tax gimmick should be eliminated.
2. The repeal of tax tariff schedules which reduce tariffs on goods containing parts produced in the U.S.
3. Repeal of Title V of the Trade Act which permits over \$3 billion a year in imports without any tariffs at all for many products manufactured by foreign labor.
4. Halting the flow of illegal aliens who are used to break strikes, discourage union organization and depress wage standards, particularly by placing criminal sanctions on employers who hire such aliens.
5. Provision for a carefully worked out program of adjustment of status for illegal aliens with a demonstrated attachment to the community to allow them to become local residents.
6. Creation of a world-wide code of binding and enforceable fair labor standards which recognize the human rights of workers in all lands for free association, for organization and pursuit of collective bargaining, and for the right to strike.
7. Protection of U.S. wages and working conditions by opposing U.S. ship-owners' use of foreign-flag vessels.

Adopted, p. 21.

IV

WORKERS' COMPENSATION

The workers' compensation system in California is under attack by the insurance industry, big business and those legislators who do their bidding. Even though business on the average pays only one percent of its payroll costs into the system, there is a constant campaign to limit corporate liability for compensating workers who suffer work-related injuries or deaths. Rather than improving health and safety conditions and reducing exposures to hazardous substances, business and their insurance carriers are once again at-

tempting to reduce their responsibility which is clearly stated in the state's constitution and shift the financial burden of work-related casualties onto the workers themselves and their families.

The workers' compensation system is based on the principle that the possibility of work injury or work-related disease is always present in the production of goods and services. It assumes that injury and disease can never be completely eliminated from the production process and concludes that since society benefits from the production of goods and services, society should bear the cost of adequately compensating the victims of work injuries and diseases. The cost of the system is to be treated as a production expense.

The California Labor Federation has been the leading force which has brought this state into compliance with 12 of the 19 recommendations considered "essential" by the National Commission on State Workers' Compensation Laws in 1972 in order to provide an adequate, equitable system of compensation.

Recently, Federation sponsored legislation was passed by the legislature which would provide significant increases in many workers' compensation benefits. Passed over the concerted opposition of almost every segment of the corporate community, the insurance industry and conservative elements in this state's city and local governments, this legislation does the following:

1. Increases the maximum benefit payable for temporary total disability from \$154 per week to \$175 per week.
2. Raises the maximum benefit payable for the death of a worker from \$50,000 to \$70,000 for a widowed spouse with no dependents and from \$55,000 to \$75,000 for a widowed spouse with dependents.

These benefit increases, while a step in the right direction still leave room for the State's Workers' Compensation Program's further improvement. In order to come into full compliance with the National Commission's recommendations, the state legislature must enact the following provisions:

1. Raise the maximum weekly benefit for temporary disability to at least 100 percent of the state average weekly wage which for 1979 was \$245.00;

2. Raise the maximum weekly benefit for permanent total disability to at least 100 percent of the state average weekly wage;
3. Increase the maximum weekly death benefit to at least 100 percent of the state average weekly wage;
4. Permit death benefits to be paid to a widow or widower for life or until remarriage, and in the event of remarriage, two years' benefits be paid in a lump sum to the surviving spouse. Also, benefits for a dependent child should be continued beyond age 18 if the child is actually dependent, or at least until age 25 if enrolled as a full-time student in any accredited educational institution;
5. Remove the time restrictions which limit the right to medical and physical rehabilitation benefits;
6. Allow the choice by an employee or survivor to file a claim in the state where the injury occurred or where the employment was principally located; and
7. Remove limitations on duration of payments for temporary total disability.

These recommendations are minimum essentials and are not designed to limit more extensive improvements in any area. Accordingly, we also urge the legislature to:

1. Enact further and necessary improvements for permanent partial disabilities, particularly for injured workers with disability ratings of 70 percent or higher;
2. Adopt a cost of living maximum benefit clause, similar to the flexible benefits that 40 other states have, in order to protect workers from inflation without constant statutory modifications;
3. Reject all proposals which attempt to erode the responsibility to "make full" provision for cumulative injuries and diseases suffered on the job.

Adopted, p. 21.

V

UNEMPLOYMENT INSURANCE

Unemployment in California continues at shockingly unacceptable levels. As of August 1980, the state's unemployment rate reached 7.3%, resulting in a total of

over 800,000 workers and their families suffering from joblessness.

To deal with this widespread economic hardship, it is absolutely crucial that this state's government make a sincere commitment to the continued improvement of the California Unemployment Insurance Program.

We urge action by the state legislature and the administration to raise the maximum weekly benefit to at least two-thirds of the average weekly wage.

The following additional improvements are required to bring the U.I. program in line with its original objectives and meet the demands of economic reality:

1. The individual's weekly benefit amount should equal two-thirds of the worker's earnings reflected in the highest quarter of earnings;
2. The taxable wage base should be increased to at least \$29,000, the same base used for the determination of Social Security contributions as of January 1, 1981.
3. The benefit period should be extended from 26 to 39 weeks permanently;
4. Full inclusion of tips and gratuities as wages in determining weekly benefit levels;
5. Extend coverage to dependents as in many other state plans;
6. The "waiting week" should be eliminated or compensated retroactively after 21 days of unemployment;
7. Experience rating should be eliminated or brought within bounds by reducing the range between maximum and minimum tax rates;
8. Alternative employer tax schedules should be triggered by fund levels stated as ratios to the total wage base. The fund should be maintained by such trigger points and tax schedules so that it does not fall below a certain level.
9. Eliminate the adverse effects of recent federal amendments and restore full payments to retirees under state unemployment insurance laws.
10. Limit disqualifications for trade disputes, voluntary quits or misconduct to a flexible penalty of one to five weeks maximum.

Adopted, p. 21.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The 34-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.

In 1979, more than \$500 million in benefits were paid to over 600,000 California workers who were unemployed because of illness or injury not related to their jobs. Of these more than 50,000 claimants received payments for disabilities related to pregnancy.

Historically, the California Labor Federation has been instrumental in securing major improvements in this highly important program. During the 1979-80 legislative session this Federation supported legislation which will, when signed into law:

- 1) Extend disability insurance coverage to the entire term of normal pregnancy up from the previous 6 weeks limit.
- 2) Increase the maximum weekly benefits from \$146 to \$154.
- 3) Increase the maximum number of weeks for which a disability can be compensated from 26 weeks to 39 weeks.
- 4) Achieve a reduction in the waiver of the 7 day waiting period for benefits from the present requirement that a claimant's disability must exceed 49 days to 21 days.
- 5) Increase the maximum amount of benefits available from 50 percent of a claimant's base period earnings to 75 percent of the base period earnings.

A rise in benefits is especially needed now because existing U.C.D. benefits have not kept pace with soaring inflation rates. To reverse the painful effects of these recent price level increases and in order to meet fully the needs of the non-occupationally disabled in the future, legislation is required to:

Provide a flexible maximum benefit level, at two-thirds of the state's average weekly wage, so that benefits will increase automatically without having to resort to the legislative process.

In addition, affirmative public education must be undertaken by the Employment Development Department to inform

women workers in California that they are eligible for the maximum duration of disability benefits for time lost from work due to childbirth.

Adopted, p. 21.

VII WOMEN'S RIGHTS

Women have continued to expand their integral role in the market economy not only in consumption but in the workplace as well.

There are now 43 million women workers, comprising over 45 percent of the total workforce and 51 percent of all women 16 years and older. Women are now going to work out of necessity more than ever before. Over 16 million women now live alone or are dependent solely on their own income for survival.

With the continued rise of inflation and unemployment throughout the 1970's, women's earnings have become absolutely essential for the economic survival of many family units. At last count, over 84 percent of all women in the labor force either supported themselves or were married to men with incomes below \$15,000.

Yet while women have made limited advances in gaining access to some new occupations, they still earn only an average of 59 percent of what men earn. Further, despite the 1963 Civil Rights Act guaranteeing equal pay for equal work, 80 percent of all women workers are still concentrated in the "women's ghetto" of approximately 20 occupational categories and a few industrial sectors like services, finance, retail work, real estate and light factory production.

Like many other segments of the labor force, women workers suffer from high levels of unemployment, and even higher rates of under-employment (part-time work or the underutilization of skills).

Although women are still largely segregated in low paying nonunion jobs and industries, female workers are becoming increasingly aware that becoming part of the labor movement is the most effective means of gaining and maintaining justice and equality in the workplace. A good union contract is not only the most effective guarantee against economic exploitation, but it is also the basis upon which true equality can be built. The organization of women workers also has important implications for the growth of a strong

labor movement. Many female workers are employed in nonunion but rapidly expanding sectors of the economy, like electronics, finance and services. To meet this challenge, the California Labor Federation urges that its affiliates make a growing commitment to organize women workers.

To combat the other problems women workers may face the Federation's women's activities unit will continue to coordinate and encourage involvement of women in the labor movement statewide, as well as pursue California Labor Federation supported legislation to remove institutional barriers and discriminatory practices in all phases of employment and non-work activities.

In addition, we specifically support:

1. Legislation prohibiting the discrimination against women workers because of pregnancy since pregnant workers should be allowed to work as long as they and their doctors believe they are able to do so;
2. A call for increased efforts to place the Equal Rights Amendment into the Federal Constitution. This renewed action is critical as reactionary and anti-feminist forces have been increasingly successful in preventing the further advancement of the ERA;
3. The efforts to secure equal opportunity for women in employment and promotion;
4. 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.)
5. The enactment of legislation to provide free quality child care to meet the needs of all working women and heads of single parent households who require such services;
6. The expansion of alternative methods of work scheduling but only when they are carefully designed and fully supported by workers, especially women workers, and safeguarded by collective bargaining provisions;
7. The principle of equal pay for work of comparable value and its strict enforcement in the workplace. For far too long, women have been shunted into jobs which, if ever

measured on a uniform job evaluation standard, would be highly rated and deserving of a higher level of compensation than presently received for performing that job. This problem represents a subtle but particularly pernicious form of sexual discrimination and must be eradicated;

8. Strong support for state legislation and increased collective bargaining protections to combat sexual harassment in any form in the workplace.

Adopted, p. 41.

VIII SOCIAL SECURITY

While still inadequate in many benefit areas, the national Social Security system remains an extensive and vital program for the health and well being of workers, their families and for the economic stability of our country. As a program which emphasizes individual and social responsibility, it is an integral part of our society.

Social Security is specifically designed to: (1) relieve people from the anxiety of economic dependency in retirement; (2) reduce the number of people who need to apply for welfare; (3) enable the totally disabled and the dependents of the deceased to maintain an adequate level of subsistence, and (4) enable dependents of persons who die or become disabled to continue their education.

This social insurance program by its size and provisions can cover everyone, without a medical examination, for certain risks at low administrative costs. It gives maximum insurance protection to individuals at relatively low premiums because it does not have to build up large reserves required by private plans.

In 1979, cash benefits under the program were paid to more than 35 million persons every month; more than 100 million persons contributed to the system; and more than \$10 billion was paid in benefits to the aged, disabled, and survivors. Since the program began in 1937, more than \$500 billion has been paid in benefits at an administrative cost of only two percent of the benefits. No other public or private program can claim a comparable record. Without these benefits, more than 13 million people would have been added to the poverty rolls last year.

However, recent legislation which was designed to assure the system's continued financial integrity included some significant increases in the payroll tax and in the wage base. Some of these changes have impacted severely on those least able to pay so that low and middle income workers contribute a higher proportion of their wages to Social Security taxes than do the wealthy. The latest installment of this payroll tax hike is January, 1981. It will boost the contribution rate from 6.13% to 6.65% and the maximum tax base from \$25,900 to \$29,700.

The California Labor Federation calls upon Congress to rescind the scheduled payroll tax increase of 6.65% and to roll back the current 6.13% contribution rate to 5.85%. The best way to avoid the current and future payroll tax increases would be to use general revenues which are raised by more progressive taxation, to finance partially the Social Security System.

In addition to this gradually increasing general revenue contribution, proper financing should be achieved by applying the tax to the total payroll of employers, and by increasing the wage base until the same proportion of workers' full wages are covered as when the Social Security Law was enacted.

We emphatically reject alternative sources of financing such as sales or value-added taxes, which would continue to place the burden on those least able to bear it. Also, we urge rejection of any attempts to finance the system through increasing the age of eligibility for benefits.

In addition, we urge Congress to take the following actions:

1. Adjust benefits for inflation at least every 6 months whenever the consumer price index has increased by 3 percent or more, instead of the present system of no less than annually. Rapid inflation has had a disastrous impact on the living standards of the low income elderly.

2. Provide an occupational definition of disability for workers age 55 and over in recognition of the fact that disabled older workers who lose their jobs have virtually no chance to obtain employment in a new occupation.

3. Provide early retirement at age 60 with less than the present full actuarial reduction in benefits. A serious problem has been the low actuarially reduced benefits of those who are forced to retire before age 65.

4. Modify the Social Security program to deal more equitably with the particular benefit problems of women workers and women retirees. The structure of the Social Security program should be adjusted to the recent changes in work and family patterns of women, in order to provide adequate benefits to all women retirees.

5. Oppose universal Social Security coverage for all federal, postal, state and local government employees unless adequate safeguards are included to avoid any financial or benefit penalties affecting workers because of the switchover.

6. Oppose taxation of Social Security benefits.

Adopted, p. 44.

IX HEALTH CARE

The Republic of South Africa and the United States are the only major industrial nations without a comprehensive national health insurance program. America's working people have suffered long enough and are unwilling to go without adequate health protection any longer.

The extent and nature of existing medical coverage in this nation is an absolute disgrace. As of 1975, 47.4 million Americans or 22.7% of the total population were with no private health insurance protection whatsoever. Of the people who lack any private hospital coverage, a disproportionate number are the working poor and minorities. According to one study, 60% of all low wage workers, 40% of all black people under age 65 and 75% of all poor children do not have hospital insurance coverage. Less than 30% of the workers who lose their jobs and major sources of income retain private health insurance coverage during the duration of their unemployment increasing their vulnerability to the punishing costs of medical and hospital care.

Further, existing government medical protections are often inadequate. One-third of America's poor or 10 million people are excluded from Medicaid. As of 1979, at least 10 million elderly people desperately needed benefit improvements under Medicare which paid only 39% of their total health costs.

The United States is the home of the most advanced medical technology, the finest medical schools and physicians in the world. Yet it seems that all this su-

perior training leads to is a constant escalation of medical costs. By 1978, medical care was our nation's third largest industry costing the American people \$162 billion or \$730 per person. Increasing at the current rate which is doubling medical costs every five years, health expenditures will reach \$322.8 billion by 1983, a figure 30% larger than the entire Gross National Product of the British Isles.

Even though we lead the world in medical spending, our unequal distribution of services leaves us far behind other lands in providing a high medical standard of care. The United States is only 15th in infant mortality rate, ranks 17th in male life expectancy and only 10th in female life expectancy.

The California Labor Federation strongly urges Congress to enact legislation such as the Health Care for All Americans Act (Kennedy-Waxman) which would provide comprehensive health insurance for the working people of America based on the following principles:

1. Universal and comprehensive coverage;
2. Reduction of barriers to prevention and early care; (i.e. no deductions)
3. Built in cost and quality controls of medical provision;
4. Financing by a combination of employer-employee payroll taxes supplemented by general tax revenues.

Such legislation would provide for negotiated hospital budgets and negotiated physician fees, strong consumer input into the administration of the program and strongest government supervision of the medical profession to insure pro-patient reformation of health service delivery. The California Labor Federation has long supported these elements as vital to a good national health insurance program.

Until such a program is enacted, the California Labor Federation supports federal legislation designed to:

1. Increase and improve medical training;
2. Achieve better geographical and specialty distribution of physicians;
3. Improve the quality of health services;
4. Promote local community health planning; and
5. Distribute the cost of quality care more adequately throughout the en-

tire population, including close supervision of physicians' fees and other charges.

The California Labor Federation also supports effective and fair health cost containment legislation which recognizes the right of hospital workers to secure much deserved and long overdue wage increases. Living wage increases to low paid orderlies and other hospital workers do not fuel spiraling medical costs like the outrageous medical fees paid to contrived specialists for unnecessary operations or the higher medical bills to pay off a hospital's latest installment of its Starwar's medical gadgets. Containment legislation must take all these factors into account, recognizing the key protective role collective bargaining plays for hospital workers and in its provision of services to workers.

We recognize the potential social irresponsibility of our nation's highly monopolized drug industry and applaud the role the Food and Drug Administration has tried to play in protecting people from dangerous substances. We oppose all efforts to water down the regulatory powers of the Food and Drug Administration and encourage the agency to supervise more closely the pricing policies of the pharmaceutical industry, their multi-national operations and their research projects. We simply cannot allow the profit motive to operate unfettered in an industry which so closely affects people's lives.

The California Labor Federation strongly supports the Federal Occupational Safety and Health Administration (OSHA) as well as CAL/OSHA. Next to collective bargaining, it is the chief defense workers have against dangerous working conditions. OSHA recently has been under heavy attack by rightwing opponents. We firmly oppose all attempts to limit OSHA's enforcement powers like the Schweiker bill on the federal level or similar measures introduced in the California legislature during the past few years.

A glaring defect in the protection of workers' health is the lack of general knowledge of accumulative damage occurring from occupational hazards at work sites. Far more research, sponsored jointly by labor, management and government, together with the scientific community, is needed.

Long-term cumulative effects of physically harmful conditions in the workplace

are inadequately understood and the means of correction, prevention, treatment and compensation are entirely inadequate. For the upcoming two years, this Federation is committed to sponsoring a number of educational conferences to inform workers about these issues.

Currently, the California Labor Federation, is a primary sponsor of scientific research into the long-term deadly effects of asbestos on the health of workers whose employment required exposure to the lethal substance.

This year California's workers will receive greater health protections from Federation backed legislation to provide workers information on the safe handling and use of toxic substances used in the workplace, and expanded workers' compensation protection for workers afflicted with asbestosis.

Adopted, pp. 44-45.

X WELFARE

Given the overall tendency towards economic stagnation in many regions of the nation over the past 10 years, the number of poverty stricken families is again on the rise, reversing the gains made by the "War on Poverty." Many of these 30 million people are concentrated in cities and counties which are fiscally incapable of providing an adequate level of welfare benefits. It is the duty of the federal government to assure that existing financial pressure on states, counties and cities not result in welfare benefit reductions for the poor and deprived.

The attack on those segments of society which depend on welfare for their subsistence; the aged, the blind, the disabled, and women with dependent children, is intensifying. On the national level we anticipate conservative forces—using the excuse that we must cut social spending to counteract inflationary pressures—to attempt to limit cost of living increases in welfare benefits, to increase already stringent eligibility requirements or to dismantle some aid programs altogether. This Federation resolutely opposes such brutal rightwing policy assaults on the poor.

The California Labor Federation reaffirms its longstanding commitment to reforming and strengthening the programs designed to help the poor by enacting legislation which will meet the needs of (1) those employed at jobs which do not

pay enough to keep them out of poverty, (2) those fulltime workers who are unable to find employment and (3) those single parents with dependent children who are unable to take jobs out of the home and are existing on sub-poverty incomes.

This means first and foremost full employment with jobs at adequate wages in both the public and private sectors. Those who are unable to take such jobs because of age, disability, or family responsibilities should be assured benefit payments sufficient to provide a decent living standard for themselves and their families.

We oppose onerous proposals such as requiring welfare recipients to work off their welfare payments at substandard wages, as well as all other proposals which fail to meet the needs of the poverty-stricken and fall short of the genuine welfare reform this nation needs.

In order to break the cycle of welfare dependency and develop a humane welfare system for those in need, we urge the following:

1. Federal and state policies for rapid economic growth and expanded job training;
2. A federal income maintenance program for those poor who are unable or cannot be expected to be employed, with payments raised as quickly as possible to not less than the poverty level;
3. A permanent public services jobs program and training and placement services for those who could work in paid jobs but lack education or skills;
4. A strengthened unemployment insurance system with decent benefit and eligibility standards;
5. Food stamps for anyone in need, including strikers;
6. Federally and state financed child care centers with educational, health and nutritional services for the children of working and welfare parents;
7. Immediate implementation of the Humphrey-Hawkins Full Employment and Balanced Growth Act.

The California Labor Federation is angered by the recent actions of California's conservative legislators to cut welfare cost of living benefit increases out of the state budget. This was a brazen and unwarranted attack on the 1.3 million AFDC recipients in California of which 825,000 are

children. We solidly support as a principle that the state must provide an adequate standard of subsistence for all sectors of California's population which depend on such benefits for their survival.

Adopted, p. 45.

XI CONSUMER PROTECTION

The California Labor Federation reaffirms support for a broad range of consumer protection legislation and programs with adequate funding and enforcement.

The continued erosion of purchasing power and living standards due to renewed inflationary pressures and persistently high unemployment underscores the need for substantive action to protect consumers as well as increased organization and education to enable consumers to better protect themselves.

This Federation supports the establishment of a Federal Consumer Protection agency to coordinate and supplement the consumer related activities of other national agencies and to represent consumer interests in the proceedings and decision making of other government agencies. We reject, however, all diversionary efforts such as attempts to place labor-management relations within the purview of this new agency.

The authority and efficiency of consumer protection agencies such as the Food and Drug Administration, the Federal Trade Commission and the Consumer Product Safety Commission as well as the state Department of Consumer Affairs, should be strengthened to guard against unsafe and shoddy products and promote honest dealings with the public in terms of advertising and labeling. We oppose any weakening of present prohibition against cancer-causing additives in food.

We support the long overdue enactment of no-fault automobile insurance. Prohibition against the marketing of group casualty insurance should be removed and the entire insurance industry subjected to comprehensive study by Congress and the California legislature to expose abuses and recommend remedial actions.

Whenever automation and computer technology are introduced into transactions involving the public, the California Labor Federation calls for government regulated consumer and job protections standards, to prevent fraud, deteriorating work condi-

tions and other needless hardships on consumers and workers.

The California Labor Federation also urges:

1. Abolition of false and misleading advertising and requiring labels to show ingredients, nutritional values, expiration dates, durability and unit price.
2. Repeal of legislation which has hiked the already usurious merchant credit card interest limits to 19.2%. Further, this Federation calls for an immediate reduction of such interest rate limits to 12% per annum. We also oppose the recent annual fees banks and other financial institutions have been charging customers for the privilege of using credit cards.
3. Opposition to legislation which reduces consumer and worker protections with regard to products liability, (the burden of financial and legal responsibility in instances of injuries resulting from the use of a product.)
4. Opposition to any and all attempts to eliminate or restrict lifeline utility rates, subsidized rates on a minimal, life supporting amount of energy which aids low income, low energy users and reward those consumers who conserve energy.
5. The support of the placement of airbags in all automobiles sold in California. We also advocate closer state regulation of auto repair and body and fender shops, to guard against fraud and consumer abuse.
6. Permanent legislation requiring the clear, readable price marking of supermarket goods presently subjected to the computer scanning procedures of pricing.
7. Strong opposition to all forms of the variable interest rate home mortgage.
8. The support of expanded consumer education programs in schools, consumer and nonprofit organizations, as well as reiterating our endorsement of the Consumer Federation of California.
9. The prohibition of auto deficiency judgments in California.
10. Legislation to permit the creation of a small users' utility consumer action group to present testimony and lobby

on behalf of consumers before the Public Utilities Commission on gas, electric and oil rate hikes and on telephone rate increase requests.

Adopted, p. 45.

XII

LABOR LEGISLATION

Another Congressional legislative session is about to close, and once again, the Congress failed to enact necessary reforms of the existing labor laws or labor's situs picketing measure. The working people of America must continue to press for their rights at the workplace under labor laws which are blatantly biased against the fair exercise of those rights. After preventing the enactment of any progressive labor legislation during this session, the forces of reaction proceeded to undertake a major assault on the only major legislative advancement labor has achieved during the last 10 years, the Federal Occupational Safety and Health Act. After a struggle pitting labor and its allies on one side against rightwing corporate bankrollers on the other, the anti-OSHA Schweiker bill was killed.

One distressing development throughout much of this year's political activity, has been the growing desertion of organized labor by many legislators who in the past were well known supporters of working people's rights. This continued betrayal cannot continue. Yet an equally positive aspect of this struggle for workers' rights has been the growing cooperation between natural allies: civil rights, consumer, church and women's organizations and organized labor, which this fight has nurtured.

The California Labor Federation makes a renewed commitment to Labor Law Reform. We will persevere in our support for legislation which will end unnecessary delays in the resolution of unfair labor practices; provide more complete compensation to employees when they are harmed by the illegal acts of their employer; gain assurance that when employees request a vote on union representation a timely election is held; and for the denial of federal contracts to those who repeatedly and wilfully violate employee rights.

We want to take the profit out of breaking the law in labor management relations. It is a sad commentary on the private enterprise system when thousands of companies, large and small, have decided to

break the law because the penalties for getting caught are less costly than compliance with the weak law requiring the protection of the legal and human rights of their workers.

The California Labor Federation now recognizes that we are engaged in a bitter struggle with our well financed, profit motivated, corporate enemies. This Federation declares that it will not rest until we win this war to protect the rights, dignity and liberty of all American workers.

On the national level, we demand the repeal of the "right to work" law, Section 14 (b) of the Taft-Hartley Act. We also urge the revival of the situs picketing legislation modeled on the vetoed Construction Industry Collective Bargaining Act of 1975 and which was again defeated in 1979, which would provide situs picketing for building trades workers.

The California Labor Federation reaffirms its commitment to the National Davis-Bacon Act which insures the adequate compensation of construction workers, and to all of California's analogous prevailing wage protections. We also support the enactment of an amendment to the Labor Management Relations Act which will require collective bargaining on benefits for already retired workers. Given the fact that so pitifully few private pensions are indexed for inflation, this type of legislation is necessary to protect the living standards of retired people from further economic deterioration.

We will continue to support strengthened legislation on the federal level and in California prohibiting the use of strikebreakers in the resolution of work stoppages.

We will also continue to press for labor legislation which will facilitate the achievement of economic and social justice on the job and in the labor market, as well as maintain a constant vigil to guard against all efforts to erode the gains we have already made. Toward these ends, we urge the enactment of the following measures:

1. Extend full collective bargaining rights to all public employees with the right to strike;
2. Provide that the state minimum wage be automatically adjusted so that it is at least two-thirds of the average hourly earnings for production and related workers in manufacturing in California;

3. Prohibit discrimination in employment or promotion procedure on the basis of a pregnancy condition;
 4. Require hotels, restaurants, bars and taverns to post a bond sufficient to guarantee wages and benefits of their employees for the pay period, or two weeks, whichever is longer;
 5. Require that private printing and binding contracts with state agencies include prevailing wage and benefit levels;
 6. Permit agency shop clauses to be negotiated in all public employee collective bargaining contracts;
 7. Limit the fees employment agencies can charge an individual who is seeking a job;
 8. Eliminate subminimum youth and learner rates under the IWC which only serve to maintain cheap labor and remove young and new workers from the ranks of those who should earn a "proper living wage";
 9. Abandon bogus "in-plant" or so-called parallel apprenticeship and/or training programs with employers that offer low wages and benefits and mislead young workers with false promises of qualified journeyman status;
 10. Prevent public education institutions from encouraging and soliciting strikebreaking activity on the part of its students in labor disputes;
 11. Establish a comprehensive "Little Wagner Act" covering collective bargaining and employer-employee relations in the state;
 12. Provide more jobs for the presently unemployed by amendment to the FLSA to reduce the standard work-week to 35 hours and to raise the penalty for overtime to double time on a daily and weekly basis to encourage employers to hire additional workers rather than to schedule overtime work;
 13. Continue to seek legislation to prohibit compulsory overtime.
 14. Eliminate the use of lie detector tests.
- The California Labor Federation opposes and urges the Legislature to reject:
1. All attempts to weaken the provisions of the California Occupational Safety and Health Act;

2. Efforts to permit private industry to profit from the use of convict labor;
3. Right to work legislation, which would give the sanction of law to the open shop concept in either public or private employment; and
4. Any legislation to reduce or eliminate minimum wages under the authority of the I.W.C.

Adopted, p. 45.

XIII

AGRICULTURAL LABOR

The historic enactment of the California Agricultural Labor Relations Act of 1975 provided a vehicle for the orderly demonstration of bargaining desires and enabled farmworkers to overwhelmingly choose the United Farm Workers of America, AFL-CIO, as their representative. However, efforts to frustrate the clear purpose of this Act continue.

While the UFW has been successful in winning representation in over 80 percent of the elections, unfair labor practices, refusal to bargain in good faith and unceasing legal harassment by agribusiness have prevented many contracts from being signed.

Over the past several years, big agribusiness, allied with many racist and anti-union growers have escalated their efforts to destroy organized farm labor in California. This rightwing alliance has brought up countless legislative measures to erode many of the progressive aspects of the Agricultural Labor Relations Act and in some cases they have been successful. Anti-farm labor forces achieved a major victory in preventing the appointment of two individuals to the Agricultural Labor Relations Board who agribusiness felt would have been "too sympathetic" to the needs of agricultural workers.

This Federation decries the full scale attack the forces of reaction have launched on one small segment of the labor movement and call upon the rest of the labor movement, other progressive forces in California and in the nation to rally in defense of the farmworkers. Such unprincipled and unwarranted assaults on one group of workers, and a group which historically has suffered greatly and only recently has won collective bargaining rights at the workplace will not go unanswered.

The California Labor Federation urges the state legislature to:

1. Strengthen existing laws restricting the use of imported strikebreakers in any form during agricultural labor disputes.
2. Tighten the Agricultural Labor Relations Act to insure that good faith bargaining takes place, with stricter penalties for violations of the Act.
3. Authorize a substantial increase in the Agricultural Labor Relations Board's budget and accompanying procedural legislation to expedite their decisions on unfair labor practices.
4. Enact legislation to investigate and control closely the actions of local law enforcement agencies in policing agricultural labor disputes. Past history has suggested that such agencies are often in control of agribusiness and are discriminatory in their dealings with farmworkers.

Only when agribusiness and anti-union growers understand that the continued oppression of one group of workers will not be tolerated by the overwhelming majority of working people in California will full justice and democracy be established in this state's agricultural industry.

Meanwhile, even as the farmworkers are struggling to secure decent contracts, mechanization, much of it researched and developed by the University of California at the taxpayers' expense, threatens to destroy thousands of their jobs during the next decade. The University spends \$1.6 million of public money on 29 different projects attempting to mechanize 13 different crops affecting 176,000 farm workers.

The California Labor Federation supports legislation which calls for a social impact statement before research on increased mechanization receives public funds. We also endorse measures to require a tax on job-displacing machines to pay for unemployment compensation, retraining and placement in new jobs for the workers affected.

Adopted, p. 45.

XIV PUBLIC EMPLOYEES

In June, 1980, public employees, organized labor and other progressive forces won a thrilling victory over Howard Jarvis

and his rightwing allies when the working people of California rejected Proposition 9 by a wide margin. This initiative would have reduced drastically income taxes in a manner to benefit the rich, leaving little to be divided up by working people. Yet "Jaws II" would have resulted in sizable reductions of the social services on which working people depend, as well as causing massive layoffs in the public sector and mountainous workload increases for those workers remaining employed.

However, it is important for organized labor to take positive action on the tax burden issue. To this end, the California Labor Federation, in alliance with other progressive elements, calls for progressive income tax reform, elimination of multi-million dollar loopholes for corporations and the wealthy, and a general redistribution of the tax burden from the low and middle income Californians to those sectors who presently do not pay their fair share. The working people of California, if given the option of supporting such progressive initiatives, will choose progressive tax legislation.

This Federation deplores the past layoffs which have occurred because of Proposition 13. Further, due to the growing state budget deficit, and the fiscal reverberations of Proposition 13 which are only now surfacing, public sector layoffs will increase throughout the state. We firmly reject these consequences, and call for a special business profits tax to prevent these layoffs, social service cuts and public employees from being forced to accept substandard economic settlements. The California Labor Federation also demands that wages and fringe benefits for rank and file public workers be hiked immediately to catch up to that received by comparable workers in the private sector.

The California Labor Federation applauds the strong attachment and support California public employees have shown to the labor movement. Starting from scratch during the early 1960's, public employee union membership has grown to over 300,000, including 188,000 in state and local governments in California as of 1979. These developments underscore the importance the working people of California still place on a vibrant and growing labor movement.

This Federation believes that the distinction between public and private workers, so loudly proclaimed by conservative

politicians, is totally artificial. Regardless of whether the boss is a local school board, or the plant manager of a multinational corporation, the people under their supervision are all workers. All employees, whether in the public or private sector, are entitled to the same rights of a fair wage, healthy and safe working conditions, and adequate recourse to workplace abuse, including the grievance process and the inviolate right to strike.

As a first step in this direction, this Federation urges that full collective bargaining rights be extended to all public employees.

Towards these goals and in order to secure greater protection for public workers, we also seek the following action:

1. Liberalization of existing collective bargaining rights for all government workers, including the inviolate right to conduct work stoppages;
2. Adoption of legislation permitting the negotiation of an agency shop in all public employee contracts;
3. Reform of the federal Hatch Act to extend full political rights and safeguards to federal employees as are enjoyed by all other American citizens.

Adopted, p. 45.

XV CIVIL RIGHTS

The depressed economic conditions of the 1970's have eroded many of the earlier gains made by minority and women workers. The 20% differential between black and white workers' median income is once again widening, reversing a trend towards equalization which had begun in the early 1960's. As of 1980, blacks receive only 79.4% of what whites earn, down from 82.9% of a year earlier. While women workers are now beginning to expand into previously male dominated occupations, over 80% of all women workers are still in "female" jobs. The income differential between men and women is also widening with men making 175% of what women earn. Hispanic workers are also faring poorly, with a median income only 73% of what white workers receive and this gap has also been widening.

The labor movement offers women and minority workers the means to enjoy more fully their civil rights granted by law and to defend themselves against economic hardship, racism and sexual harassment

in the workplace. Minority union workers fare considerably better than minority nonunion workers. Not only are their incomes higher, but within the ranks of union members, the income gap between white and nonwhite workers is less than among their nonunion counterparts. Also, minorities in the unionized, middleaged blue collar category are less likely to experience unemployment than their nonunion counterparts. Organized women workers receive higher incomes than their nonunion sisters and are also afforded greater protection against sexual harassment and other forms of abuse on the job.

Only by organizing and participating in collective bargaining can minority and women workers protect what gains they have already achieved and make further advances in terms of equal employment and equal incomes.

In order to protect job opportunities, we believe that layoffs and recall rights allocated on the basis of seniority are the fairest of available alternatives. It is a basic trade union principle that in order to maximize the value and protection of length of service, seniority systems should be as broad as possible. Affiliates of this Federation should continue to pursue the commitment to the principle that such seniority systems are desirable for all our members, regardless of sex, race or ethnic background and to redouble their attempts to perfect seniority systems through collective bargaining.

We also support efforts on the part of women workers to achieve equal pay for work of comparable value. Only by moving in the direction of achieving equal compensation for women workers who perform jobs of comparable worth to men can we really begin to grapple with the problem of sexual discrimination.

All workers are entitled to suitable employment at a fair wage. To reach this objective, full employment must be achieved. Full employment is absolutely essential for minorities and women to attain work, experience, and seniority in better jobs, and thus fully participate in the mainstream of the American economy. Minorities and women have suffered the most from the mismanagement and social neglect that have characterized the nation's economic policies. It takes a healthy and expanding economy which provides training, educational opportunities, and jobs to give real meaning to the Compre-

hensive Training and Manpower Act, the Economic Opportunity Act and the Civil Rights Act.

We firmly support job opportunity for all workers through federal and state action whenever the private sector fails to assure full employment. In addition we support the following:

1. Full economic, social and political justice for Blacks, Hispanics, Asians, Native Americans or any other persons, irrespective of their race, color, creed, ethnicity, national origin, sex, age, mental or physical disability;
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution;
3. Expansion of training and employment for youth and for those programs oriented towards skill training, like the Job Corps and the Neighborhood Youth Corps programs;
4. Full educational opportunities for all while providing additional resources for schools located in depressed areas;
5. Continuation of our close relationship and cooperation with the Recruitment and Training Program (RTP), the Labor Education Advancement Program (LEAP) and the Human Resources Development Institute (HRDI);
6. Increased support and cooperation with the leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, National Urban League, National Association for the Advancement of Colored People and similar community organizations that have visions of a just and fair society;
7. Active involvement of retired union members in senior organizations such as the Congress of California Seniors, and continued efforts by the Federation's senior action program in organizing retired workers on issues reflecting the concerns of the aging.

Adopted, p. 51.

XVI HOUSING

Now more than ever before, it is imperative that America make a commitment to increasing and upgrading its housing stock. Currently, the single family home market is a total mess even as it

continues to decline. Until the 1970's, the average price of a new home was less than 2½ times the average national household income. By January, 1980 the average price of a new home was six times the average national household income.

If we just examine California, the rapid increases in housing costs are even more shocking. In 1972, the average price for a new home in Orange County was \$35,000. By 1978, it had reached \$133,677, a total hike of 282 percent, an annual compound increase of over 23 percent and it is still rising. In a seven county area housing survey taken in Southern California, prices of existing homes rose from \$30,400 in 1970 to \$91,500 in 1978, an average annual increase of 14.8 percent.

The rental housing market is worse, and rapidly deteriorating. In California, renters already comprise 45 percent of all households and this number is growing steadily. As more middle income working people are unable to purchase a single family home, they must obtain rental housing. This creates greater competition and hardship for the poor, minorities and the elderly, those groups who still make up the bulk of all renters. Living conditions for these low income groups will only get worse as fewer housing units in any suitable condition are available at a price they can afford.

Nationally, the precipitously high level of housing prices and rents and their further increases continue unabated because of a strong excess demand. A principal component of this demand for housing has been the growing maturity of the "baby boom" generation of the years 1954-1965. Presently, at least 2½ million units are required yearly to meet the number of new households and to replace those units destroyed and demolished. However, housing construction during the 1970's has not even come close to meeting these needs. The years 1975 to 1979 saw a shortfall of 5.4 million units than what was necessary, and given the current state of economic decline in 1980, construction of new units is advancing at an annual rate of 1.2 million units, further increasing the housing gap.

While a number of population, economic and social factors have simultaneously combined to intensify this crisis during the 1980's, sufficient supplies of adequate housing have never been available to meet the needs of the American people. Millions

of families still live in substandard unhealthy housing. A recent Federal annual housing survey reported that more than two million occupied dwelling units are lacking in some or all plumbing facilities, and over three million occupied units suffer from overcrowding. Over one million families live doubled up with other families and the current recession is escalating this figure rapidly.

Six times in the past 24 years, contractions in the supply of mortgage funds and increases in mortgage interest rates have been followed by sharp declines in homebuilding and general economic recessions. The sixth and most recent episode occurred in early 1980, when the Federal Reserve Board instituted monetary policies to drive up steeply the cost of all funds including mortgage money. At their peak, mortgage interest rates topped the 17 percent mark and even now have cooled down only to the 12 percent range, a totally unacceptable figure.

Among other reasons, this recent oscillation of mortgage interest rates was due to a switch in the monetary policies followed by the Federal Reserve from stabilizing interest rates to stabilizing the money supply. (By increasing the money supply at a relatively constant rate.) The consequences have been drastic fluctuations in interest rates which at their extremes, created serious areas of stress throughout the economy, and especially in the housing market. The California Labor Federation views this policy as economically destructive and supports that proper mix of fiscal and monetary policy which will achieve stable and reasonable mortgage interest rates as well as a full employment economy.

If mortgage rates are ever to be stabilized at a tolerable level, selective credit regulation measures authorized under the Credit Control Act of 1969 should be implemented. It does not make sense to permit future homebuilding declines while large amounts of credit are extended for corporate takeovers of companies, for foreign industries that undercut American production and for international money market speculation and other non-essential purposes.

Stimulation of the housing industry is necessary to meet basic shelter needs and counteract inflationary pressures. Unless a lower price mix of new units is produced and available at reduced interest

rates, there will be a substantial increase in the number of people who require subsidized housing.

Therefore, the California Labor Federation urges the following actions be taken by Congress:

1. Mandate the implementation of selective credit regulations to avoid sharp declines because of tight money and high interest rates generally;
2. Establish an emergency 6 percent mortgage home financing program that will remain in effect until housing starts reach a seasonally adjusted annual rate of at least 2 million units for three consecutive months; and
3. Increase assistance for public housing construction and modernization;
4. Establish substantial special federal programs to spur housing construction for the elderly, low and middle income people.

In California we support efforts by the state legislature to:

1. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation;
2. Supplement existing low- and moderate-income construction and rehabilitation programs as well as increased assistance to local government agencies in order to secure available federal funds for such programs;
3. Amend Article 34 of the state constitution to remove the onerous, costly and unnecessary requirement to automatically hold a referendum before low-income public housing can be developed;
4. Prevent the expansion of all forms of variable interest mortgages and all mortgage instruments which shift the burden of financial risk from the lender to the consumer;
5. Enforce full compliance with the State Department of Housing and Community Development's housing element regulations to assure a steady supply of land for development of housing for all economic segments of the communities' population;
6. Prohibit discrimination in housing against families with children, single parent households, students, the aged, and minority peoples;

7. Require strict building, safety, health and plumbing codes enforcement in construction and rehabilitation;

The Federation will also continue to vigorously oppose all efforts to take the option of rent control away from local government when inflationary conditions in the housing market require such controls to protect working people, the poor and fixed income people from exploitation by landlords and speculators. The California Labor Federation, in alliance with other progressive forces throughout the state was able to defeat Proposition 10, the anti-rent control initiative, despite being outspent by landlords and the real estate industry by over a 100 to 1 margin because of this demand by working people for protection against landlords. Rational local rent controls offer the only defense renters can obtain on a short term basis against rent gouging and we support their enactment when and where the public decides that they are a necessity.

Adopted, p. 51.

XVII EDUCATION

Throughout its history, the California labor movement has recognized the primary role that a public school system plays in the advancement of a free and democratic society as well as the promotion of self government in the labor market. 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. In more recent years, organized labor has taken up the cause of increased federal support for California's public schools.

Education is an investment in the future of America, one that rewards all of us through a better trained, more productive workforce 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, finance and neighborhood through state and federal programs which provide equality of access.

We firmly support quality educational instruction at all grade levels in all public schools. The best way to maintain such

quality is to insure that all public school personnel are organized and covered by collective bargaining agreements. We also believe that the quality of education bears absolutely no relationship to the age, sex, race, ethnicity or political beliefs of the instructors. The California Labor Federation firmly opposes any employment discrimination in our public schools based on any of the above criteria.

We view with alarm the attacks upon efforts to improve the quality and distribution of education in this state. School children from poorer districts suffer severe and permanent educational handicaps because they cannot compete with children from more affluent school districts.

The fiscal effects of Proposition 13 are still reverberating throughout California's public sector. The State of California, together with the federal government, should take all necessary steps to prevent any erosion of quality within our educational system which may occur from Proposition 13 cutbacks. Increased revenues obtained from a progressive income tax system could guarantee an equitable distribution of quality teachers, materials and facilities.

We formally oppose any attempt to destroy the California public school system through the initiation of an educational voucher system. An educational voucher program as it erodes the public school system would eventually serve to weaken the relatively high degree of upward mobility among occupational and income groups. This upward mobility which has always given America's poor a hope for a better future, is highly valued and must be preserved at all costs.

The California Labor Federation opposes all racial and ethnic segregation in public schools and embraces busing as a primary method to rectify such illegal and morally unjust situations.

We urge the adoption of legislation to attain the goal of free, high-quality, comprehensive early childhood education and child care services for all children who need them.

This Federation believes vocational education must be related to actual employment and training needs. Also, career education programs should expand career options and prepare students for the world of work. But these programs can only be developed in consideration of local economic conditions, the area rate of unem-

ployment and employment trends. We reject so-called "career education" programs that are a disguise for efforts to negate child labor laws, health and safety standards and minimum wage laws.

There is a growing gap between the costs of higher education and existing programs to help students. The higher education system is in danger of becoming a haven of the upper classes only. The ultimate goal for this state, and the rest of the nation, must be free tuition in the field of higher education if all are to be given an equal opportunity.

The California Labor Federation will also make every possible effort to secure collective bargaining rights for all teachers in higher education. Unionization is the most dependable way to correct the erosion of purchasing power and working conditions which has occurred during the past twelve years. Quality education is not possible while the skilled professionals who actually do the work are underpaid, overworked and are without the basic human rights to which all workers are entitled.

In reaffirmation of our support of quality education for all citizens as a matter of right, we specifically endorse:

1. Equalized resource allocation regardless of the districts' wealth base to avoid handicapping students from low-income areas;
2. Universal early childhood education and child care within the public schools in the absence of existing programs;
3. Continuation of the growth of adult and life long education;
4. Small enough class sizes so teachers can provide individualized instruction and help;
5. Expansion of remedial, clinical and guidance services so that children who come to school suffering the burdens of poverty can be reached and helped;
6. Presentation of organized labor's contribution to this nation's history in lectures, discussions and textbooks;
7. 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 replacement of full time perma-

nent tenured job slots with one year and other short term appointments;

8. Free universal public education through four years of college;
9. Support for the allocation of funds to expand the arts on an equitable basis with other leading disciplines throughout the public school curriculum from preschool through adult education;
10. Adequately funded programs to meet the educational needs of the non-English speaking students; and
11. Adequately funded programs for the education of the handicapped.

Adopted, p. 51.

XVIII THE ENVIRONMENT

In recent years significant progress has been made in cleaning up and protecting many different aspects of California's environment. However, this progress has been uneven and we still have a long way to go. One area which needs considerable improvement is the workplace. In many of California's places of employment safety and health conditions are still far from what could be termed adequate and many in fact represent significant dangers to an employee's present and future health. The California Labor Federation is pledged to sustain a vigorous commitment to improve workplace health and safety and to insure the sufficient policing of firms who would be willing to sacrifice workers' well-being in the pursuit of a few more dollars.

The California Labor Federation is aware of the critical economic and social factors underlying many environmental issues. The Federation opposes any shift towards those no growth policies which would achieve environmental purity for the benefit of a few and unemployment, inadequate housing and economic dislocation for working people. Yet we also oppose industry's attempt to eliminate those protective government regulations on workers' health and safety, consumer products, pesticides, air and water pollution which would endanger us all simply to increase a corporation's rate of return on investment.

The California Labor Federation remains firmly committed to the protection, restoration and improvement of the environment. We continue to seek a realistic and intelligent balance between policies and programs in the environmental field

and the maintenance of economic growth and jobs.

Accordingly, we urge that programs to clean the environment be enacted and administered in a manner which does not conflict with the goal of developing and fostering a full employment economy. We also urge that these programs be set up with the commitment of protecting people as workers, consumers and citizens whenever and wherever possible. More specifically, we support:

1. The immediate and full utilization of the Melones Dam hydroelectric system through an override of the governor's veto on AB 2164. A few "whitewater" enthusiasts should not be allowed to profit at the expense of the working people of California who are being denied access to clean, cheap, hydroelectric power and will be forced to pay higher energy prices for more hazardous fuels like coal, oil, or nuclear power.

2. The development of a comprehensive solid waste management resource recovery system. We vigorously oppose efforts to institute a simplistic ban on nonreturnable beverage containers. Such a ban not only ignores the major litter problems we face but would also result in the elimination of 60,000 permanent jobs in the bottle and can industry. Such legislation is totally insensitive to the social costs of economic dislocation bottle and can workers would be made to suffer as they experience unemployment, are forced to accept low wage jobs and possibly be uprooted from their communities.

3. Reduction of air pollution and unnecessary use of energy resources by assignment of the highest priority by the Environmental Protection Agency to research into technologies to facilitate conversion to coal for major energy users which is consonant with air quality standards.

4. Strict enforcement of the Federal Toxic Substances Control Act which, together with reinvigorated enforcement of the Occupational Safety and Health Act, will add impetus to securing a healthful work environment.

5. Expansion of mass transit facilities and services to help reduce pollution and congestion as well as the development of alternatives to the internal combustion engine.

6. Addition of economic and social factors to environmental impact statements.

7. Tighter state regulation of the use of pesticides and other toxic substances on the farm, at the workplace and in the home.

8. Greater state supervision of the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects.

9. The establishment of a state land use policy which would make full employment and public housing for low and middle income people its overriding priorities. While we remain sensitive to the need for orderly housing development, too often the cry of no growth has been used to discriminate against blacks, chicanos and other minority groups seeking a decent place to live at a just price.

Adopted, p. 51.

XIX ENERGY

Adequate energy supplies for all of America's needs is the principal challenge facing the people of our nation for the rest of the century.

The California Labor Federation remains acutely aware of the possible adverse consequences underlying the formation of certain national energy policies. We must reject outright any national energy strategy calling for "lowered expectations" by working people, the poor, and minorities but not for the rich, and "no growth" in living standards for ordinary citizens but obscene hikes in corporate profits.

We are also very aware of the increasing inability of free market solutions to the energy crisis to provide acceptable distributional outcomes for working people. Repeated market failures, like the summer gas lines of 1979 and the growing monopoly control of the energy corporations, call for increased government supervision of energy supplies and greater control, not the decontrol of energy prices and supplies.

It is crucial that we succeed in formulating a just and rational energy program calling for balanced but sustained economic growth. Failure to do so will further decrease our ability to maintain full employment in the future. Failure will also fuel future inflationary pressures thereby generating greater levels of social conflict as different groups battle to in-

crease their share of a static economic pie.

The California Labor Federation calls for a two-pronged program of increased conservation and accelerated development of alternative energy sources to cope with the energy crisis. To encourage energy conservation, the California Labor Federation supports:

1. A fair and equitable gasoline rationing system.
2. The establishment of temperature and lighting standards that could be reasonably enforced in industrial, commercial, and residential buildings and which would lead to energy savings in heating, lighting and cooling.
3. Mandatory energy efficiency standards for major appliances, and for all buildings.
4. Automobile fleet mileage efficiency standards should be strengthened.
5. The cogeneration of energy, largely through the use of steam produced in the generation of other forms of energy, should be encouraged and the conversion of oil-fired boilers to other energy sources should be required.
6. Subsidized mass transit to realize low transit fares.

Conservation, by itself cannot provide sufficient quantities of energy to insure full employment levels of economic activity with stable prices, as well as reducing our dependence on foreign sources of energy. The development of alternative energy sources is an absolute necessity. Highest priority must be given to renewable sources: solar, wind, gasohol, tidal and geothermal. Various types of technologies are available to harness these sources, and these energies pose minimum environmental damage. A commitment must also be made to new areas of power generation like waste matter, oil shale, tar sands and other synthetic fuels. These resources may take longer to utilize effectively as suitable technologies are not always available. To avoid any serious shortfalls in energy availability, the national interest requires that resources like coal and nuclear should be developed to meet necessary energy needs.

It is time to end the stranglehold that a few large corporations hold over energy production and the people of this nation. We urge Congress to enact legislation to closely supervise the pricing, financial,

and investment policies of the major oil corporations in order to break up the economic market power these firms have from well-head to gasoline pump. Even now oil companies are spreading their influence into other energy fields and have already secured a major position in the coal and uranium industries. Clearly this is not in the national interest as it may work to bias the policy choices and development of new sources of energy. We also urge Congress to enact legislation to prohibit these firms from owning competing sources of energy.

It is also time for the U.S. government rather than the oil industry to take over the importation of oil and deal with the oil producing and exporting countries on a nation-to-nation basis. The government should determine the amount of oil to be imported, negotiate the price to be paid and provide for allocation. In addition, at least 50 percent of oil imports should be carried in U.S.-flag tankers to assure the security of these imports from the whims of other countries.

As part of a comprehensive strategy to meet our energy needs we also endorse:

1. The development of nuclear power accompanied by expanded research into technology to further reduce safety hazards so that nuclear power will enjoy the public support it must have to become a significant energy source. Also the development of technology that will turn nuclear waste into reusable fuel.
2. Continued regulation of natural gas prices;
3. The treatment of giant oil companies as public utilities subject to stringent federal legislation;
4. Grants to homeowners of tax credits for making homes more energy efficient;
5. Increased government regulation of utility rate settings.

Adopted, p. 51.

XX RECLAMATION LAW

The National Reclamation Act of 1902 linked federal irrigation to land redistribution. The intent was to break up the huge ranches and railroad holdings in the West and allow settlers to share the benefits of public investment. This law limits water

subsidies to 160-acre parcels (320 for a married couple) providing the owners occupy the land and sell any excess within ten years at pre-water prices.

Unfortunately, this law was never properly enforced so that large corporations and absentee landlords were able to keep and acquire huge landholdings and reap most of the benefits from the increased value of the irrigated property at the taxpayers' expense.

The fundamental issue involved in the fight for enforcement is that the Act was written to authorize the expenditure of public funds to bring water to arid lands and assure that the benefits of such public investment were spread among as many people as possible instead of benefiting only large landholders and corporations.

Recently, the U.S. Department of the Interior announced that it will enforce the acreage limitation and assist family farmers in reversing the trend toward the transformation of the nation's agricultural industry into a huge conglomerate.

While this Federation applauded this effort by the Interior Department, we reaffirmed our position that the law should be enforced in its entirety. We deplore the recent legislative attempts to legitimize agribusiness's flagrant abuse of federally subsidized water rights while family farmers and rural communities, groups for which the reclamation law was designed to protect, continue to suffer.

We oppose all moratorium schemes to postpone the enforcement of Federal water use regulations. A considerable amount of time is already required administratively and a moratorium would only serve to deny justice further.

We support the imposition of a ceiling of 640 acres for any single family of four eligible for the low-cost water project. Also, the residency requirement of a 50-mile radius as stipulated in the Interior Department's regulations should be reduced to 15 miles.

The California Labor Federation will continue to support the full enforcement of the National Reclamation Act, the break-up of land monopolies and strict ownership and anti-speculation regulations.

The unjust enrichment of a few, at the taxpayers' expense, must be ended in order to encourage the rural communities that would flourish with family farm rejuvena-

tion and to break the stranglehold agribusiness exercises on much of our political life.

Adopted, p. 51.

XXI COMMUNITY CONCERN AND SERVICE

Crimes of assault and theft are on the increase, and wage-earning Californians are among the most frequent victims. While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to reduce criminal activities than any other viable solution.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions of Americans. Enlightened approaches to these problems and to the reduction of their ravages, seeking their ultimate elimination, are legitimate concerns for labor unions, councils and this Federation.

It is a constitutionally mandated function of our American government to "promote the general welfare." Beyond that there is an ethical responsibility for all to assist those less fortunate economically and socially, whether in chronic distress or suffering the temporary effects of natural disaster or man-caused chaos.

In these areas of concern, the California Labor Federation, whenever consistent with the policies and interests of the national AFL-CIO, local unions and councils affected, and their memberships, urges positive action on:

1. Programs designed to stem the rising tide of crime and to alleviate its effects on law-abiding men, women and children of our communities, as well as seeking means to reduce the incidence of crimes against individuals and their property through such programs as the California AFL-CIO Program for Offender Career Placement & Diversion, Inc.
2. Cooperation with the National Council on Alcoholism and other similar programs in dealing with the many problems of the illness of alcoholism and drug abuse, particularly where they intrude upon the work site and affect occupational safety and productivity.

3. Cooperation consistent with the interests of the trade union movement is urged in United Fund, United Way efforts and on behalf of such groups as the Red Cross, Muscular Dystrophy Association, City of Hope, International Guiding Eyes and others of similar merit too numerous to list here.
4. Cooperation with organizations committed to the elimination of bias stemming from prejudice against people because of their ethnic background, sex, religious conviction or national derivation, as long as the objectives of such organizations are consistent with the programs of California Labor Federation, AFL-CIO and the National AFL-CIO.
5. Both at home and beyond our shores, working people and the poor too often suffer calamitous deprivation through natural disaster. The California Labor Federation, supports such causes as relief for earthquake, drought, and famine victims around the world.
6. Adequate financing by the State of California of the existing Victims of Crimes and Witnesses programs.
7. Cooperation with programs for the benefit of the elderly not inconsistent with the policy of the AFL-CIO.

Adopted, p. 51.

RESOLUTIONS

Freeway Emergency Call Box

Resolution No. 1—Presented by California State Council of Carpenters, San Francisco and State Building & Construction Trades Council of California, Sacramento.

Whereas, Emergency call boxes (telephones) have been provided on the shoulders of freeways to drivers who develop engine trouble or run out of gas while driving the various freeways; and

Whereas, Rush hours and crowded freeways do not allow troubled automobiles from the fast lanes (center) to cross lanes to the shoulders and existing call boxes; and

Whereas, Those drivers who develop automobile problems in the center lanes must remain there and are virtually helpless while they wait, sometimes for several hours, until assistance arrives; and

Whereas, These drivers, who develop automobile trouble, become nervous, impatient and sometimes attempt to make their way across several lanes of freeway traffic, misjudging the speed of an oncoming car; and

Whereas, Their poor judgment has caused accidents and the loss of lives while attempting to reach the call box across the freeway; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, adopt this resolution and go on record in favor of introducing legislation calling for Emergency Call Boxes in the center divider of all freeways, where it is feasible; and be it further

Resolved, That copies of this resolution be sent to the members of the California State Legislature.

Referred to Committee on Legislation.
Adopted, pp. 36-37.

Unemployment Insurance for Strikers

Resolution No. 2—Presented by California State Council of Carpenters, San Francisco and State Building & Construction Trades Council of California, Sacramento.

Whereas, Unemployment compensation insurance is specifically designed for the temporarily unemployed; and

Whereas, This insurance has proven to be a necessity to those who have become

unemployed by a sudden change in the economy; and

Whereas, Organized labor is sometimes forced to take economic action by withdrawing our labor; and

Whereas, By action of the U. S. Supreme Court, states may adopt a plan allowing unemployment insurance to strikers; and

Whereas, Some states do provide that unemployment benefits be available to striking union members; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, adopt this resolution and go on record in favor of introducing legislation calling for unemployment benefits to striking workers who become unemployed as the result of a legally called strike by their union.

Referred to Committee on Legislation.
Filed, p. 34.

Auto and Gasoline Tax Deductions

Resolution No. 3—Presented by California State Council of Carpenters, San Francisco and State Building & Construction Trades Council of California, Sacramento.

Whereas, Certain classifications of workers, such as construction workers, are required in most instances, to use their personal automobiles for transportation of themselves and their tools to and from the location of their jobs; and

Whereas, This is true because the intermittent pattern of employment and the constant change in job locality make it virtually impossible to arrange for "car pooling," etc., and many times the job site is in a location inaccessible by public transportation; and

Whereas, It is grossly unfair that in these times of enormously rising prices for cars and gasoline, such workers should be taxed in the same manner for necessary, work-required transportation as others are for convenience and/or pleasure use of their automobiles; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, instruct its officers to contact representatives in the California State legislature and the Congress of the United States and urge that the income tax laws be modified to provide for a tax de-

duction, or other form of relief, for such workers.

Referred to Committee on Legislation.
Adopted, p. 33.

Expansion of Media Advertising Program

Resolution No. 4—Presented by California State Council of Carpenters, San Francisco.

Whereas, Organizing has always been a top priority activity of our organization throughout the AFL-CIO; and

Whereas, More and more public attention and opinions are in direct response to the media advertising, endorsements; and

Whereas, Current legislative defeats and Supreme Court decisions have failed to help our public image and organizing efforts; and

Whereas, The general working public and students, regardless of language distinctions, can and must be educated on the benefits and ideals of union collective bargaining; and

Whereas, The time has come for our organization to use the media to endorse a workers' rebuttal to exorbitant profits and inflation; and

Whereas, The labor movement must advertise the union label, union history, organizing objectives, union boycotts, union-built housing, past and current legislation that has proven to be beneficial which was authored or endorsed by unions; and

Whereas, A new AFL-CIO Charter to the Federation of Professional Athletes was voted by the AFL-CIO Executive Council at the last General Convention; and

Whereas, The general public, young and old, can relate and will respond to the endorsements of popular professional athletes; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, select a committee and/or director to develop a program of public endorsements of union objectives and ideals by professional athletes; and be it further

Resolved, That special emphasis be placed on their endorsements and public respect of picket lines in order to perpetuate a popular movement of picket line effectiveness; and be it finally

Resolved, That these athletes be asked to endorse the philosophy of teamwork and

confidence in union organizing and collective bargaining.

Referred to Committee on Resolutions.
Filed, p. 52. Subject matter referred to Executive Council.

Union Label Promotion

Resolution No. 5—Presented by California State Council of Carpenters, San Francisco.

Whereas, The Union Label in a free society is the symbol of hope in our fight against "unfair competition" and the preservation of American standards of wages and working conditions; and

Whereas, It represents the creativity of American design, skill of American workmanship and preservation of American jobs; and

Whereas, The Union Label will appear only on items manufactured under union conditions in the United States; therefore be it

Resolved, That the delegates to the Thirtieth Biennial Convention of the California Labor Federation, AFL-CIO, adopt this resolution and promote the use of the Union Label, shop card and union services at each meeting of their district council and local unions; and be it further

Resolved, That the California Labor Federation, AFL-CIO, lead an educational program to vigorously promote the Union Label.

Referred to Committee on Resolutions.
Adopted, p. 52.

Pension Plan Termination Insurance

Resolution No. 6—Presented by California State Council of Carpenters, San Francisco.

Whereas, Because of the enactment of termination insurance through federal legislation, numerous problems have developed for multi-employer benefit plans; and

Whereas, It has become obvious that this legislation, as presently enacted, has not only failed to meet its desired goal of protecting the pension funds for the participants of such plans, but has instead imposed conditions that will make it almost impossible to organize new employers and have them participate in our multi-employer pension plans; and

Whereas, At present the law regarding termination insurance has a provision whereby participating employers, who have not been out of the plan five years or more, may be required to pay in excess

of 30% of their net assets toward protection of the funds in the event such a plan becomes insolvent, which requirement may very likely cause presently participating employers to drop out of participation, thereby leading to the destruction of the multi-employer plans for lack of revenue; and

Whereas, It is obvious that many employers, who want to remain loyal participants and contributors to multi-plans, cannot, under current law, survive; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record in support of HR. 3904 and S. 1076 and the position of the National Coordinating Committee for Multi-Employer Pension Plans; and be it further

Resolved, That the California Labor Federation be instructed to become active in urging other union bodies, throughout the State of California and elsewhere, to support the above pending legislation and the position of the National Coordinating Committee for Multi-Employer Pension Plans.

Referred to Committee on Resolutions.
Adopted as amended, p. 52.

Disability Benefits

Resolution No. 7—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, Our brother and sister members who were employed under Title II Programs in 1977 through 1979, working at various state facilities were not covered by state disability and social security benefits; and

Whereas, These members may have suffered monetary loss due to these benefits not being paid; such as not qualifying for disability benefits or a reduced Social Security retirement income, therefore be it

Resolved, That the California Labor Federation, AFL-CIO petition the proper legislative bodies to draft legislation to cover these temporary employees of specially funded programs under S.D.I. and F.I.C.A. benefits.

Referred to Committee on Legislation.
Adopted, p. 35.

Banks and Lending Institutions

Resolution No. 8 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The placing of sums of money

by unions throughout the state in banks that do not have union contracts with their employees, is contrary to all union principles; and

Whereas, It is impossible at this time to find such a bank in the State of California, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record urging every labor organization to place its money in banks and lending institutions that are favorable to organized labor; and be it further

Resolved, That the California Labor Federation be urged to make arrangements to establish an organized bank or lending institution throughout the State of California.

Referred to Committee on Resolutions.
Adopted as amended, p. 53.

Medical Records

Resolution No. 9 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The State Legislature has recently passed a bill entitled SB 480, which bill was originally designed to help assure that an individual's medical records would remain private and would not be disclosed without his permission. However, the form of SB 480 has the effect of tremendously increasing the administrative expense to a Taft-Hartley Employee Benefit Plan in the administration and processing of medical claims; and

Whereas, Efforts are under way in Sacramento to make clear that SB 480 is not intended to hinder the ability of negotiated employee welfare plans to administer and to provide the claims to our members that they are intended to provide, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record supporting efforts to exempt Taft-Hartley Employee Welfare Plans from the onerous provisions of SB 480; and be it further

Resolved, That the affiliated bodies should be encouraged to communicate with their representatives in Sacramento in support of those efforts.

Referred to Committee on Legislation.
Adopted, p. 37.

Protection Against Industrial Disease

Resolution No. 10—Presented by State

Building and Construction Trades Council of California, Sacramento.

Whereas, A bill introduced in Congress by Senator Hatch (Utah) and Robert Schweiker (Pa.) would make a mockery of OSHA and safety regulations in the workshops of our nation, even as Schweiker, at the hearings admitted an increase of 28% in serious work injuries since 1972; and

Whereas, A federal report over a year ago (L.A. Times—Sept. 21, 1978 and Sept. 16, 1979—pages 3 & 28) claims as much as "38% of all cancer in the U.S. is due to occupational exposure" and Sept. 21, 1978 article claims "Federal officials estimate an annual 390,000 cases of occupational disease, 2.2 million disabling injuries and as many as 100,000 deaths, that 67,000 workers will die annually of exposure to asbestos, . . .", therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, call upon the labor movement and its allies in the health field to initiate a major campaign for improvements in health and safety legislation; and be it further

Resolved, That the law protecting and aiding the victims of black lung cancer be applied to all industries in the U.S.

Referred to Committee on Resolutions.
Adopted, p. 45.

Item Pricing

Resolution No. 11—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The vast majority of people residing in the State of California have only one alternative when obtaining food. This is as consumers of retail products. Consumers obtain these needed products by purchasing specific items, which they determine will best fit their nutritional and monetary requirements; and

Whereas, Especially with the rapid rate of inflation, it is impossible for the majority of consumers to retain mentally the individual price of each item for the reasons of price comparison and budget limits; and

Whereas, A consumer should have equal rights with a computer by being allowed to read the price on each individual item; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as sup-

porting the concept of item pricing in the State of California and endorse legislation to that effect.

Referred to Committee on Legislation.
Filed, pp. 35-36.

Workers' Compensation for Apprentices

Resolution No. 12—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, We in the labor movement are always concerned with the good and welfare of our members; and

Whereas, The existing statutory law with regard to apprentice workers' compensation coverage is very vague with respect to (a) the employed apprentice injured on the way to class, and (b) the unemployed apprentice injured on the way to class; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record in support of clarification of these existing laws and petition the proper legislative bodies to prompt such clarification.

Referred to Committee on Legislation.
Adopted, p. 33.

Housing

Resolution No. 13—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The delegates to the Thirty-Ninth California State Conference of Painters and Allied Trades Convened in the City of Los Angeles on February 21st, 22nd and 23rd, 1980; and

Whereas, The delegates to the Convention representing thousands of skilled workers from throughout California whose jobs and ability to acquire affordable shelter are greatly affected by the rising price of houses; and

Whereas, The delegates are aware that a primary cause of the growing housing crisis is because of the severe shortage of housing and a severe shortage of building land which has government's approval for development; and

Whereas, The shortage of housing and buildable land is due mostly to government restrictions, moratoriums and other attempts to limit, manage and regulate growth in response to environmental extremists and anti-growth advocates; and

Whereas, Government delays in the processing of building and construction permits and long delays in the permit

process system have greatly added to the cost of housing; and

Whereas, Local government's post-Proposition 13 attempts to make up for lost taxes by greatly increasing building and development fees and imposing public improvements and community services costs on the builder, thereby forcing up the cost of housing still further; and

Whereas, This continued escalation in the cost and price of housing and the shortage of new housing, is forcing up the cost of all housing, including rental housing; and

Whereas, The shortage of affordable shelter has now reached crisis proportions and is beginning to have a severe and harmful social effect and a deleterious effect upon the general economy of our state; therefore be it

Resolved, That the delegates to the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge our senators and assemblymen in the California State Legislature to concentrate their efforts on legislation that would limit local government's ability to engage in those kinds of activities and regulations that are causing housing prices to rise and to enact legislation at the state level that will cause governments; state, regional, special district and local, to adopt procedures, rules and regulations that will encourage the building and construction of shelter and the service, utility and transportation required for the new communities.

Referred to Committee on Legislation.
Adopted, p. 36.

Public Demonstrations

Resolution No. 14—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, Serious attacks on labor's political rights continue; and

Whereas, These attacks include attempts to eliminate OSHA and the Davis-Bacon Act; cutbacks on eligibility for unemployment insurance; a national policy of raising the unemployment level; and

Whereas, Labor's political program of the last four years (as implemented by lobbying and letter-writing) has met with complete failure; and

Whereas, These facts pose a serious threat to the building trades as well as the rest of organized labor; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, shall organize a series of public demonstrations throughout the state to defend labor's political rights, support OSHA and the Davis-Bacon Act, oppose the planned policy of high unemployment, and expose the aims and goals of the right-wing groups such as the Business Roundtable; and be it further

Resolved, That everything possible shall be done to actively involve the whole of organized labor, its supporters and all our members in such demonstrations; and be it further

Resolved, That this shall be seen as a first step towards political independence for organized labor in America.

Referred to Committee on Resolutions.
Adopted, p. 53.

Preserve Item Pricing Marking

Resolution No. 15—Presented by Orange County Central Labor Council, Garden Grove.

Whereas, Advanced computer science has developed to code prices of items on grocery and market shelves in cipher, capable of interpretation only by electronic devices; and

Whereas, These price markings which are unreadable in any modern language are fixed and affixed at the manufacturing source; and

Whereas, The Consumer can determine the price of the individual items purchased only through the most painstaking and time consuming research at great inconvenience; and

Whereas, Various Boards of Supervisors and other governmental entities have adopted ordinances mandating individual price marking but also placed an early self-repealer in the ordinance; therefore be it

Resolved, That this body is opposed to the elimination of item price marking; and be it further

Resolved, That the California Labor Federation, AFL-CIO, give its full support to legislation which would require that each item of commerce sold in stores catering to the general public be clearly and plainly marked so that each shopper can quickly and fully comprehend the price of the individual item, and that such legislation not be inhibited by time limit constraints.

Referred to Committee on Legislation.
Adopted, pp. 35-36.

Accessibility for the Handicapped

Resolution No. 16—Presented by Orange County Central Labor Council, Garden Grove.

Whereas, The Trade Union Movement from its earliest days has recognized the right of handicapped citizens; and

Whereas, There are between 18 and 67 million handicapped individuals in the United States today; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, will hold all future conferences and conventions in facilities accessible to the handicapped.

Referred to Committee on Resolutions.
Adopted, p. 51.

Jewish Labor Committee

Resolution No. 17—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The Jewish Labor Committee (JLC) is an integral part of the labor movement and is dedicated to advancing the aspirations and ideals of organized labor; and

Whereas, JLC leadership, membership and staff are drawn from the AFL-CIO and its affiliated unions and from labor-oriented community groups; and

Whereas, The JLC cooperates with organized labor in pursuit of the right to organize and engage in collective bargaining, an improved standard of living for all working people, a more humane workplace, and civil rights and civil liberties and democracy in every area of life; and

Whereas, The JLC works with organized labor to eliminate all forms of discrimination, deprivation and disadvantage based on race, color, creed, ethnicity, sex, age or family status and to foster equal rights and opportunities through education, legislation and civic actions; and

Whereas, The JLC endeavors to bring together the leadership of the Jewish community and organized labor for common action on matters of mutual concern; and

Whereas, The JLC provides services to organized labor for cementing good labor-community cooperation, promoting the union label, assisting in union organizing efforts, expediting collective bargaining, and helping to resolve strike situations favorably; and

Whereas, The JLC has given vigorous

support to the boycott of J. P. Stevens products, of Coors beer and of Red Coach lettuce; and

Whereas, The JLC works with the AFL-CIO in encouraging the development of free trade unionism abroad and supports the growth of democracy, prosperity and peace everywhere; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, commend the Jewish Labor Committee and its program and urge continued support of, and cooperation with, its activity.

Referred to Committee on Resolutions.
Adopted, p. 52.

The Economy

Resolution No. 18—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, Galloping inflation, severe recession and the unresolved energy crunch are undermining the American economy; and

Whereas, These economic conditions are reducing productivity, aggravating unemployment, impoverishing ever larger numbers of people, and depressing standards of living of the great majority of Americans; and

Whereas, Vigorous, comprehensive, long-range public planning is vital in order to revive the economy; and

Whereas, Components of a constructive program to restore the economy, dampen inflation, secure energy supplies, and achieve full employment while assuring the fair sharing of sacrifice and benefits, should include:

1. Comprehensive, mandatory federal government control of prices and all forms of income — wages, executive salaries, commissions, profits, interest, rents; and
2. Utilization of these controls to arrest and reverse the current re-distribution of income away from low and moderate income persons to the well-to-do and the wealthy; and
3. Creation of public sector jobs by accelerating the start of work in the private and public sectors for which money has already been appropriated, and by establishment of a public works program; and
4. Development of new domestic energy sources by subsidies, tax incentives,

investment in research, drafting sound standards of health and safety, and establishing public energy corporations where necessary to assure, stimulate, monitor, and measure competition; and

5. Provisions of incentives such as subsidies and direct government investment for the science, technology and planning to open up the vast resources of the ocean, to rebuild the U.S. Merchant Marine, to insure an efficient and expanded railroad system, to encourage improved mass transit in Metropolitan Areas; and
6. Regulation of U.S. international commerce to discourage runaway industries and export of jobs and to restrict import of products produced under conditions of extreme labor exploitation or by other methods of unfair competition; and
7. Revitalization of the housing industry by reducing interest rates on loans for construction and for home purchase with special emphasis on incentives to build housing for low and moderate income families; and
8. Cost-of-living increases to protect persons on low, fixed incomes derived from welfare payments, social security and other government sources; and
9. Encouragement of continued growth of sound pension plans in the private sector (through collective bargaining) and in local government to assure a satisfactory income for retirees—such pension funds to be available for supply-side investment; and
10. A shift of tax sources to reduce the burden on low and moderate income persons and increase the contributions of wealthy individuals and corporations; and

Whereas, Within the limits of state government authority, the State of California should follow parallel policies; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, press for these programs and objectives through federal and state government action to achieve a sound, balanced growing economy assuring equal opportunity, full employment and stable prices.

Referred to Committee on Resolutions.
Adopted, p. 21.

Imports

Resolution No. 19—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The trend and unrestrained growth of imports which eroded domestic employment in the apparel industry but was apparently unheeded or relegated to a minor problem in the interest of overall international commerce and trade in basic industries, has now engulfed such basic industries as automobiles, steel, electronics and related satellite industries; and

Whereas, The disastrous impact of lost jobs on the American economy moves us ever closer to becoming a land of warehouses and distributors instead of producers; and

Whereas, The unfair competition of foreign government subsidies for foreign production are most certainly not offset with present tax and tariff policies and equally most certainly fly negatively in the face of the hue and cry philosophy of free trade; and

Whereas, Continuation of these pseudo free trade philosophies will result inevitably of more and more warehouses and distributors but eventually the American consumer with the heritage of a lost job will have also lost the wherewithal to purchase the product in the warehouse further declining the American economy; now therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO commend the position and stand undertaken in the past by our union in fighting unrestricted and unrestrained imports; and be it further

Resolved, That this convention urge our leadership to continue to persist and use its influence to effect legislation for equity and justice for the American garment worker and as well for other American workers who have lost their job and are losing their jobs due to the import problem.

Referred to Committee on Resolutions.
Adopted, p. 21.

Histadrut

Resolution No. 20—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The Histadrut has been an active and integral part of the free international labor movement; and

Whereas, The I.L.G.W.U., through the American Trade Unions Council for Histadrut, has been in the forefront in expanding cooperation and support for Israel through its relationship with the Histadrut; and

Whereas, Histadrut, the General Federation of Labor in Israel, represents fully two-thirds of the people of Israel; and

Whereas, The Histadrut has played a valiant and invaluable role in the building of a free society dedicated to social democracy and social justice in Israel; and

Whereas, Recognition of the unique contribution of Histadrut to the cause of freedom and economic justice as exemplified by its uncompromising support for those who suffer the abuses of totalitarianism and despotism throughout the world is universally accepted in the free world; and

Whereas, The Histadrut is deeply involved in settling and solving the special problems of the Arab workers by extending full membership rights and privileges to them; and in so doing has built real bridges of understanding between Arabs and Jews in the Middle East; and

Whereas, The founders of the Histadrut were creators and pioneers of humane and democratic values that motivated their unique vision of a labor society; therefore be it

Resolved, That we pledge to do all in our power to further strengthen the ties that bind our two union movements together and pledge our solidarity with the working people of Israel in their struggle to build a free and independent nation despite the combined opposition of the world's fascist and communist dictatorships; and be it further

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, proclaim to the country and the world that blackmail through oil as an extortion practice which imperils sovereignty and the very existence of a people is a heinous application of criminality that must not and will not work.

Referred to Committee on Resolutions.
Adopted as amended, p. 52.

N.A.A.C.P.

Resolution No. 21—Presented by Southern California District Council, ILGWU,

Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The N.A.A.C.P. has long established its status as a champion against discrimination and the evils of bigotry through the processes of legislation and legal challenge; and

Whereas, A cooperative interaction has prevailed between the I.L.G.W.U. and the N.A.A.C.P. in areas of common concern in the struggle to achieve the ultimate elimination of prejudice based on race, creed, color, ethnic origin or religion; and

Whereas, Human and civil rights are a basic tenet in both the philosophies and policies of the N.A.A.C.P. and the I.L.G.W.U.; therefore be it

Resolved, By this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, that we rejoin and reaffirm our position of solidarity as it relates to the programs and aspirations and goals of the N.A.A.C.P. in wiping out segregation in our American society.

Referred to Committee on Resolutions.
Adopted, p. 52.

Humphrey-Hawkins Full Employment

Resolution No. 22—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, Our country's high rate of unemployment is and should be a concern of prime importance to the Congress as the lack of jobs debilitates and undermines the dignity and stability of low and middle income families; and

Whereas, Full employment is perhaps the only real answer to run away inflation with real or contrived shortages of goods and exorbitant profiteering; and

Whereas, The responsibility to ensure full employment lies with the federal government since corporate management and big business have so miserably failed, inadvertently or by design, in the interest of higher profits and less goods, to maintain employment and productivity; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, through its officers and direction to its members exert all the necessary efforts it can muster to secure the passage of the Humphrey-Hawkins Full Employment and Balanced Economic Growth Act.

Referred to Committee on Resolutions.
Reconsidered and adopted as amended, p. 42.

Frontlash

Resolution No. 23—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, Frontlash, a non-partisan voter registration project has worked to expand the franchise of low income and working class communities through its voter registration and education programs; and

Whereas, Frontlash has successfully created a vehicle for youth participation in the electoral process by bringing young people into a coalition with the trade union movement; and

Whereas, Frontlash has worked to reform the archaic and cumbersome registration laws and procedures which have restricted and hampered people's right to vote; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, express its continuing support for Frontlash and its efforts to involve even greater numbers of students and young people in effective work for democratic change.

Referred to Committee on Resolutions.
Adopted, p. 52.

A. Philip Randolph Institute

Resolution No. 24—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, A. Philip Randolph, a renowned civil rights leader and dedicated trade unionist has constantly championed the ideals of social democracy through the political and economic process; and

Whereas, The A. Philip Randolph Institute, dedicated to carry on this life work has earned the respect and support of black trade unionists throughout the country with their program of political education and voter education; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, reiterate its support of the A. Philip Randolph Institute and its work on behalf of our black trade unionist brethren.

Referred to Committee on Resolutions.
Adopted, p. 52.

Energy

Resolution No. 25—Presented by Southern California District Council, ILGWU,

Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, It is now a documented and crystal clear fact that the United States and other industrialized nations of the free world are hostage and the victims of economic extortion and blackmail; and

Whereas, This, through OPEC and oil, has contributed greatly to skyrocketing inflation, imperiled our economy and endangered the stability of logical and freedom loving processes and democracies which have and are to various degrees now knuckling under the unconscionable and provocative pressure to the point that there is already tacit advocacy and condonation of even terrorist tactics to wipe out the only beacon, the tiny island of democracy in the middle east; and

Whereas, Our increasing dependency on foreign oil imports is seriously dangerous to America's security and economic wealth; and

Whereas, It's apparent that comprehensive programs for energy independence must be accelerated immediately if we are not to be further susceptible to blackmail threats from foreign powers; and

Whereas, The government has begun research and development programs for energy independence but they are not in themselves enough to assure the success needed; and

Whereas, An all out development crash program in oil, shale, solar, nuclear, coal, thermal, seawater, gasoline, recycling of waste products and hydro-electric power with the concentrated intensity of our manned space moon landing efforts can and will break the economic chains and stranglehold we have been subjected to; and

Whereas, Such a program will create jobs and employment for thousands now unemployed, thus further easing the pressure of the present disastrous unemployment situation, thus assuring the regaining of our economic energy independence in the shortest possible time; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge the Carter Administration to provide massive amounts of assistance to public and private entities to guarantee the development of alternative sources of energy and assure America an adequate energy independence for the future; and be it further

Resolved, That the convention urge the federal government to constitute itself as a national utility as it pertains to the priority of research, production and distribution of energy.

Referred to Committee on Resolutions.
Adopted as amended, p. 51.

Minimum Wages

Resolution No. 26—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The minimum wage, as provided by law, is, unfortunately for millions of American workers, the standard and thus prevailing wage and has always been at below poverty wage level regardless of the time when it was 40¢ an hour or today's \$3.10 an hour; and

Whereas, It is an unimpeachable and documented fact that wages have never kept up with the cost of living or price raises and even when there is some semblance of approachability, the purchasing power of the dollar plummets, wiping out whatever meager increases obtained really represents. These wage conditions bare truth that the Fair Labor Standards Act is either erroneously titled or exists as a mockery as to what Fair Labor Standards should be because the "maintenance of minimum standards of living necessary for health, efficiency and the general well being of workers" as the stated purpose of the Act, falls far short of economic reality; and

Whereas, Enactment of minimum wage levels or even those projected 1, 2 or 3 years in advance have proven to have a total lack of validity or adequacy when compared to the cost of living index increase for the same period of time and unless they are tied in with some reasonable cost of living mechanism to compensate for the effects of inflation, the "new, increased" minimum wages are obviated and rendered impotent even before they go into effect; and

Whereas, A cost of living trigger attached to a realistic minimum wage would in itself be a deterrent to run away inflation by serving notice on those who arbitrarily raise prices for higher profits that such increases would immediately be reflected in their own costs; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, work diligently to in-

fluence the Administration and the Congress to reconsider its minimum wage programs in favor of realistic minimum wage tied to a cost of living clause to protect the living standards of the lowest paid American workers.

Referred to Committee on Resolutions.
Adopted, p. 45.

National Health Security

Resolution No. 27—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The United States is the only free, modern industrial democracy that remains without a comprehensive national health insurance program for its citizens. The cost of medical care has left millions of Americans without adequate access to health care. Private health insurance carriers charge for administrative costs as much as three times comparable public insurance plans in other countries; and

Whereas, The average American worker can no longer afford to spend his health care dollars through inefficient private insurance plans that fail to control costs or provide qualified care. It should be the responsibility of the federal government to ensure that the health standards of the American people are second to none and available to all. Only a system of comprehensive national health insurance financed both through payroll and general tax funds can provide equal access to quality health care for all Americans; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge Congress to pass the Kennedy-Corman Health Security Act and thereby reverse the declining health standards and care imposed upon millions of poor and elderly Americans.

Referred to Committee on Resolutions.
Adopted, p. 45.

Exorbitant Profits and Usury

Resolution No. 28—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, Notwithstanding the recent lowering of interest rates to prime users, all interest rates are still double digit and when wedded with the avarice of unscrupulous profiteering, became and remain the root cause of run-away inflation. There must be a limit as to how far these

unconscionable practices can operate under the guise of free enterprise, when they are nothing more than an irresponsible license, legally condoned, to gouge the wage earners—the consumer. With unit prices and therefore profits, soaring out of sight through the ploy of contrived shortages, less and less goods are being manufactured, resulting in more and more unemployment. “Why build 1000 refrigerators to sell at \$300 each and make \$10 net profit per unit or \$10,000 overall profit; instead, we will declare that a shortage exists and build only 100 refrigerators and sell them for \$500 each and make \$200 net profit per unit or \$20,000 overall profit.” This philosophy of big business and corporate management and the total abandonment of the natural law of supply and demand with only unemployment insurance, temporary at best, as a safety valve before total financial ruination must be curtailed by federal congressional action; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, sponsor and urge legislation calling for the enactment of a new federal usury and anti-profiteering law to curtail percentages of interests and profits to reasonable and more legitimate levels.

Referred to Committee on Resolutions.
Adopted, p. 45.

Anti-Scab Law

Resolution No. 29—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, A labor dispute that results in a strike is a lawful means of protest and does not sever employer-employee relations or imply a permanent separation; and

Whereas, The use of strikebreakers or scabs unfairly affects the conflict between employer-employee and is an affront to all those who have worked so hard to instill a modicum of fairness and decency in labor-management relations; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, use its influence to secure passage of a bill outlawing the use of strikebreakers or scabs by any employer to affect the outcome of a legitimate labor dispute.

Referred to Committee on Legislation
Adopted, p. 38.

Child Care

Resolution No. 30—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, The lack of child care facilities has resulted in unnecessary economic distress and unemployment among families with working mothers; and

Whereas, This is harmful not only to the individuals involved but to our economy as well; and

Whereas, Eight out of every ten garment workers are women, many of whom are hampered by the unavailability of adequate child care facilities; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, call for the enactment of appropriate federal and state legislation to broaden child care services both in scope and quality of services.

Referred to Committee on Legislation.
Filed, p. 35.

Catholic Labor Institute

Resolution No. 31—Presented by Southern California District Council, ILGWU, Los Angeles; Pacific Northwest District Council, ILGWU, San Francisco.

Whereas, In accordance with principles of Christian social justice, the Catholic Labor Institute of Southern California is profoundly committed to the American Labor Movement; and

Whereas, The Institute is an independent organization of working men and women, devoted to advancing the right of workers to join unions and engage in collective bargaining; and

Whereas, The Institute functions as an active community organization speaking out on contemporary public issues as they affect economic and social life; and

Whereas, The officers of the Institute are all union members; and

Whereas, The Institute is available to provide mediation and arbitration services when requested by unions and has performed such services in several key labor disputes; and

Whereas, The Institute has for 39 years conducted labor education, including classes on subjects related to workers' rights, organizing, parliamentary procedure and social justice; and

Whereas, During the 1950's, the Institute conducted classes which aided over 5,000 Spanish-speaking citizens in Eastern Los Angeles to become American citizens; and

Whereas, The Institute's annual Labor Day Mass and breakfast has become widely known as an outstanding community event to honor the working man and woman and give recognition to leaders who have made distinguished contributions as citizens and labor leaders; and

Whereas, The Institute supports the boycott of J. P. Stevens Products, Coors Beer and Red Coach lettuce; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, express its praise of the Catholic Labor Institute and strongly urge continued support of its invaluable activity.

Referred to Committee on Resolutions.
Adopted as amended, p. 52.

Affirmative Action Program

Resolution No. 32 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Women have not received opportunities for promotion and higher paying jobs because they have in the past been discouraged and often barred from holding them; and

Whereas, Experience has demonstrated that a paper policy of "non-discrimination" does not immediately break down centuries of discrimination and stereotypes—on both sides; and

Whereas, Various federal government regulations and orders require affirmative action in employment; and

Whereas, Many industries have instituted affirmative action programs to hire and upgrade women; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, encourage local unions to set up affirmative action committees to develop affirmative action programs to encourage employers through collective bargaining to achieve the following:

- a. An active effort is made to hire women in job categories where more should obviously be included.
- b. Recruitment sources and procedures are spelled out for recruiting a pool of candidates including qualified women for specific job categories.
- c. Promotion procedures are spelled out

so that every employee is evaluated and encouraged to apply for openings regardless of present employment in traditional jobs lacking obvious promotional possibilities.

- d. Where women are already assuming responsibilities over and above those described in their job classification, such classification be revised to reflect more adequately the actual job being done and compensation it calls for.

Referred to Committee on Resolutions.
Adopted, p. 41.

Women Participation in Unions

Resolution No. 33 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Economic needs of American society have led to increasing numbers of women in the workforce; and

Whereas, More women are entering the trade union movement; and

Whereas, Women are beginning to emerge into leadership positions in their unions; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its affiliates to actively pursue within their own organizations a policy of stimulating and encouraging women trade unionists to fuller participation in their unions and in trade union-oriented groups such as the Coalition of Labor Union Women.

Referred to Committee on Resolutions.
Adopted, p. 41.

Women Workers

Resolution No. 34 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The number and percentage of women in the workforce has been increasing steadily; and

Whereas, Similarly, women comprise an increasing number and percentage of the nation's union members; 20% nationally and 22% in California; and

Whereas, The attitude and practices of employers and labor organizations have failed to keep pace with this influx of women workers, consequently discrimination continues in practice; and

Whereas, The Los Angeles County Federation of Labor, AFL-CIO, believes the labor movement should play an active role in the eradication of discriminatory prac-

tices against women workers in hiring, promotion, pay levels, opportunities for employment; and

Whereas, We further believe that the special problems created by increased employment of women requires immediate action; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its affiliates when negotiating with employers to:

1. Evaluate all jobs as work with a rate of pay based on job content, skill and responsibility regardless of the sex of the worker doing the task.
2. Demand that promotions be granted on the basis of competence and qualifications and usual seniority rights.
3. Eliminate variations in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work laws.
4. Extend all contract rules and regulations heretofore applicable only to women and minors to the entire workforce.
5. Insure that hospitalization and other costs related to pregnancy be included in health and welfare plans and monitor their strict enforcement.
6. Provide day care facilities for children of employed parents.
7. Correct contract language to reflect the coverage of women workers in all clauses, and neutralize any job classification titles which indicate males only.

Referred to Committee on Resolutions.
Adopted, p. 41.

Equal Pay for Work of Comparable Value

Resolution No. 35 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The differential between men's and women's wages continues to grow, and men now make 175% of women's earnings; and

Whereas, Over 80% of women workers are segregated into "female" occupations that are different in content from "men's" jobs but in many cases are not different in the skill, effort and responsibility required; and

Whereas, Low rates for women tend to bring down the wage rate for men as well as women; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, encourage all efforts, such as that commissioned by the EEOC, to determine whether appropriate job measurement procedures exist or can be developed to reevaluate women's jobs according to their "real worth" without regard to sex so that the wages rates paid will truly reflect skill, effort, responsibility and working conditions; and be it further

Resolved, That the California Labor Federation, AFL-CIO, treat job inequities resulting from sex and race discrimination like all other inequities which must be corrected, and urge its affiliates to adopt the concept of equal pay for work of comparable value in organizing and in negotiating collective agreements.

Referred to Committee on Resolutions.
Filed, p. 41.

Representation Rights Through Union Organization for Women Workers

Resolution No. 36 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, There are now 43 million women in the work force in the United States; and

Whereas, Working women comprise only 25% of union membership; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its affiliates to initiate and vigorously support efforts aimed at achieving representation rights through union organization for women workers not presently protected by collective bargaining agreements.

Referred to Committee on Resolutions.
Adopted, p. 42.

Equal Rights Amendment

Resolution No. 37 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, On October 8, 1978, Congress voted to extend the time for ratification of the ERA for three more years; and

Whereas, Against strong opposition by right-wing forces, the AFL-CIO and other supporters of the ERA succeeded in getting Congress to extend the deadline to June 30, 1982; and

Whereas, While this was a major victory, we continue to face a tremendous fight against fierce opposition to win ratification in the three additional states re-

quired to make the ERA a part of the Constitution; and

Whereas, Labor must continue to work in state campaigns to elect more legislators that will support the ERA in the next years; and

Whereas, Labor must continue to fight rescission efforts and "null and void" resolutions (a right-wing tactic to get state legislatures to declare their ratification "null and void" after March 22, 1979, on the ground that extension was illegal); and

Whereas, Labor, along with all supporters of the ERA, must continue to fight against state referenda on the ERA, which drains money and time from the forces supporting the ERA; and

Whereas, The task of achieving ratification, beating back rescission moves and dealing with the issue of referenda is enormous but it can be accomplished if the ERA forces continue to work together as they have in the past. We only need three more states. But we must not forget that without these three states, no individual, no group, no state, has anything but a promise of equality. Without these three states, we will continue to be an unratified country; therefore be it

Resolved, 1. That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge its affiliated unions to re-double their efforts in the struggle to ratify the ERA and to fight rescission efforts and attempts to hold state referenda on the ERA; and

2. That the California Labor Federation, AFL-CIO, urge its affiliates to take the following specific steps: continue to take affirmative steps to publicize its position on the ERA through print and broadcast media, news releases, leaflets and by all other means available; increase their educational efforts to inform their members of the need for the Equal Rights Amendment; continue to provide financial contributions to ERAmerica and that affiliates be encouraged to give financial support to state coalitions for the ERA; contact ERA support groups and, where appropriate and necessary, establish ERA coalitions bringing together the liberal, labor and educational communities to work for the ERA; and

3. That the votes of state legislators or their stand on the ERA be carefully scrutinized and used as a major criteria for endorsement by state COPEs and for po-

litical support by all AFL-CIO unions; and

4. The affiliates will continue to refuse to hold conventions in states that have not yet ratified the Equal Rights Amendment.

Referred to Committee on Resolutions.
Adopted, p. 42.

Child Care Programs

Resolution No. 38 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, In 1979, the world community marked the International Year of the Child. In virtually every industrialized nation this focus of attention on children came at a time when the participation rate of mothers in the labor force continued to grow; and

Whereas, In the United States more than 50 percent of the nation's mothers are working today. In 1946 some 18.2 percent of mothers were working; by 1950 it climbed to 21.6 percent; by 1970 to 42 percent; by 1976 to 48.8 percent and by 1978 to 53 percent; and

Whereas, Despite these statistics we see no leadership from the federal government to deal with this striking issue which affects both labor market policy and the welfare of our nation's children; and

Whereas, In fact, since the veto of the Comprehensive Child Care Act of 1971, the drive to achieve an adequate program in this area has actually lost ground; and

Whereas, In the years that have passed since the veto of the Comprehensive Child Care Act in 1971, there has been a net loss in the number of centers provided through joint labor-management negotiations. The outstanding provider of this service remains the Amalgamated Clothing and Textile Workers Union which provides care for 1600 children, including members of the community as well as the children of members; and

Whereas, We decry the failure of our nation to deal with this critical issue; and

Whereas, We support strong federal and state standards on health, safety, nutrition, education, counseling and other support services that are essential to quality child development programs; and

Whereas, The American labor movement recognized that child care is a significant support mechanism in improving the quality of life of American working families, therefore be it

Resolved, That the Thirteenth Biennial

Convention of the California Labor Federation, AFL-CIO,

1. Actively support federal legislation to enact a comprehensive Child Development Act, which would provide for a significant expansion of federally funded child care programs in the U.S.
2. Actively support and encourage the passage of similar legislation in California.
3. Actively support federal and state legislation which would further liberalize federal and state income tax regulations regarding tax deductions for child care expenses.
4. Ensure that federal and state support should only be available to non-profit providers.
5. Ensure that child care programs be available on an ability to pay basis for any family wishing to use them and free to those unable to pay.
6. Ensure that there be parent participation in the decision making process regarding the planning and operation at all levels of child care programs.
7. Ensure that there shall be programs which meet the needs of individual families and communities for pre-school and after school care and that these facilities be easily accessible to families (i.e. night workers).

Referred to Committee on Legislation.
Adopted, p. 35.

Support for 1980-81 United Way Campaign

Resolution No. 39 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, For many years the labor movement in California as well as nationally, has advocated the principle of federation in fund raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of organized labor; and

Whereas, The National AFL-CIO Community Services Committee has, with the approval of the AFL-CIO Executive Council, adopted as basic principles that the union member has a responsibility to his community, that he must be concerned

about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for United Way and other united campaigns should be buttressed by participation of union members in the activities, plans, and programs of all voluntary health and welfare agencies through serving on the policy-making boards, councils and other committees of United Way and their federated service agencies; and

Whereas, The AFL-CIO, through its Department of Community Services on the staff of United Way has worked together with the United Way and its member agencies for the benefit not only of union members, but also for the total community; and

Whereas, In California several central labor bodies have labor representation on the staff of United Way and Red Cross in established Community Service Departments as a permanent part of the full-time staff members on the United Way payroll and the Red Cross payroll, devoted to a year round program of education, health and welfare referral services, strike assistance, etc. to union members and their families; and

Whereas, The 250 United Way member agencies and 13 chapters of the American Red Cross are joined together in a campaign partnership in business and industry with local affiliates of the American Cancer Society (California Division); American Diabetes Association (Southern California Affiliate, Inc.); American Heart Association (Greater Los Angeles Affiliate); American Heart Association (Greater Long Beach Chapter); American Lung Association of Los Angeles County(excluding the Long Beach and Pasadena Chapters); City of Hope; Crippled Children's Society of Los Angeles County; Mental Health Association in Los Angeles County; Myasthenia Gravis Foundation, Inc. (California Chapter); and the National Multiple Sclerosis Society (Southern California Chapter); and

Whereas, It is United Way policy, by action taken by the National Assembly of Voluntary Health and Social Welfare Organizations, a federation of 37 national

voluntary health and social welfare organizations, including the United Way and Red Cross, to respect the right of their employees of member agencies to join unions of their own choosing for the purpose of collective bargaining in good faith; and

Whereas, It is United Way policy to honor all designations of individual donors, allowing each freedom to choose, and is a continuing program, to be made available to all donors for as long as they elect to make designations; and

Whereas, The support of labor is extremely important to United Way in planning for the future social needs of our community; and

Whereas, Hundreds of thousands of residents in the community, including many members of organized labor and their families, will be served through the United Way Campaign and the agencies and services it supports; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where United Way or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, and provided that these agencies adhere to accepted labor-management policies with respect to their own employees, urging the participation of organized labor in these activities, and loyally, actively and generously to support the local United Way or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 52.

Repeal Precedent Benefit Decision PT-125

Resolution No. 40 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, There is now a Precedent Benefit Decision of the California Unemployment Insurance Appeals Board #PT-125 Case #T-70-61, which in effect exempts and gives employers relief of their obligations of unemployment insurance tax for their employees who work at home; and

Whereas, This type of decision is obviously biased, and prejudicial by discriminating one type of worker against another, thus affording a tax loophole to such employers who employ industrial homeworkers; and

Whereas, Although this case dealt with homework on plumbing parts and identified these homeworkers as independent contractors; nevertheless the Benefits Payment and Tax Collections Department, responsible to collect unemployment insurance taxes, claims estop on all industrial homeworkers, including those prohibited by law, and operating illegally, such as garment homeworkers, from tax collections by the employers of such illegal homeworkers, due to existence of Precedent Benefit Decision PT-125, thus giving greater credence and inducement to garment employers to violate the law with the use of industrial homeworkers; therefore be it

Resolved, That Precedent Benefit Decision PT-125 is wrong, unfair and discriminatory and should be repealed; and be it further

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation to repeal Precedent Benefit Decision PT-125.

Referred to Committee on Legislation.
Adopted with comment, p. 34.

Variable Disqualifications

Resolution No. 41 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The imposition of a rigid, disqualification such as defined in Section 1256 of the U.I. Code is diametrically contrary to the entire concept and practice of American jurisprudence; and

Whereas, Ongoing proven practices in criminal law, and remedial law, utilize individual merits of the case, mitigating circumstances, judgmental errors, questions of premeditation, contributory factors; to name a few, thus taking into consideration necessary variables in our judicial systems; and

Whereas, Not even in felony cases involving possible capital crimes and punishment is the ultimate sentence so stringent as that which is contained in Section 1256 for a voluntary quit or discharge for misconduct; and

Whereas, With the recent rate of unemployment in the vicinity of over 1,000,000 in California, the chances of securing new employment to satisfy this disqualification is minimal, thus increasing the likelihood that claimant will become a welfare case; therefore be it

RESOLUTIONS

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to Section 1256 of the U.I. Code to change the disqualification penalties to a variable type ranging from two to eight weeks, depending on all of the circumstances that precipitated an individual leaving his or her job voluntarily or being discharged.

Referred to Committee on Legislation.
Filed, p. 34.

Waiver of Waiting Period

Resolution No. 42 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The inclusion of a waiting period in the unemployment procedure for any new claim was specifically designed to save fund monies from being quickly dissipated with one week temporary lay-offs; and

Whereas, Another one of the so-called justifications for the waiting period has been the presumption that a short one week layoff does not seriously endanger the economic status of such short term unemployed individual; and

Whereas, In reality an unemployed worker is just as unemployed the first day as he is the fourth week or as long as such unemployment lasts; and

Whereas, The financial burden of the unemployed compounds itself with each passing week with unpaid debts, and unemployment insurance compensation represents only a minimum base existence; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the U.I. Code that would waive the waiting period if claimant is unemployed for five consecutive weeks or more.

Referred to Committee on Legislation.
Filed, p. 34.

Provision of Reason for Discharge in Writing

Resolution No. 43 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, As a matter of civil rights and due process, an employee, summarily discharged from his place of employment should be advised immediately upon such

discharge as to the reasons and circumstances believed by the employer to be the conditions causing such discharge; and

Whereas, Such information should be presented in writing (either English or Spanish) to such discharged employee; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for an amendment to the U.I. Code requiring employers, at the time of the severance of an employee's service, to present to the employee a statement defining the reason and/or circumstances of dismissal or severance from employment.

Referred to Committee on Legislation.
Adopted, p. 34.

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

Resolution No. 44 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Statutes are enacted for the benefit of society; and

Whereas, It is obviously the intent of the legislature that there should be compliance with statutes; and

Whereas, The present application of the Unemployment Insurance Code aids an employer who is violating a statute; and

Whereas, An employee should not be penalized when the employer violates a statute; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for the addition of a Section to the Unemployment Insurance Code which will provide for conclusive presumption that an individual who leaves his employment whenever the employer is operating in any violation of any state or federal law, has voluntarily quit with good cause.

Referred to Committee on Legislation.
Adopted, p. 34.

Respect Collective Bargaining Agreements

Resolution No. 45 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, It appears that the California Unemployment Insurance Appeals Board

considers the terms of a bona fide collective bargaining agreement to be immaterial as to its decisions; and

Whereas, The California Unemployment Insurance Appeals Board thus does not give credence to the basis of employer-employee relationships and covenants; and

Whereas, It is not and should not be within the purview of the California Unemployment Insurance Appeals Board to ignore or rewrite basic agreements sustaining employer-employee relationships; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize those officers to seek the enactment of legislation for appropriate amendments to the Unemployment Insurance Code to provide that the terms and conditions of collective bargaining agreements shall not be arbitrarily altered by decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.
Adopted, p. 34.

Add Dependency Benefits to Unemployment Insurance Code

Resolution No. 46 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, A basic purpose of California Unemployment Insurance legislation is to ease the burden of involuntary unemployment on the unemployed worker and his family; and

Whereas, Existing legislation does not provide for the relating of benefit rates to the cost of necessities of life for families of different sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; and

Whereas, The states of Alaska, Connecticut, District of Columbia, Iowa, Michigan, Maine, Maryland, Massachusetts, Ohio, Pennsylvania and Rhode Island have all recognized the logic and necessity of dependency benefits and have so enacted such benefits into their U.I. Code; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek the enactment of legislation for additions to the Unemployment Insurance Code to provide for dependency benefits as presently are enacted

into the Michigan Unemployment Insurance Act, a minimum of \$5.00 additional added to the weekly benefit for each dependent, the total added benefits not to exceed \$35.00 weekly.

Referred to Committee on Legislation.
Adopted, p. 34.

Increase of U.I. Benefits

Resolution No. 47 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, U.I. benefit payments do not reflect the increased Cost of Living or inflationary escalation; and

Whereas, U.I. benefits should not be less than mere subsistence; and

Whereas, Unemployment Insurance benefits should be geared at the very least to be of such compensatory nature as to yield poverty level subsistence to U.I. claimants; and

Whereas, The last increase of U.I. benefits was wiped out by inflation before it even became a law; and

Whereas, The present U.I. benefit schedule does not even begin to approach a decent or logical percentage of average wages that are needed to constitute the basic necessity to sustain purchasing power and the economy thus negating the very policy and interpretation of the purpose of Unemployment Insurance as delineated in Article I of the U.I. Code; and

Whereas, Thirty-one states already have higher U.I. benefits than California, namely: Arkansas \$124.00, Colorado \$142.00, Connecticut \$201.00, Delaware \$150.00, District of Columbia \$181.00, Hawaii \$144.00, Idaho \$121.00, Illinois \$177.00, Indiana \$124.00, Iowa \$148.00, Kansas \$123.00, Louisiana \$149.00, Maine \$144.00, Massachusetts \$197.00, Michigan \$136.00, Minnesota \$150.00, New Jersey \$123.00, New York \$125.00, North Carolina \$130.00, North Dakota \$131.00, Ohio \$202.00, Oklahoma \$132.00, Oregon \$127.00, Pennsylvania \$170.00, Rhode Island \$140.00, Utah \$137.00, West Virginia \$122.00, Washington \$137.00, Virginia \$122.00, Wisconsin \$155.00, Wyoming \$131.00; and

Whereas, Of the above-mentioned states, the present maximum benefit of nineteen of those states exceeds today what even the projected benefit of California will be in 1982; therefore be it

Resolved, To raise the U.I. benefit schedule so that it reflects and is more

consistent with reality, the economy, the inflation and the very purposes for which this social insurance program was designed; and be it further

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation to amend U.I. benefits so as to be based on the latest established statistics of the federal government's Bureau of Labor Statistics, reviewed and recomputed annually, taking into consideration and so adjusting such consideration on the rise or fall of the poverty level Cost of Living Index.

Referred to Committee on Legislation.
Adopted, p. 34.

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

Resolution No. 48 — Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Over the years, workers of the State of California have become concerned with the unemployment within the State; and

Whereas, Certain industries have faced larger unemployment percentages than the over-all State figures; and

Whereas, Those sections of the Unemployment Insurance Code, dealing with extended duration benefits do not take into consideration excessive unemployment by industry, but merely deal with the state-wide unemployment figure; and

Whereas, The Unemployment Insurance Code should be amended to provide that greater unemployment in certain industries should make available to the workers in that industry extended-duration benefits, even though the economic situation of the State reflects a lower degree of unemployment than is found in that specific industry; and

Whereas, The Unemployment Insurance Code should be amended to provide a formula which would not only define the terms "Industry", but also grant to employees of a particular industry, aid and comfort, through the triggering of extended-duration benefits in a particular industry; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, submit to the regular session of the California State Legislature,

a bill to amend Sections 3503, 3504, 3552 and 3652 of the Unemployment Insurance Code, to grant to those employees of a critical industry, where unemployment is excessive, as follows:

The people of the State of California do enact as follows:

Section 1.

Section 3503 of the Unemployment Insurance Code is amended to read:

3503. For the purposes of this part:

(a) "Extended duration benefits" means the extended unemployment compensation benefits payable under this part.

(b) "Normal Benefits" means the unemployment compensation benefits payable under Part I (commencing with Section 100) of this division.

(c) "Exhaustee" means an individual who is not entitled to normal benefits due to either of the following:

(1) He has an unexpired benefit year and has exhausted his normal benefits.

(2) His most recent benefit year expired in the State-extended duration month or the industry extended duration month in which he files a primary claim or in the immediately preceding three calendar months and he is not entitled to establish a benefit year.

(d) "State extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of employment claimed in California per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(e) "State-extended duration month" means a calendar month for which the state extension ratio equals or exceeds 0.06.

(f) "Industry extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of unemployment compensated in California to individuals in an industry per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers in the industry for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(g) An "individual's industry" means the industry of the employer or employers by whom the individual was paid the greatest proportion of wages in his base period.

(h) "Industry-extended duration month" means a calendar month for which the industry extension ratio equals or exceeds 0.06 and also exceeds by at least three percentage points to the average of the industry extension ratios for five preceding corresponding calendar months. For the purpose of this subdivision there shall be excluded any calendar month for which the industry extension ratio resulted in or as computed for any calendar month prior to the effective date of this section would have resulted in establishing an industry-extended duration month, and there shall be substituted an equal number of preceding corresponding calendar months for any months so excluded. The director shall establish and maintain the data necessary to compute each industry extension ratio based upon weeks of unemployment compensated in California in the industry, but he may, until such data become available, compute any industry extension ratio based upon twenty percent (20%) of compensated claims expanded to represent one hundred percent (100%) of all weeks of unemployment compensated in California in that industry.

(i) "Industry" means any of the following:

- (1) Mining.
- (2) Agriculture, forestry and fisheries.
- (3) Contract construction, including operative builders.
- (4) Manufacturers.
- (5) Transportation, communication, electric, gas, and sanitary services.
- (6) Wholesale and retail trade.
- (7) Finance, insurance, and real estate, excluding operative builders.
- (8) Services.
- (9) Government.
- (10) Motion pictures & entertainment.

(j) "Primary claim" means the first claim for extended duration benefits filed by an exhaustee with an effective date within a State extended duration month or an industry-extended duration month for the individual's industry for the purpose of establishing an extended duration award and an extended duration period.

(k) "Extended duration award" means the maximum amount of extended duration benefits available under this part to an eligible exhaustee.

(l) "Extended duration period" means a period beginning with the first day of the week with respect to which an exhaustee files a valid primary claim and ending with the last week which begins on or before the last day of the fifth calendar month following the State-Extended duration month or the industry-extended duration month in which the valid primary claim was filed.

(m) "Parent benefit year" means the benefit year with respect to which an individual becomes an exhaustee.

Section 2.

Section 3504 of the Unemployment Insurance Code is amended to read:

3504. The director shall during the month immediately preceding each calendar month compute the state extension ratio and the industry extension ratio for each industry for the calendar month and shall file his computations with the Secretary of State.

Section 3.

Section 3552 of the Unemployment Insurance Code is amended to read:

3552. An unemployed individual is eligible to receive extended duration benefits with respect to any week only if the director finds that:

(a) An extended duration award has been established for him.

(b) The week is within the extended duration period of the award.

(c) He meets the eligibility requirements of Part 1 (commencing with Section 100) of this division, except those excluded under subdivisions (b) Section 3502.

(d) He is not subject to disqualification, and is not under disqualification for normal benefits, under any provisions of Part 1 (commencing with Section 100) of this division.

(e) He has (i) during his base period been paid wages for employment by employers of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in the base period for his parent benefit year, or (ii) during his base period been paid such wages of not less than twenty dollars (\$20) in at least 15 of the calendar weeks ending in the base period for his parent benefit year, and in the four quarters immediately preceding the beginning of that base period been paid wages of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in such period, or (iii) during the period subsequent to the end of his base period and prior to the effective date of a valid primary claim for extended duration benefits been paid such wages of not less than twenty dollars (\$20) in at least twenty (20) of the calendar weeks ending in such period.

For the purpose of this third alternative only the term "wages" includes any and all compensation for personal services performed as an employee for the purpose of meeting this eligibility requirement.

The requirements of this subdivision (e) shall not apply if the effective date of a valid primary claim is within a State-extended duration month or an Industry-extended duration month for which the State extension ratio or the industry extension ratio for the individual's industry is 115 percent or more of the average of the State extension ratios or the industry extension ratios for the individual's industry for the previous 24 months. Any weeks included in a determination of eligibility for extended duration benefits shall not be used in a subsequent determination of eligibility for such benefits.

For the purpose of this section "wages" include wages due to an individual but unpaid within the time limit provided by law.

Section 4.

Section 3652 of the Unemployment Insurance Code is amended to read:

3652. (a) An exhaustee who desires to claim extended duration benefits shall file a valid claim. A primary claim for extended duration benefits shall be valid only if the director finds that:

- (1) Its effective date is within a state-extended duration month or an industry-extended duration month for the individual's industry.
- (2) The individual filing it is an unemployed exhaustee.

(b) For the purpose of determining whether a primary claim is a "valid primary claim" within the meaning of this section, an individual otherwise unemployed shall be deemed unemployed even though wages, as defined in Section 1252, which are for a period subsequent to the termination of a performance of services are payable with respect to the week for which he files his claim.

Section 5.

The provisions of Section 3504 of the Unemployment Insurance Code as amended by this act shall be operative commencing with computations for that calendar month the first day of which commences on or after the effective date of this act; and be it further

Resolved, That it is the feeling of organized labor that the California Labor Federation, AFL-CIO, should use its utmost strength to urge the Legislature to cause such a bill to be passed.

Referred to Committee on Legislation.
Adopted, p. 35.

Medi-Cal Reimbursement Rates

Resolution No. 49—Presented by Hospital and Institutional Workers No. 250, San Francisco.

Whereas, Reimbursement rates per patient day for Medi-Cal patients in skilled nursing facilities and intermediate care facilities are calculated based on "prospective" or expected costs to such facilities; and

Whereas, Such reimbursement rates are far less than those in many other states; and

Whereas, Such low rates of reimbursement and such method of reimbursement "locks in" low rates of pay for employees of such facilities and limits the ability of

unions representing such workers to negotiate improvements in wages and benefits; and

Whereas, Employees of such facilities as a result are extremely low paid, and then approximately half of what comparable employees in acute care facilities make; and

Whereas, Patient care at such facilities suffers as a result of said low reimbursement rates as well; and

Whereas, Per diem rates for overnight lodging for state legislators substantially exceeds such reimbursement rates, indicating a hypocritical double standard on the part of the legislature; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO, seek introduction and adoption of legislation providing for adjustment of such reimbursement rates to a realistic level and providing that the cost of paying fair wage rates be taken into account in setting such rates; and be it further

Resolved, That the California Labor Federation shall seek the assistance of interested affiliated locals, other labor organizations, the Governor, and appropriate legislative representatives to insure the early adoption of this legislation.

Referred to Committee on Legislation.
Adopted, p. 35.

Employee Protection in Hospital Closures

Resolution No. 50—Presented by Hospital and Institutional Workers No. 250, San Francisco.

Whereas, Under the State and Federal health planning laws, a certificate-of-need from the State is required for the construction of additions to and, in some cases, replacements of, existing health care facilities, and also for certain purchases of medical equipment by health care facilities; and

Whereas, Denial of such certificates-of-need could lead to discontinuance of services or closure of such facilities in some cases; and

Whereas, Such terminations or closures could lead to permanent layoff of the workers employed at such facilities; and

Whereas, Denials of certificates-of-need are intended to benefit the public in general by limiting increases in health care costs resulting from "excess capacity"; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation,

AFL-CIO, shall seek the introduction and adoption of legislation providing that, where denial of a certificate-of-need for expansion or replacement of a health care facility or for purchase or replacement of medical equipment results directly or indirectly in discontinuance of services or closure of such facilities, funds will be made available to provide reasonable termination pay for employees of such facilities who will lose employment because of such discontinuance or closure, retraining of such employees, assisting such employees in securing employment, and otherwise protecting such employees against a worsening of their positions with respect to their employment; and be it further

Resolved, That the California Labor Federation shall seek the assistance of interested affiliated locals, other labor organizations, the Governor, and appropriate legislative representatives to insure the early adoption of this legislation.

Referred to Committee on Legislation.
Adopted, p. 36.

Agency Shop Agreements

Resolution No. 51—Presented by Hospital and Institutional Workers No. 250 and California State Council of Service Employees, San Francisco.

Whereas, The California Courts have ruled that agency shop agreements with local government employers are illegal under the Myers-Milias-Brown Act; and

Whereas, California remains one of the few large industrial states which maintains an open shop for many of its public workers; and

Whereas, Unions recognized under the Myers-Milias-Brown Act must bear the burden of representing freeloaders without the compensation of even an agency fee; therefore be it

Resolved, By this Thirteenth Convention of the California Labor Federation, AFL-CIO, that the Federation shall seek introduction and passage of state legislation permitting the adoption of agency shop agreements under the Myers-Milias-Brown Act; and be it further

Resolved, That the aid of all affiliated locals, other labor organizations, the Governor, and appropriate legislative representatives be solicited to insure the prompt and long overdue adoption of this legislation.

Referred to Committee on Legislation.
Adopted, p. 36.

Hospital Cost Containment

Resolution No. 52—Presented by Hospital and Institutional Workers No. 250 and California State Council of Service Employees, San Francisco.

Whereas, Nationally the cost of medical care has increased at a rate nearly 50% higher than the general rate of inflation in the United States in the five year period ending November 1979; and

Whereas, Neither the doctor-owned hospitals nor the doctor-owned third party medical insurance companies have demonstrated any interest in controlling the costs of medical care or medical insurance; and

Whereas, Such uncontrolled increases have contributed greatly to the general level of inflation in the United States, have worked to deny needed medical care to large numbers of uninsured Americans and have financially ruined many more who could not afford it but had to have it anyway; and

Whereas, Society owes these doctors and administrators a decent living, not a life of luxury; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, shall seek introduction and passage of state hospital cost containment legislation modeled after the California Public Utilities Commission control of utility rates. Such legislation should either declare the hospital industry a public utility and bring it under the auspices of the PUC or establish a similar state commission with authority to set and approve hospital charges, provided, however that the PUC or any such commission shall pass through increases in labor costs as does the PUC for the utilities; and be it further

Resolved, That the California Labor Federation shall seek introduction and passage of state legislation granting authority to the California Insurance Commission to set and establish medical insurance rates after the Pennsylvania model, and that such commission shall be reconstituted to include representatives of the consuming public including representatives of organized labor; and be it further

Resolved, That the aid of all affiliated locals, other labor organizations, the Governor, and appropriate legislative representatives be solicited to insure the prompt

adoption of legislation called for in this resolution.

Referred to Committee on Legislation.
Adopted, p. 35.

Require Agency Shop Provision

Resolution No. 53—Presented by Hospital and Institutional Workers No. 250 and California State Council of Service Employees, San Francisco.

Whereas, The Taft-Hartley Act imposes the duty of fair representation on any recognized labor organization; and

Whereas, The worker's duty to join and support the union is subject to agreement with the employer in contract negotiations, or in "right to work" states is legally prohibited; and

Whereas, Union busting law firms are peddling their particular brand of hate and intimidation with increasing success; and

Whereas, Both state and federal governments are subsidizing such activities through tax write-offs, corporate bailouts and unrestricted use of the administrative funds attached to various state and federal programs; therefore be it

Resolved, By this Thirteenth Convention of the California Labor Federation, AFL-CIO, that, in order to redress this growing imbalance, the Federation shall seek introduction and passage of state legislation to require any employer to include an "agency shop" provision in any labor agreement upon request of the recognized union; and be it further

Resolved, That the Federation shall call upon the National AFL-CIO to seek introduction and passage of any amendment to Taft-Hartley necessary to carry out the purposes of this resolution; and be it further

Resolved, That the aid of all affiliated locals, other labor organizations, the governor, and appropriate legislative representatives be solicited to insure the prompt adoption of legislation called for in this resolution.

Referred to Committee on Legislation.
Adopted, p. 36.

Race Track Anti-Worker Practices

Resolution No. 54—Presented by Hospital and Institutional Workers No. 250 and California State Council of Service Employees, San Francisco.

Whereas, In 1979 Hollywood Park Race

Track locked out its workers for the first time in the history of the State; and

Whereas, The California Horse Racing Board licensed scabs during this labor dispute; and

Whereas, California tracks, through the California Race Track Association, have improperly pooled funds to assist any struck facility out of operating funds rather than profits; and

Whereas, This improper employer mutual assistance has served to starve out the unions and to insulate each track from the economic impact of a strike at the expense of the California taxpayer rather than the owners; therefore be it

Resolved, By this Thirteenth Convention of the California Labor Federation, AFL-CIO, that the Federation shall seek the introduction and passage of state legislation to outlaw the use of operational funds for employer mutual assistance, to prohibit the California Horse Racing Board from licensing scabs, to declare that it is the policy of the State of California to condemn lockouts of race track workers and the use of strikebreakers, and to require an audit to determine the amount improperly contributed to Hollywood Park by other California tracks and to require its repayment; and be it further

Resolved, That the aid of all affiliated locals, other labor organizations, the Governor and appropriate legislative representatives be solicited to insure the prompt adoption of legislation called for in this resolution.

Referred to Committee on Legislation.
Adopted, p. 37.

Campaign Spending Limits

Resolution No. 55—Presented by California State Council of Service Employees, San Francisco.

Whereas, Present day political campaigns are very costly; and

Whereas, Candidates for political office are, therefore, more likely to be rich or behold to the rich or to corporate interests; and

Whereas, The interests of the rich or of the corporations are seldom those of organized labor or of the common man; and

Whereas, These inequities of life and property may be addressed in the electoral process through the imposition of political campaign spending limits and the

availability of public campaign financing; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO, shall support the introduction and adoption of state legislation to be introduced by Common Cause relating to limitations on campaign spending, campaign contributions and public financing of campaigns for the state legislature. To this end, the Federation shall support the reintroduction of AB 2927 in the 1981 session with the following amendments; the reintroduced bill shall contain reasonable campaign spending limits; it shall provide that gifts from organizations may be matched on a three for one basis up to a maximum \$5,000.00 for assembly campaigns and up to a maximum of \$7,500.00 for senate campaigns; and the repeal of Section 17234 of the Revenue and Taxation Code, permitting a deduction of up to \$100.00 for political contributions by an individual taxpayer, shall be deleted; and be it further

Resolved, That the Federation shall seek the assistance of affiliated locals, other labor organizations, other interested groups, the Governor and appropriate legislative representatives to insure the adoption of this legislation.

Referred to Committee on Legislation.
Non-concurrence, p. 37.

Local Agency Personnel Standards

Resolution No. 56—Presented by California State Council of Service Employees, San Francisco.

Whereas, The State Personnel Board pursuant to Section 19800 et seq. of the California Government Code has been granted authority to establish local agency personnel standards for certain local agency employees in local agencies which have not adopted a local merit system so as to insure continued eligibility for federal funding under various federal statutes; and

Whereas, The State Personnel Board has unreasonably refused to substitute locally negotiated contract language which would not endanger federal funding for their own adopted standards and has thereby abrogated portions of the collective bargaining agreement between the County of Napa and SEIU Local 614 and possibly others; and

Whereas, Section 19802 of the Government Code sets less rigid standards for merit system agencies; therefore be it

Resolved, That this Thirteenth Convention of California Labor Federation, AFL-CIO, shall seek the introduction and adoption of state legislation requiring the State Personnel Board to waive all or a portion of their Local Agency Personnel Standards when such standards are included in a collective bargaining agreement between the local agency and a recognized employee organization provided that such standards meet minimum requirements for continued eligibility for federal funding; and be it further

Resolved, That the Federation shall seek the assistance of affiliated locals, other labor organizations, other interested groups, the Governor, and the proper legislative representatives to insure the early adoption of this legislation.

Referred to Committee on Legislation.
Adopted, p. 38.

Unemployment Insurance Benefits for Strikers

Resolution No. 57—Presented by California State Council of Service Employees, San Francisco.

Whereas, Most unions have only limited funds available for the payment of strike benefits and many unions pay no strike benefits at all; and

Whereas, Many recent strikes have proven to be long and costly; and

Whereas, New York State has made unemployment benefits payable to strikers beginning the seventh week; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO, shall seek the introduction and adoption of state legislation amending the California Unemployment Insurance Code to provide that unfair labor practice strikers or workers who have been locked out shall be immediately eligible for unemployment benefits and that economic strikers shall be eligible for such benefits after the sixth week; and be it further

Resolved, That the Federation shall seek the assistance of affiliated locals, other labor organizations, the Governor and appropriate legislative representatives to insure the adoption of this legislation.

Referred to Committee on Legislation.
Adopted as amended, p. 34.

Home Loan Program for Public Employees Retirement System Members

Resolution No. 58—Presented by Cali-

fornia State Council of Service Employees, San Francisco.

Whereas, The California Legislature and the Governor of the State of California have enacted legislation (AB 1342—Elder) sponsored and supported by the State Council of Service Employees, SEIU; and

Whereas, AB 1342 permits the Board of Administration of the Public Employees' Retirement System (PERS) to adopt regulations to establish a home loan program for state, local government and school employees that are members of PERS; and

Whereas, Since 1962 the State of Hawaii has had a similar program which has provided public employees literally hundreds of below market interest rate loans for single-family residences with not a single default; and

Whereas, The Governor's Public Investments Task Force, chaired by an SEIU member, has called for new investments which are prudent and responsive to the needs which California faces in the areas of affordable housing, small business development, alternative energy resource development and job creation; and

Whereas, Over 600,000 public employees in California could be eligible for below market interest rate mortgage loans to purchase single-family residences and condominiums; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, strongly urge the PERS Board of Administration to immediately adopt a program to provide PERS members equitable below market interest rate mortgages to purchase homes, increase construction and create and maintain jobs in California; and be it further

Resolved, That a copy of this resolution be suitably prepared and presented to the PERS Board of Administration by no later than September 30, 1980.

Referred to Committee on Resolutions.
Adopted, p. 53.

Arbitration in Public School Collective Bargaining Agreements

Resolution No. 59—Presented by California State Council of Service Employees, San Francisco.

Whereas, Certain public school employers have refused to include various sections of the California Education Code relating to wages, hours and other terms

and conditions of employment in collective bargaining agreements between the public school employer and a recognized employee organization because this might provide the worker with two remedies, one in the grievance procedure and one in court; and

Whereas, This employer concern impedes the development of a mature collective bargaining relationship which might follow on the adoption of a collective bargaining agreement covering all mutually agreed terms and conditions of employment and enforceable through a grievance procedure ending with final and binding arbitration; and

Whereas, Such arbitrated settlements of disputes are faster, cheaper and more reliable than submitting a dispute to the courts; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO, shall seek introduction and adoption of state legislation amending the Public Educational Employer-Employee Relations Act, Government Code Section 3540 et seq, to provide that arbitration shall be the sole remedy available to a worker in a dispute involving the meaning or application of an Education Code Section which has been included in the applicable collective bargaining agreement between a public school employer and a recognized employee organization provided that the collective bargaining agreement also includes a provision for final and binding arbitration of disputes arising under the agreement; and be it further

Resolved, That the Federation shall seek the assistance of interested affiliated locals, other labor organizations, the Governor, and appropriate legislative representatives to insure the early adoption of this legislation.

Referred to Committee on Legislation.
Non-concurrence, p. 36.

Regulate Agents and Representatives of Professional Athletes

Resolution No. 60—Presented by National Football League Players Assn., Western Regional Office, San Francisco.

Whereas, There is presently no existing control or regulation of persons holding themselves out as agents or representatives of professional athletes in sports such as football; and

Whereas, Agents or representatives of athletes should be held to the highest fidu-

ciary standards in their representation of athletes given the particular relationship of trust and dependence which is inherent in such representation; and

Whereas, Certain unscrupulous individuals represent themselves as agents and, in the course of such representation, involve themselves in various unethical dealings including procurement of college athletes on college campuses through the use of large cash loans, the provision of drugs and automobiles to these student athletes, claims of representation made to student athletes which claims are later disavowed when the players are not drafted at a high level in the professional draft, and the signing of college athletes to professional contracts before the expiration of their college eligibility; and

Whereas, These certain unscrupulous agents have negotiated contracts for "clients" which contracts have resulted in high initial compensation for agents with comparatively lower deferred compensation for their clients and

Whereas, The labor movement recognizes the particular problems of professional football players and other athletes and supports them in their efforts to resolve these problems; and

Whereas, These various problems or evils can be alleviated or substantially reduced through the implementation of legislation regulating these agents' or representatives' practices; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislative amendments to the California Labor Code or other applicable codes and to use their influence and energies to enact appropriate legislation to regulate agents and representatives of professional athletes.

Referred to Committee on Legislation.
Adopted, p. 37.

Building Standards Commission and Office of Administrative Law

Resolution No. 61—Presented by Central Labor Council of Contra Costa County, Martinez.

Whereas, The California Legislature has passed, and Governor Brown has signed into law Senate Bill 331 and Assembly Bill 1111, which both deal with approval and publication of any regulations adopted by State agencies; and

Whereas, SB 331 has vested broad auth-

ority in the State Building Standards Commission relative to all building regulations and AB 1111 has created an Office of Administrative Law with authority to review and approve or disapprove all regulations enacted by any rule-making body of State government; and

Whereas, Because of its mandatory involvement in the rule-making process, the entire Cal/OSHA Program is subject to certain aspects of both SB 331 and AB 1111 because of their respective mandated relationships to enforcement agencies; and

Whereas, The procedures involved in implementing SB 331 and AB 1111 will result in substantial delays in the enactment and publication of regulations intended to protect the worker in her or his worksite; and

Whereas, Such delays could result in the prolonged—for example, 18-24 month postponement of enforcement of vital new standards and the immediate protection of workers on their jobsites; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, hereby does urge the State Legislature speedily to enact legislation exempting the Cal/OSHA Program from the provisions imposed upon it by SB 331 and AB 1111 so that workers of this State may be protected from hazards by promptly promulgated regulations and so as to insure the program's compliance with federal mandates relative to the adoption of standards.

Referred to Committee on Legislation.
Adopted, p. 37.

CAL/OSHA Special Studies

Resolution No. 62—Presented by Central Labor Council of Contra Costa County, Martinez.

Whereas, The California Division of Occupational Safety and Health, frequently referred to as Cal/OSHA, is charged with the responsibility of insuring compliance of employers and workers with State laws and regulations intended to provide safe and healthful places of employment for all workers in the State; and

Whereas, The workplace has acquired a more complex and all too frequent unhealthful and unsafe environment due to the introduction of untested new chemicals and processes that present new hazards to workers; and

Whereas, The resultant untested and

non-regulated use of toxic substances and new technological innovations are not understood fully and must be studied more closely by technical experts; and

Whereas, Because of these problems, Cal/OSHA has targeted certain industries for special studies in order to obtain greater knowledge of the use of such chemicals as polychlorinated biphenyls (PCBs), the hazards presented by asbestos, and the dangers presented to workers and the public alike by processes employed in the electronics, painting, refinery, chemical, construction and meat-packing industries; and

Whereas, More data are essential to insure accurate information be available to workers, small contractors, and large corporations so that workers can be protected adequately against hazards presented by the introduction of new scientific and technical materials and processes; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, hereby does urge the Legislature and the Governor to provide additional funds to Cal/OSHA for the purpose of expanding those programs aimed at targeting specific industries for special studies that will result in more knowledge of new substances and processes so that adequate protection from the hazards presented by the scientific and technological changes can be provided to workers of this State.

Referred to Committee on Legislation.
Adopted, p. 37.

Support Union Dental Services

Resolution No. 63—Presented by Northern California Dental Technicians & Allied Workers, No. 99, Oakland.

Whereas, Most AFL-CIO members are now covered by dental plans which have been negotiated as a part of their collective bargaining contracts; and

Whereas, Many dentists, who are maintaining non-union offices and laboratories, are making special efforts to get unions to send their members to their offices in order that they can take advantage of union dental plans; and

Whereas, These same dentists are paying starvation wages to many of their employees and fighting all efforts to organize them; and

Whereas, It is the established policy of the AFL-CIO to urge union members to

buy union products and use union services; and

Whereas, There are unions of dental technicians and other workers in the dental field in California, affiliated with the Service Employees International Union, AFL-CIO; and

Whereas, These unions are attempting to organize non-union dental offices and laboratories; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO, urge all affiliates as follows:

- 1) Take action to help insure that the services provided under union-negotiated dental plans be performed in offices and laboratories under union contract.
- 2) Support the "We Do Not Patronize" campaign whenever directed against anti-union dentists and laboratories.
- 3) Give all possible assistance to organizing non-union dental offices and laboratories in areas where organization does not yet exist.

Referred to Committee on Resolutions.
Adopted, p. 53.

Furnish Uniforms for Dental Technicians and Assistants

Resolution No. 64—Presented by Southern California Dental Technicians & Assistants No. 100, Los Angeles.

Whereas, Section 9 of Wage Order 4-80, specifically states in Paragraph A, that uniforms when required are to be paid for by the employer, and whereas, in a statement appearing on the back of the wage order, the Industrial Welfare Commission in explaining Section 9 states: "The definition and enforcement policy is sufficiently flexible . . . without requiring the employer to furnish such items"; and

Whereas, Because of this contradictory attitude the Department of Industrial Relations has set up criteria to redefine common sense; and

Whereas, The price of uniforms to lower paid workers has continuously gone up; and

Whereas, The Department of Industrial Relations has supported dentists in refusing to pay for uniforms, thus not only placing an unnecessary burden on lower paid people but also creating a health hazard in the use of dirty or unwashed

uniforms on a daily series of dental patients; therefore be it

Resolved, That the Department be censured for its attitude and be required to change its administrative rulings to meet the demands of common sense and the clear intent regarding uniforms and have the dentists pay for a minimum of five.

Referred to Committee on Resolutions.
Filed, p. 53. Subject matter referred to Executive Council.

Increase Minimum Wage

Resolution No. 65—Presented by Southern California Dental Technicians & Assistants No. 100, Los Angeles.

Whereas, The actual buying power of workers employed at the state minimum wage has decreased due to the inflationary situation despite the past two slight increases since the last convention; and

Whereas, The same thing may be anticipated because of the small increase to take effect on January 1, 1981; and

Whereas, Women earn 59% of men's wages since more than 80% of them according to the U.S. Department of Labor are working at the lowest paid jobs where the minimum wage is the employer's guideline; and

Whereas, Neither the cost of living or fringe benefits are considered in determining the minimum wage despite the mandate of the State Labor Code, Section 1173 to the Industrial Welfare Commission, is to "update to the extent necessary the regulations to provide reasonable wages, hours and working conditions"; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, demand an immediate reopening of the minimum wage orders to set a minimum of \$5 an hour as best meeting at present the goals set forth by the Labor Code.

Referred to Committee on Resolutions.
Filed, p. 45.

Amend Motor Vehicle Code & Drivers' Licensing Manual

Resolution No. 66—Presented by Shipyard & Marine Shop Laborers, No. 886, Oakland.

Whereas, Section 13000 of the Motor Vehicle Code of California creates the non-driver Identification Card, and Section 13307 of the Drivers Licensing Manual enumerates the requirements which must

be met before such Identification Card may be issued; and

Whereas, The requirements enumerated do not include a U.S. Census Bureau Certificate, simply because such a Certificate does not establish the month and date of birth; and

Whereas, In many parts of the U.S.A. records of vital statistics were not kept prior to 1916; and

Whereas, Because of this circumstance over which the individual had no control, many persons who were born prior to the time stated above, are deprived of the privilege of obtaining an M.V.D. Card; therefore be it

Resolved, That Section 13000 of the Motor Vehicle Code, and Section 13307 of the Drivers Licensing Manual be amended to include the verification of birth by the U.S. Census Records, notwithstanding the fact that it does not state the date and month of birth.

Referred to Committee on Legislation.
Adopted, p. 37.

Establish Public Employee Department

Resolution No. 67—Presented by San Francisco Labor Council, San Francisco.

Whereas, The national AFL-CIO has formed a Public Employee Department open to all affiliates on a per capita basis to coordinate legislative and organizing activities on behalf of workers in the public sector at the national level; and

Whereas, The fiscal constraints brought about by the passage of Propositions 4 and 13 have given the State Legislature a decisive role in the day to day operations of not only the state government and higher education but those of local government and local public schools as well; and

Whereas, A Committee of the California Labor Federation exists to make decisions on legislative priorities for the California Labor Federation; and

Whereas, Only 175,000 of California's one million public employees are currently represented by an AFL-CIO affiliate, there exists an immediate opportunity and need to organize an additional 200,000 employees of the State and in education at all levels; therefore be it

Resolved, That the California Labor Federation, AFL-CIO shall form a State Public Employee Department open to all affiliates of the Federation representing public employees on a per capita basis

and that the purposes of this department shall be the determination and coordination of legislative goals and priorities as they may affect public workers; to promote and coordinate the organizing efforts of affiliates representing or seeking to represent public workers; and to recommend to the Federation positions in support of or in opposition to various candidates for political office or various ballot initiatives as they may affect public workers.

Referred to Committee on Resolutions.
Subject matter referred to Executive Council, p. 46.

Organizing the Unorganized

Resolution No. 68—Presented by Central Labor Council of Santa Clara County, AFL-CIO, San Jose.

Whereas, The trade union movement holds the true promise of a brighter future for each and every worker in the form of higher living standards, greater security on the job and a firm voice in the determination of working conditions; and

Whereas, The future strength of the labor movement in California in large measure depends on the success of organizing the unorganized; and

Whereas, The rapid changes in the make-up of the labor force have resulted in little progress in the field of labor organization. The ranks of organized labor today are proportionally smaller compared to the total work force; and

Whereas, The Constitution of the AFL-CIO mandates it "to aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining to workers and to promote the organization of the unorganized into unions of their own choosing for their mutual aid, protection and advancement"; therefore be it

Resolved, That this Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, emphatically declare that the major unfinished business of the California labor movement is to organize the unorganized; and be it further

Resolved, That copies of this resolution be forwarded to the President and members of the Executive Council of the AFL-CIO.

Referred to Committee on Resolutions.
Adopted, p. 53.

Fiscal Depositories

Resolution No. 69—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, The broadest possible flexibility should be permitted in the investment of California Labor Federation funds in federally insured savings institutions; and

Whereas, Deposit-insured savings and loan associations invest funds on deposit in the construction industry, creating employment for building and construction trades union members; therefore be it

Resolved, The Constitution of the California Labor Federation, AFL-CIO, be amended by adding to Section 2, Article XII, on line 17 of page 32 after the word "in" and "federally insured" and following the word "bank" the words "or savings and loan association,"; and be it further

Resolved, That Article VII, Section 1(e) on page 19 of the Constitution be amended by adding after the words "Federation in" on line 2 of the Section the words "federally insured" and by adding after the word "bank" the words "or savings and loan association," and that Section 1(f) of the same Article on the same page be amended by changing the second and third lines of Section 1(f) to read "federally insured bank, banks or savings and loan associations as shall have been designated by the Executive Council."

Referred to Committee on Constitution.
Adopted, p. 39.

Political Endorsements

Resolution No. 70—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Definitive court action has removed the statutory basis for removal of certain officers of the Federation from its political endorsement and support process; therefore be it

Resolved, That all of Section 1, Article XIV-F, of the Constitution, California Labor Federation, AFL-CIO, on page 46, beginning with line 14 of said page, be repealed and that the remaining sections of Article XIV-F be renumbered to accommodate this deletion; and be it further

Resolved, That all of Section 2, Article XVIII, commencing at the 29th line of page 51 and continuing on pages 52 and 53 to the beginning of Section 3 be repealed, and that Section 3 beginning at the fourth line of page 53

of Article XVIII be renumbered to be Section 2.

Referred to Committee on Constitution.
Adopted pp. 39-40.

Per Capita Tax

Resolution No. 71—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Like all other organizations the expenses of the Federation have increased substantially since the last adjustment in per capita tax; and

Whereas, The Federation is concerned with not imposing a heavy additional burden on its affiliates but believes that a modest increase in the per capita tax assigned to the Federation as distinct from COPE is necessary and desirable; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO, amends the Constitution as follows:

1. On page 31, Article XII, Section 1(a) in line 4, 15¢ be stricken and 20¢ be inserted.
2. On page 31, Article XII, Section 1(a), second paragraph 1st line strike 10¢ and insert 15¢.

And this change will be effective as of November 1, 1980.

Referred to Committee on Constitution.
Adopted, pp. 40-41.

Expenses

Resolution No. 72—Presented by the Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, The costs of travel and room and board have skyrocketed; and

Whereas, There has been no recent adjustment for the expenses provided the officers of the Federation attending meetings of the Executive Council for some years; therefore be it

Resolved, That the Thirteenth Biennial Convention of the California Labor Federation, AFL-CIO amends the Constitution as follows:

1. Page 30, Article X, Section 1, line 6, strike 15 and insert 25.
2. Page 30, Article X, Section 1, line 6, strike Forty-five and insert Fifty.
3. Page 30, Article X, Section 1, line 8, strike \$30 and insert \$70.

4. Page 30, Article X, Section 2, line 5, strike \$45 and insert \$50.
5. Page 30, Article X, Section 2, line 8, strike 15 and insert 25.

Referred to Committee on Constitution.
Adopted, p. 41.

Prohibit Mandatory Overtime

Resolution No. 73—Presented by Far Western Typographical and Mailer Conference, North Highlands.

Whereas, Unemployment in the State of California remains at a high level in spite of federal and state programs aimed at having it reduced; and

Whereas, A growing and alarming trend has been developing in many industries throughout the state whereby employers are demanding that employees work overtime as a condition of continued employment; and

Whereas, Many workers are presently being forced to work overtime against their wishes, while the pool of unemployed workers continues to grow; and

Whereas, In those industries where overtime is voluntary on the part of the worker the overtime is reduced, resulting in greater employment in these industries, which is then shared with workers who were either unemployed or underemployed, providing more workers with earned income, vacations and medical coverage, thus relieving the State and County governments of additional welfare costs; now therefore be it

Resolved, That Bay Area Typographical Union No. 21 go on record as requesting the California Labor Federation, AFL-CIO, to introduce at the next Legislative session a change in the State Labor Code that would permit workers to refuse to work overtime without fear of reprisal from the Employer, and be it finally

Resolved, That the California Labor Federation, AFL-CIO, circulate information through its affiliates regarding the proposed change in law which would forbid mandatory overtime and requesting the support of all Unions, and their active participation in developing programs to assist in its passage.

Referred to Committee on Legislation
Adopted, pp. 47-48.

Child Care and Summer School Programs

Resolution No. 74—Presented by Far Western Typographical and Mailer Conference, North Highlands.

Whereas, More children than ever before are being raised by single parents, or where both parents are working; and

Whereas, Budget cutbacks in the State of California have resulted in the cancelation of summer school programs, and the cutting of funds for child care programs; and

Whereas, The present situation is a desperate one for many working parents; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, support appropriate legislation, both at the state and federal levels, to broaden in scope quality child care services and summer school programs, with special attention being given to the immediate emergency faced by working parents.

Referred to Committee on Legislation
Adopted, p. 48.

Support United Farm Workers of America

Resolution No. 75—Presented by Far Western Typographical and Mailer Conference, North Highlands.

Whereas, The United Farm Workers of America, after years of struggle against overwhelming odds, has succeeded in organizing thousands of farm workers into a union which truly represents them and covers them with collective bargaining contracts; and

Whereas, These contracts have improved the job security, safety, health and working conditions of farm workers as well as providing pesticide control of the fruits and vegetables we eat; and

Whereas, This historic accomplishment was brought about by the heroic struggle of the farm workers and their leaders in alliance with people and organizations all over the world; and

Whereas, There is a continuing need to help the United Farm Workers of America with its organizational drive; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO, reaffirm its continued active support of the United Farm Workers of America; and be it further

Resolved, That all member unions and locals be encouraged to directly assist the United Farm

Workers of America through fund raising, boycott activity when requested, and active legislative support; and be it further

Resolved, That copies of this Resolution be sent to Lane Kirkland, President of the American Federation of Labor and Congress of Industrial Organizations and to Cesar Chavez, President of the United Farm Workers of America.

Referred to Committee on Resolutions.
Adopted, p. 45.

Respect for Picket Line Not Disqualifying

Resolution No. 76—Presented by Far Western Typographical and Mailer Conference, North Highlands.

Whereas, In the event of a labor dispute, referrals by the Human Resources Development Department to alleged job openings at such places are not deemed suitable employment, and no referrals are to be made; and

Whereas, Such policy indicates that the state is acting in a neutral manner, and is not, nor does it intend to aid or interfere in a trade dispute; and

Whereas, Crossing or refusing to cross an established picket line by people unrelated to the dispute should, at the very least, have the same rights of opinion as the state has in their interpretation of suitability, without the threat of denial of unemployment insurance benefits, if so exercised; and

Whereas, By such interference with the individual's right of decision through denial of unemployment insurance benefits to those refusing to cross a picket line, the state is aiding and abetting the breaking of strikes; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, authorize its officers to seek the enactment of legislation calling for the amendment of the Unemployment Insurance Code to provide that persons engaged in a bonafide labor dispute or persons who are respecting an established picket line shall not, for that reason alone, be declared ineligible for unemployment insurance benefits.

Referred to Committee on Legislation
Adopted, p. 48.

Repeal Boycott Sections of N.L.R.A.

Resolution No. 77—Presented by Far Western Typographical and Mailer Conference, North

Highlands.

Whereas, The right of organized labor to use secondary boycotts through peaceful picketing is restricted by the National Labor Relations Act, thereby granting management broad immunity in strike situations; and

Whereas, The prosecution of sanctioned strikes by labor unions has become more difficult because of the added protection to industrial conglomerates, merged industries, and monopoly arrangements; and

Whereas, The severe limitations imposed by this law prevents reciprocal aid within the labor fraternity aimed at preserving a decent standard of living for wage earners; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, reiterate its demand for repeal of all boycott sections of the National Labor Relations Act, and that no state law be passed which would prevent a labor organization from using the means of peaceful picketing against any firm allied with an employer involved in a bonafide labor dispute.

Referred to Committee on Resolutions.
Adopted, p. 45.

Strikebreakers

Resolution No. 78—Presented by Far Western Typographical and Mailer Conference, North Highlands.

Whereas, Many employers support agencies whose business it is to recruit and maintain a mobile force of strikebreakers; and

Whereas, The use of strikebreakers has been expanded to include virtually every industry, including trucking, construction, hotels and restaurants; service trades and many others; and

Whereas, Such strikebreakers have been moved from site to site by employers for the purpose of taking the jobs of union workers; and

Whereas, Such strikebreakers have been used, and in many instances continue to be employed in struck plants in areas throughout the entire State of California; and

Whereas, Strikebreakers and their employers have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organizations of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, does hereby endorse the amendment of existing state law to prohibit employment of strikebreakers to take the place of employees involved in a labor dispute under any circumstances; and be it further

Resolved, That affiliated unions and central labor councils be encouraged to make attempts to improve and strengthen local laws which have been adopted in various cities in the State on the subject.

Referred to Committee on Legislation
Adopted, p. 48.

NLRB

Resolution No. 79—Presented by Far Western Typographical and Mailer Conference, North Highlands.

Whereas, The right of workers to organize and join labor organizations is guaranteed by law; and

Whereas, That right is constantly under attack by employers who threaten and intimidate workers who are Union supporters; and

Whereas, The National Labor Relations Board is mandated by law to protect the rights of workers; and

Whereas, The NLRB has established rules and regulations designed to guarantee the anonymity of workers who have signed union authorization cards, and the secrecy of representation elections; and

Whereas, The San Francisco Office of the NLRB in a recent election proceeding sent a complete list of employees who had signed authorization cards for Bay Area Typographical Union No. 21 to their employer, thereby subjecting the workers to harassment and discrimination; and

Whereas, This action raises questions as to whether similar occurrences have taken place in the past; and as to the procedures and integrity of the San Francisco Regional Office of the National Labor Relations Board; and

Whereas, Such doubts can only make more difficult the job of unions in organizing workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, condemn this violation of the rights of workers by the NLRB, and of its own rules; and be it further

Resolved, That this violation be brought to the attention of California's Congressmen, with a request that they support an inquiry of the San Francisco Regional Office of the NLRB by the House Labor Committee, and of California's United States Senators with a similar request of that body, and be it further

Resolved, That we urge all of labor to again initiate a campaign for labor law reform to afford greater safeguards for workers in their right to organize.

Referred to Committee on Resolutions.
Adopted, p. 45.

Investigate Worker Injuries and Deaths

Resolution No. 80—Presented by Federated Fire Fighters of California Sacramento.

Whereas; The California Labor Federation is committed to working on behalf of workers' increased safety and health; and

Whereas, The investigation of serious injuries or deaths of workers as a result of job-related duties can serve as a valuable tool in the future prevention of such injuries and deaths; and

Whereas, No such investigative procedures presently exist in California; therefore be it

Resolved, That the California Labor Federation work for legislation mandating the scene of a serious injury or death of a worker shall be frozen and all evidence at such a scene shall not be tampered with; and be it further

Resolved, That the California Department of Industrial Relations via the California Occupational Safety and Health Administration be charged with investigating such worker injuries and deaths for the purpose of abating the workplace hazards found to be responsible for such injuries and deaths.

Referred to Committee on Legislation
Adopted, p. 48.

Fire Company Personnel

Resolution No. 81—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, Proposition 13 has already had an adverse effect on fire departments and districts throughout California; and

Whereas, Bailout funds have been insufficient to alleviate the impact on local fire jurisdictions; and

Whereas, Local jurisdictions have not supported the maintenance of local safety forces as a first priority of government; and

Whereas, Many fire departments have opted to reduce manning levels of individual fire companies; and

Whereas, There is ample proof that there is a direct correlation between safety and the number of fire fighters to perform certain essential fire evaluations; therefore be it

Resolved, That the California Labor Federation adopt the following as a policy statement:

Policy Statement

The California Labor Federation is opposed to any further reduction of manning levels of individual fire companies as a means of preserving fire department budgets.

Referred to Committee on Resolutions.
Adopted, p. 53.

Central Research & Information Center

Resolution No. 82—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, The United States Surgeon General has estimated that 100,000 people in the United States die each year from occupational diseases and almost 400,000 new cases of occupational disease are diagnosed annually; and

Whereas, Many other illnesses are unrecognized as job related or go unreported; and

Whereas, It has been estimated that nine out of ten American industrial workers are not adequately protected against exposure to at least one of the 163 most common hazardous industrial chemicals; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, does hereby establish a "Central Research and Information Center"; and be it further

Resolved, That the Central Research and Information Center shall serve the following functions:

1. Clearing house for dissemination of safety and health information to affiliated local unions.
2. A catalyst agent for member unions to cooperatively seek the resolution of common safety and health problems.
3. Focal point for additions and changes to

national, state and local legislation, regulations, and administration relating to the safety and health of rank-and-file union workers in California.

Referred to Committee on Resolutions.
Filed, p. 53. Subject matter referred to Executive Council.

Cal/OSHA Standards Board

Resolution No. 83—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, The California Labor Federation, AFL-CIO, has a bonafide interest in the health and safety of all members of affiliated labor unions; and

Whereas, The Department of Occupational Safety and Health (Cal/OSHA) has adopted regulations intended to safeguard workers' health and safety in California's workplaces; and

Whereas, Said regulations, known as the General Industrial Safety Orders, Title 8, CAC, are from time to time reviewed and amended by the Cal/OSHA Standards Board; therefore be it

Resolved, That the California Labor Federation adopt the following policy statement:

Policy Statement

A representative of the California Labor Federation, AFL-CIO, shall be in attendance at all Cal/OSHA Standards Board meetings when such hearings may result in additions and/or amendments to standards affecting members of affiliated local unions.

Referred to Committee on Resolutions.
Filed, p. 53. Subject matter referred to Executive Council.

Fire Fighter Training Programs

Resolution No. 84—Presented by Federated Fire Fighters of California, Sacramento.

Whereas, The California Labor Federation is committed to working on behalf of workers' increased safety and health; and

Whereas, The Federated Fire Fighters of California has established a safety and health training program for fire fighters and is in need of visible moral support for this program; and

Whereas, The California Labor Federation can provide the needed visibility as a co-sponsor, including speakers and aid in communicating the seminars of training programs, therefore be it

Resolved, That the California Labor Federation

ation lend its name, provide speakers and aid in communicating the training programs of the Federated Fire Fighters of California.

Referred to Committee on Resolutions.
Filed, pp. 53-54.

Motion Picture Projectionists

Resolution No. 85—Presented by California State Theatrical Federation, Hollywood.

Whereas, A concerted effort is being made to eliminate projectionists' jobs in Motion Picture Theatres; and

Whereas, Such eventuality will leave untended complicated motion picture projection equipment, which no matter how well automated, can suffer mechanical or electrical failures which can leave audiences in darkness, running the risk of injury through riot or fire; therefore be it.

Resolved, That the California Labor Federation, AFL-CIO, endorse and support state legislation which will mandate the attendance of a qualified motion picture projectionist at all times motion picture projection equipment is in operation in motion picture theatres while open to the public.

Referred to Committee on Legislation
Adopted, p. 48.

Boycott Bank of America

Resolution 86—Presented by Service Employees International Union Local 87, AFL-CIO, CLC, San Francisco.

Whereas, The Bank of America, some time ago, changed its corporate policy with respect to contracting for janitorial work from a policy of contracting for a block of bank branches to a policy of permitting each branch to contract separately without any instructions regarding maintenance of wage standards; and

Whereas, This change in policy has made it administratively impossible for affiliated local unions representing janitors to insure that bank branches are cleaned under union contract and has, further, directly resulted in loss of over 100 union jobs; and

Whereas, The Bank of America has repeatedly refused to repudiate this recent policy; and

Whereas, Locals representing janitors within

SEIU have, over a year ago, requested other SEIU locals and their members and other AFL-CIO affiliates and bodies and their members including the California Labor Federation to cease patronizing the Bank of America until this anti-union policy is changed; and

Whereas, The California Labor Federation continues to bill and collect its per capita payments through the Bank of America; therefore be it

Resolved, That this Thirteenth Convention of the California Labor Federation, AFL-CIO shall direct Federation staff to notify the Bank of America immediately of its displeasure with the adoption of this anti-union policy and its intent to sever all business relationships with the Bank of America unless this policy is changed within 180 calendar days.

Referred to Committee on Resolutions.
Adopted with comment, p. 54.

Easy Access For The Handicapped

Resolution No. 87—Presented by Central Labor Council of Alameda County, AFL-CIO, Oakland.

Whereas, There are between 18 and 67 million handicapped individuals in the United States today; and

Whereas, The Trade Union Movement has always recognized its obligations to handicapped citizens; and

Whereas, One of these obligations is to see that handicapped union members have every opportunity to participate in the affairs of their union and the organizations to which the union is affiliated; therefore, be it

Resolved, That we go on record as requesting the California Labor Federation to hold all future conferences and conventions in facilities accessible to the handicapped.

Referred to Committee on Resolutions.
Adopted, p. 54.

Increase Penalties for Occupational Health & Safety Law Violations

Resolution No. 88—Presented by Central Labor Council of Alameda County, AFL-CIO, Oakland.

Whereas, The California Division of Occupational Safety and Health, frequently referred to as Cal/OSHA, has the heavy responsibility of actively enforcing laws and regulations rel-

ative to the protection of workers of this State at their worksites; and

Whereas, When violations of safety and health laws are discovered by the compliance staff of Cal/OSHA, civil penalties may be levied and in certain unique instances, the employer may be charged with a misdemeanor; and

Whereas, It usually is only in the most outrageous situations where a willful disregard of worker safety and health has resulted in death or multiple serious injuries can felony charges be brought against a violator of such laws; and

Whereas, Those actions designed by employers to circumvent safety and health regulations or to impede the legitimate activities of Cal/OSHA can result in the continued exposure of workers to both health and safety hazards that ultimately will bring injury to each worker, and gross financial deprivation and sorrow to her or his family; and

Whereas, Such actions should not be treated lightly and it must be the responsibility of society to treat flagrant violations of occupational health and safety laws as serious in order to punish culprits in a way to affect the thoughts and actions of those employers who might in the future think to evade the intent of the Cal/OSHA Act, i.e., to urge violators to think of the serious consequences; therefore be it

Resolved, That the California Labor Federation hereby does urge the Legislature and the Governor promptly to review the laws and the criminal penalties imposed upon employers for violations of those laws to determine the appropriateness of the sanctions mandated by such laws and to amend the laws to allow Cal/OSHA to bring felony charges and higher penalties where the actions of an employer warrant criminal charge and accompanying higher penalties.

Referred to Committee on Legislation
Adopted, p. 48.

Increase Cal/OSHA Staff

Resolution No. 89—Presented by Central Labor Council of Alameda County, AFL-CIO, Oakland.

Whereas, The California Division of Occupational Safety and Health, frequently referred to as Cal/OSHA, has the responsibility of enforcing State regulations and laws enacted to provide a safe and healthful work environment for each worker in California; and

Whereas, The workforce in California now

is estimated to include approximately 10 million people working in 500,000 different workplaces; and

Whereas, Cal/OSHA currently is authorized only 153 safety engineers and 63 industrial hygienists who are charged with compliance and who attempt to enforce a variety of regulations and laws relative to health and safety to protect this enormous workforce scattered throughout the one-half million workplaces in this vast State of California; and

Whereas, Cal/OSHA compliance officers are to be commended for their efforts in achieving a substantial degree of compliance with various laws and regulations pertaining to health and safety, there still has accumulated a significant backlog of routine inspections; and

Whereas, Cal/OSHA, due to its response to repeated complaints from several worker groups has identified a significant need for Cal/OSHA to implement self-initiated, targeted studies by task forces to investigate workplaces in construction, refineries, chemical plants and industries related to pesticides and PCBs; and

Whereas, Cal/OSHA's enforcement staff is less than half that required by the benchmarks established by the Federal court in the case of the AFL-CIO versus U.S. Secretary of Labor Marshall and was deemed necessary for adequate protection of workers on the job; therefore be it

Resolved, That the California Labor Federation strongly urge the Legislature and the Governor to provide substantial additional funds to Cal/OSHA so that its mission of protecting all workers in the State can be achieved through an adequate, forceful, compliance staff.

Referred to Committee on Legislation
Adopted, p. 48.

Establish Labor Archives

Resolution No. 90—Presented by San Francisco Labor Council, AFL-CIO, San Francisco.

Whereas, The history of labor in Northern California is a proud one, older than the state, as old as San Francisco itself, as vital as the economy that built it; and

Whereas, Labor has played a significant part in the area's economic, political, and social development, contributing much to its shape and substance and direction, almost from the day the first gold hunter arrived, and has been a source

of strength for the development of California and the West for a hundred and thirty years; and

Whereas, Nowhere within reach have the records that describe that historical contribution been collected; although some small pockets survive in scattered libraries, much of the record has disappeared and more disappears daily; and

Whereas, The opportunity now exists to establish a labor archive in San Francisco, intended initially to serve the labor communities of the Bay Area and, as rapidly as facilities and staff allow, of Northern California. It will be located in the J. Paul Leonard Library in facilities provided by San Francisco State University. It will be governed and administered by the San Francisco Bay Area Labor Foundation, a labor-directed non-profit association, on behalf of the area's major labor organizations, in conjunction with the University; and

Whereas, Such a labor archive would provide an invaluable record of labor's part in the building of the area's economy and its role in the area's social and political development and would meet the now unmet needs for central library and research facilities for hundreds of students in labor studies programs in community colleges throughout the area and at San Francisco State and other state universities; and

Whereas, It can become a major resource for students of labor in many other institutions of secondary and higher education, not only in the immediate area but across the nation, and can provide a unique source of information regarding one of the nation's most significant labor communities for historians, sociologists, psychologists, and others of the labor, academic and economic communities. Most of all, it could become a major source of continuing pride as well as utility to the officers and members of our unions throughout the area; and

Whereas, Funds are urgently needed now that will make possible the preliminary planning of the proposed archive and open the way to applications for assistance from both federal agencies and private foundations and, in addition, start-up funds are needed to initiate a campaign to involve the officers and members of the area's local unions in its long-term support and development; therefore be it

Resolved, That the California Labor Federation (whose own proud history has its roots in this area and its labor movement) initiate the

support of the proposed labor archive with a contribution of \$25,000.00.

Referred to Committee on Resolutions.
Subject matter referred to Executive Council,
p. 54.

Strikebreakers

Resolution No. 91—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Many employers support agencies whose business it is to recruit and maintain a mobile force of strikebreakers; and

Whereas, The use of strikebreakers has been expanded to include virtually every industry, including trucking, construction, hotels and restaurants; service trades and many others; and

Whereas, Such strikebreakers have been moved from site to site by employers for the purpose of taking the jobs of union workers; and

Whereas, Such strikebreakers have been used, and in many instances continue to be employed in struck plants in areas throughout the entire State of California; and

Whereas, Strikebreakers and their employers have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved, That the Thirteenth Convention of the California Labor Federation, AFL-CIO, does hereby endorse the amendment of existing state law to prohibit employment of strikebreakers to take the place of employees involved in a labor dispute under any circumstances; and be it further

Resolved, That affiliated unions and central labor councils be encouraged to make attempts to improve and strengthen local laws which have been adopted in various cities in the state on the subject.

Referred to Committee on Legislation
Filed, p. 48.

Prohibit Mandatory Overtime

Resolution No. 92—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, Unemployment in the State of California remains at a high level in spite of federal and state programs aimed at having it reduced; and

Whereas, A growing and alarming trend has been developing in many industries throughout the state whereby employers are demanding that employees work overtime as a condition of continued employment; and

Whereas, Many workers are presently being forced to work overtime against their wishes, while the pool of unemployed workers continues to grow; and

Whereas, In those industries where overtime is voluntary on the part of the worker the overtime is reduced, resulting in greater employment in these industries, which is then shared with workers who were either unemployed or under-employed, providing more workers with earned income, vacations and medical coverage, thus relieving the state and county governments of additional welfare costs; therefore be it

Resolved, That Bay Area Typographical Union No. 21 go on record as requesting the California Labor Federation, AFL-CIO, to introduce at the next legislative session a change in the State Labor Code that would permit workers to refuse to work overtime without fear of reprisal from the employer; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, circulate information through its affiliates regarding the proposed change in law which would forbid mandatory overtime and requesting the support of all unions, and their active participation in developing programs to assist in its passage.

Referred to Committee on Legislation
Filed, p. 48.

NLRB

Resolution No. 93—Presented by Bay Area Typographical Union No. 21, San Francisco.

Whereas, The right of workers to organize and join labor organizations is guaranteed by law; and

Whereas, That right is constantly under attack

by employers who threaten and intimidate workers who are union supporters; and

Whereas, The National Labor Relations Board is mandated by law to protect the rights of workers; and

Whereas, The NLRB has established rules and regulations designed to guarantee the anonymity of workers who have signed union authorization cards, and the secrecy of representation elections; and

Whereas, The San Francisco Office of the NLRB in a recent election proceeding sent a complete list of employees who had signed authorization cards for Bay Area Typographical Union No. 21 to their employer, thereby subjecting the workers to harassment and discrimination; and

Whereas, This action raises questions as to whether similar occurrences have taken place in the past; and as to the procedures and integrity of the San Francisco Regional Office of the National Labor Relations Board; and

Whereas, Such doubts can only make more difficult the job of unions in organizing workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, condemns this violation of the rights of workers by the NLRB, and of its own rules; and be it further

Resolved, That this violation be brought to the attention of California's Congressmen, with a request that they support an inquiry of the San Francisco Regional Office of the NLRB by the House Labor Committee, and of California's United States Senators with a similar request of that body; and be it further

Resolved, That we urge all of labor to again initiate a campaign for labor law reform to afford greater safeguards for workers in their right to organize.

Referred to Committee on Resolutions.
Filed, p. 45.

REPORTS OF OFFICERS

Report of the Executive Council

San Francisco, September 19, 1980
To: The Thirteenth 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 eight occasions during the interim period following the July 10-12, 1978 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 meeting of the Executive Council were as follows: November 28-29, 1978 at the Hyatt Regency Hotel in Los Angeles; March 14-15, 1979 at the Quality Inn-Woodlake in Sacramento; June 5-6, 1979 at the Barrett Motor Hotel in San Francisco; September 5-6, 1979 at the Quality Inn-Woodlake in Sacramento; December 5-6, 1979 at the Disneyland Hotel in Anaheim; April 14-15, 1980 at the Jack Tar Hotel in San Francisco; July 1, 1980 at the Quality Inn-Woodlake in Sacramento; and September 17-19, 1980 at the Hyatt Regency Hotel in Los Angeles.

The meetings of the Executive Council convened as the Standing Committee on Political Education were held on April 14-15, 1980 at the Jack Tar Hotel in San Francisco and on September 17-19, 1980 at the Hyatt Regency Hotel in Los Angeles.

LEGISLATIVE PROGRAM

The Executive Council's Legislative Committee met with its Advisory Committee at the Barrett Motor Hotel in San Francisco on October 31, 1978 to develop recommendations on legislative priorities for the 1979 legislative session to be submitted to the Federation's full Executive Council.

Both the Legislative Committee and its Advisory Committee, which had been appointed by the Federation's President and Executive Secretary - Treasurer, were guided in drafting these recommendations by the provisions of the Legislative

Review authority granted to the Council by Section 4 of Article VIII of the Federation's constitution which reads in part as follows:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believe desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolution shall be notified accordingly; provided, further that this limitation shall not apply to any resolution adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided that such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

The Advisory Committee's assistance in determining legislative priorities is in line with a policy statement adopted at the Federation's Fifth Convention in 1964.

The Legislative Committee and its Advisory Committee were confronted with the task of considering the scores of resolutions and policy statements that were adopted at the Federation's Twelfth Convention and recommending a category of priority for each proposed legislative measure.

Procedurally, the Advisory Committee made its recommendations to the Legislative Committee which in turn made its recommendations to the Federation's Executive Council. The final determination of the Federation's Legislative Program was made by the Executive Council itself.

In instances where the Legislative Committee recommended that legislation should not be introduced even though the resolution under consideration had called for the introduction of legislation, letters were sent to each of the responsible officers of the organization sponsoring the resolution to inform them of the Commit-

tee's recommendation and invite them to appear before the Executive Council at a designated time if they wanted to oppose the Committee's recommendation.

Sponsors Informed

Sponsors of such resolutions were also informed that if no representation was made before the Executive Council at the time designated, it would be assumed that their organization agreed with the Committee's recommendation to withhold the introduction of legislation.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council's two-day meeting at the Hyatt Regency Hotel in Los Angeles November 28-29, 1978, just three weeks after the November general election.

California trade union officials serving on the Advisory Committee included:

James M. Van Houten, legislative advocate of the CWA; Wesley Bromberg, of the Glass Bottle Blowers; James Jones, representing Jim Evans of the United Transportation Union; Mattie Jackson, of the International Ladies Garment Workers Union; James S. Lee, president of the State Building and Construction Trades Council of California; Bob Marr, representing Dale Marr of Operating Engineers Local 3; Sal Minerva, of the Laborers Union; Harry V. Dawson, Jr., representing Anthony Ramos of the State Council of Carpenters; R. R. Richardson, executive officer of the San Diego-Imperial Counties Labor Council; Joseph Tinch, of the Culinary Workers Union; Jerry Cremins, executive officer of the Los Angeles Building and Construction Trades Council; John T. Schiavenza, of the California Conference of Machinists; Paul Varacalli, representing Timothy Twomey of the Service Employees Union; and John F. Crowley, executive officer of the San Francisco Labor Council.

1978 ELECTIONS

Prior to taking up the Legislative Committee's report, the Federation's Executive Council heard a report on the results of the 1978 general elections by the Executive Secretary-Treasurer.

The report pointed out that the Federation had distributed about 1.6 million California AFL-CIO COPE endorsement pamphlets carrying the COPE-endorsed candidates for state and national offices

as well as its stand on eight statewide propositions on the November 7, 1978 election ballot. The pamphlet, which was printed in 27 regional variations, cited some of the highlights of Governor Brown's first term in office, including enactment of:

- ✓ Collective bargaining rights legislation covering farm workers, teachers and state employees;

- ✓ Pregnancy benefits for working women;

- ✓ Automatic increases in the state's minimum wage to match any boost in the federal minimum;

- ✓ An anti-strikebreaking law; and,

- ✓ Abolition of the employers' practice of keeping workers' tips.

The report pointed out that Governor Brown won reelection by more than 1.3 million votes, 200,000 more than the late Governor Earl Warren piled up when he beat James Roosevelt in 1950, and that conservative hopes for major gains in the state's congressional and state legislative delegations fell short when they picked up only 3 seats in California's Congressional delegation, one in the State Senate and seven in the 80-member Assembly.

In addition, two of the three anti-civil rights propositions on the November 1978 ballot that were opposed by the Federation were defeated — Prop. 5, the smoking restrictions initiative, and Prop. 6, a measure that sought to require the mandatory dismissal of any school employee who advocated even toleration of homosexuality.

The report also noted that the confirmation elections of Chief Justice Rose E. Bird and three associate Justices to the state Supreme Court, which were endorsed by the Federation but strongly opposed by right wing reactionaries, were approved by the electorate.

On the negative side, Republican Mike Curb defeated Mervyn Dymally, the COPE-endorsed candidate for Lt. Governor and Congresswoman Yvonne B. Burke, the COPE-endorsed candidate, was defeated by George Deukmejian in the race for state Attorney General.

On an overall basis, the California AFL-CIO COPE endorsed a total of 136 candidates and 105 — or 77.2 percent — won, the report said.

The state's Congressional delegation was changed from 29 Democrats and 14 Republicans before the election to 26 Democrats and 17 Republicans after the ballots were counted. In the Senate the new lineup was 25 Democrats and 15 Republicans and in the Assembly it was 50 Democrats and 30 Republicans.

In light of the fact that the 1978 election was an off-year election in which traditionally the party out of power makes substantial gains, the report noted that "the ratio of success" for COPE-endorsed candidates was very good.

It credited local COPEs throughout the state and the Frontlash organization with making a significant and essential contribution to the success of labor-endorsed candidates.

With the still significant liberal majority in both houses of the state legislature in mind, the Executive Council reviewed the recommendations of the Legislative Committee and proceeded to adopt a forward-looking 1979 legislative program.

It called, among other things, for major increases in unemployment and disability insurance benefits, strengthening of the state's workers' compensation program, elimination of the limit on pregnancy benefits under the disability program, and state action to spur the development of low and moderate income housing for California workers.

The details of the Federation's 1979 legislative program were spelled out in the California AFL-CIO News prior to the opening of the 1979 session and were widely reprinted in labor publications throughout the state.

1978 SESSION

Since the final results of the 1978 legislative session were not evident until after the Federation's last convention, a short review of the advances won in that session is in order.

Major accomplishments included enactment of collective bargaining rights for employees of the University of California and the California State University and College system; the extension of unemployment insurance to state and local government employees; the inclusion of tips as wages in determining disability insurance benefits for off-the-job disabilities; and a ban on discrimination in hiring, em-

ployment or promotion on the basis of a female worker's pregnancy.

Here is a brief description of each of the 25 measures enacted in the 1978 session:

Public Employee Bargaining—AB 1091 (Berman) extended bargaining rights to employees of the University of California and the California State University and College System.

Talent Agencies — AB 2535 (Fazio) transferred the regulation of booking agents from the Department of Consumer Affairs to the State Department of Industrial Relations.

Employee Monitoring — AB 2761 (Levine) required investigators hired by private employers to report on their employees to be licensed and prohibited the payment of bonuses for the discovery of alleged violations of the employer's rules.

Unemployment Insurance — AB 644 (McAlister) extended unemployment insurance coverage to all state and local government employees, certificated local public school employees, non-profit elementary, secondary and vocational school employees and domestics who work for private households which pay at least \$1,000 per quarter in wages.

Unemployment Disability Insurance Benefits — AB 2707 (Greene) provided for employee contributions to the disability fund so tips can be treated as wages in determining disability insurance benefits for off-the-job disabilities.

In-home Supportive Services — AB 3028 (Agnos) extended workers' compensation coverage to persons providing in-home supportive services under county programs.

Temporary Disability — SB 1851 (Greene) removed the 240 week limitation on total temporary disability benefits under the state workers' compensation program.

Pregnancy Discrimination — AB 1960 (Berman) prohibited discrimination in hiring, employing or promotion on the basis of a female worker's pregnancy or related condition.

Homemaker Chores Bonding — AB 2048 (Duffy) requires providers of homemaker chore services to post a bond to secure the payment of wages to their workers in the event of bankruptcy or fraud or other factors that may prevent the payment of wage claims.

Retaliatory Dismissal — AB 2945 (Lockyer) provides protection under the State Labor Commissioner's office for any workers who believe they have been discharged or discriminated against because they exercised their legitimate right to file a complaint against the employer with the State Labor Commissioner.

Contractors' License Board — AB 3363 (Lockyer) requires the State Labor Commissioner to notify the State Contractors' License Board whenever a licensed contractor has been found to have engaged in willful or deliberate violations of any provisions of the Labor Code and requires the registrar to initiate formal disciplinary action against such licensees within 30 days of notification.

Toxic Substances Repository — AB 3413 (Kapiloff) sets up a research data bank relating to toxic materials and harmful physical agents in use in places of employment.

Occupational Health Centers—AB 3414 (Kapiloff) requires the State Department of Industrial Relations to create occupational health centers to train personnel to perform research functions in the field of occupational health and medicine.

Employee Records — SB 251 (Roberti) extended to University of California employees the same access rights to their personnel file as those enjoyed by State University and College workers and all other state employees.

Bar Pilots — SB 1223 (Foran) provides for increased pension contributions for bar pilots on the San Francisco, San Pablo and Suisun Bays.

Labor Commissioner — SB 2033 (Marks) expands the scope of the claims the State Labor Commissioner may take upon the filing of a claim by an employee representative.

Directory Assistance — AB 43 (Robinson) continues, with certain exceptions, the limitations against the assessment of a separate charge for telephone directory assistance.

Rape Prevention — AB 2807 (M. Waters) requires the state set up a rape prevention educational and training program for state workers.

Solar Energy — AB 2984 (Bates) gives the Public Utilities Commission a mandate to regulate the involvement of privately owned public utilities and solar energy development to insure that the

solar energy industry develops in a competitive manner free from the dominance of regulated electrical and gas corporations.

Solar Easements — AB 3250 (Levine) provides that the right of receiving sunlight upon and over land may be attached to other lands as an easement.

Income Tax — AB 3802 (Kapiloff) increased for the 1978 tax year the amount of individual credits for personal exemptions from \$25 to \$100 for single persons and from \$50 to \$200 for heads of households and married persons filing joint returns. It also authorized a credit for the elderly against their personal income tax liability, revised the assistance schedule for renters, and expanded the assistance benefits for the totally disabled.

Low Income Housing — ACA 47 (Brown) placed on the June 1980 ballot a constitutional amendment to ease the current requirements for local referenda on low-rent housing projects. This measure came up as Prop. 4 on the June 1980 ballot and was defeated.

Alcoholic Beverage Liability — SB 1645 (Ayala) protects culinary workers from civil liability in cases where an intoxicated customer inflicts injury upon a third party.

Maritime Emissions — SB 2198 (Marks) exempts from existing prohibition emissions from vessels using steam boilers during emergency boiler shutdowns for safety reasons and for specified tests in maneuvering.

Occupational Disease — Senate Resolution 53 (Behr) calls on existing state agencies to coordinate and systematically identify sources of occupational exposure to hazardous substances and to develop and implement programs to reduce the incidence of occupational disease.

Force for Progress — 1978

These legislative achievements were printed in a 26-page booklet titled "Force for Progress 1978" which noted that although "the 1978 gains were more modest than in the previous five years, they rounded out much of the accumulated backlog of legislation sought for more than a generation by California Labor."

But it also pointed out that "the upsurge of right-wing anti-union measures and political forces already witnessed in the 1978 election" was increasing the pressure on labor's forces.

The report also observed that "increasingly, under the weight of Proposition 13, government officials and legislators are focusing their concern on public spending at the expense—to the point of exclusion—of public needs."

Noting that "the danger to programs supporting education, health, and welfare is real and present," the report observed that "old issues re-stated in the cold light of Proposition 13 as well as new issues growing from economic and political change are sure to involve labor more deeply than ever before."

1979 SESSION

In spite of the sharply increased activity by anti-union and anti-worker forces that has accompanied the mushrooming growth of corporate political action committees, the Federation succeeded in winning enactment of measures during the 1979 session that will put more than \$1.3 billion into the pockets of California workers when they are fully in effect in 1982.

These record improvements were won as a result of benefit increases and other changes in the state's unemployment and disability insurance programs, including the elimination of the six-week limit on pregnancy benefits and that instead pregnancy disabilities shall be treated the same as any other disability claims.

But the 1979 session was also marked by a vigorous battle over a proposal backed by Governor Brown calling for a U.S. Constitutional Convention to require a balanced federal budget, a move strongly opposed by the Federation because it could hobble the capability of government to act in times of economic difficulty to aid the unemployed and others in need. (This issue is covered in greater detail later in this report.)

The 1979 session was also marked by a sharp escalation in attacks by agribusiness interests seeking to weaken or destroy the historic collective bargaining law for farm workers enacted in 1975. Other employer-backed measures that were defeated sought to bar strikes by state, local, and district government workers; eliminate 100,000 workers from unemployment insurance coverage; subject unemployment insurance payments to the state income tax; clamp a ceiling on the state minimum wage; and wipe out vital job-safety protections.

The Executive Council is proud of the accomplishments achieved during the 1979 session and expresses its hearty thanks for the prompt response by representatives of local unions and central bodies and by the officers and staff of many national and international unions whose help at critical points in the legislative process was vital either to the enactment of some of the measures reported here or to the defeat of anti-worker and anti-union measures sought by narrow special interest forces.

For the record, here is a rundown on the 19 major California AFL-CIO bills enacted during the 1979 session that benefit California workers and consumers.

Unemployment Insurance Benefits — AB 759 (Alatorre) boosted the maximum weekly unemployment insurance benefit from \$104 to \$120 in 1980, to \$130 in 1981 and to \$136 in 1982 while raising eligibility requirements from \$750 in the base year to \$900 in 1980, to \$1,100 or eight weeks of work in 1981, and to \$1,200 or eight weeks of work in 1982.

Unemployment Insurance Disability Benefits — AB 780 (Egeland) increased maximum weekly benefits under the disability insurance program from \$146 to \$154, eliminated the one-week waiting period for disabilities lasting more than 49 days, and extended the duration of benefits from a maximum of 26 weeks to 39 weeks.

Unemployment Insurance Disability Pregnancy Benefits — AB 1353 (Berman) required pregnancy to be treated the same as any other disability insurance claim, eliminating the six-week limit on benefits for disabilities due to pregnancies.

Unemployment Insurance Disability Rebate — AB 298 (McAlister) provided a rebate of 80 percent of a worker's contribution to the State Disability Insurance Fund up to a maximum of \$91 by granting a tax credit on the State Income Tax Form.

Unemployment Insurance Disability/Trade Dispute — AB 757 (Alatorre) removed the automatic presumption against a non-occupationally disabled worker from receiving disability insurance benefits solely because the worker was disqualified for unemployment insurance benefits due to a trade dispute.

Unemployment Insurance Disability Earnings Limitation — AB 758 (Alatorre) extends the current 50 percent earnings limitation on unemployment disability

benefits to 75 percent of total wages earned during the base period.

Wage Statements — AB 960 (Lockyer) requires all employers who pay wages in cash to provide each employee with an itemized statement in writing either semi-monthly or at the time of each payment that provides detail on all deductions made.

State Employees Wages — SB 91 (Alquist) provided a seven percent pay hike retroactive to Oct. 1, 1978 for employees of the State of California.

Employee Inventions — AB 474 (Goggin) provides protection for inventions made by employees that are developed on the employee's own time without use of the employer's resources.

Renters Tax Credit — AB 1551 (Roos) increases the renter's tax credit from \$37 to \$60 for single persons and to \$137 for married couples and single heads of households.

Cargo Container Tax — SB 193 (Marks) extended a statewide tax exemption on containerized cargo for one year to protect jobs in the state's shipping industry.

Low- and Moderate-Income Housing — AB 333 (Hughes) and SB 229 (Roberti) provided \$100 million from the state's General Fund for the development of low- and moderate-income rental units.

Insurance Brokers — AB 580 (Papan) extended existing law barring banks from being licensed as insurance agents or brokers thereby protecting the jobs and income of union insurance workers.

Ballout Funds — AB 8 (Greene) provided \$4.5 billion to county and local governments to help meet the financial crisis in the wake of Proposition 13.

Coastal Zone — AB 463 (Mello) revised the California Coastal Sea Zone Map to permit certain developments.

Tenant Protection — AB 771 (Hart) provided protections for tenants against retaliatory action initiated by landlords.

Pre-trial Diversion — AB 1841 (Bergeson) extended the pre-trial diversion program to help first offenders get back into the mainstream without a criminal record.

Marine Vessel Regulations — SB 549 (Marks) directed the State Air Resources Board to submit a report to the Legislature by January 1, 1981 regarding the regulation of marine vessels.

Arson Penalty — SB 116 (Roberti) increased the maximum penalty for a felony conviction if arson was committed for monetary gain or where great bodily injury resulted.

Force for Progress — 1979

A report on these and other achievements of the 1979 session was published in a 28-page booklet titled "Force For Progress 1979."

This booklet also briefly describes measures defeated by the Federation that would have subverted the historic 1975 collective bargaining law for farm workers and nine other Federation-opposed measures, including bills that would have denied public school and transit workers the right to strike and outlawed all local rent control ordinances regardless of the housing situation in local communities. It also contains the voting records of legislators on key issues affecting California workers during the session.

1980 SESSION

Since the Governor has until September 30, 1980 to veto measures passed during the last half of the 1979-80 legislative session, a complete report on worker-oriented legislation enacted in 1980 is not possible in this report.

Governor Brown has already signed SB 545 (Montoya), a Federation-sponsored bill to strengthen the protections afforded California's garment workers, and vetoed a Federation-opposed measure sought by the State's savings and loan industry and real estate lobbyists SB 1937 (Foran). This measure would have created 30-year mortgage loans with fixed payment periods of five years each. It would have allowed interest rates to vary five percent up or down over the life of the loan, a provision that could drastically change the amount of monthly payments confronting home buyers. It could have meant home buyers would wind up owing more than they borrowed after making payments on the loan for years.

It should also be noted that legislation backed by the California AFL-CIO during the session to authorize the establishment of dental care plans for state employees AB 1484 (Mori) won final legislative approval on August 26.

AB 946 (Agnos) setting up a special program to aid workers who suffered asbes-

tosis to obtain prompt payment was signed and enacted.

AB 2750 (McAllister) improving maximum temporary disability benefit payments and death benefit payments won final legislative approval and is pending action by the Governor.

SPECIAL ELECTIONS

The shocking assassination of Congressman Leo J. Ryan, which triggered the mass slaughter at Jonestown, Guyana, occurred within days of his triumphant reelection to the U.S. House of Representatives from the 11th Congressional District. To fill this tragically created vacancy, the Governor called the necessary special elections to be held in San Mateo County.

11th Congressional District

Faced with several acceptable candidates in the special primary March 6, 1979, the Executive Council, acting as the Standing Committee on Political Education, recommended an "Open" position. In the April 3, 1979 runoff election between Democrat Joe Holsinger and Republican William Royer, State COPE recommended Holsinger. But Royer won. Thus, a district won by a COPE-endorsed incumbent five months earlier went to the candidate opposed by State COPE.

31st Senate District

The 1978 General Election resulted in the election of State Senator George Deukmejian (R-Long Beach) as California's Attorney General. This created a vacancy in the 31st State Senate District. State COPE took an "Open" position in the special primary but recommended Renee Simon, a Democrat, over Ollie Speraw, a Republican, in the April 17, 1979, runoff. Speraw defeated Simon by 36,000 to 27,000 votes in the runoff.

14th Senate District

Governor Brown's appointment of State Senator George Zenovich (D-Fresno) to the State Appellate Court created a vacancy in the 14th State Senate District. The special primary election was held May 22, 1979, and the State COPE-endorsed candidate, Assemblyman John Thurman, Merced Democrat, narrowly missed gaining the "one half plus one" majority needed for election. He was forced to a runoff against former Assem-

blyman Ken Maddy (R-Fresno). In a brief, hard-fought campaign, Maddy narrowly defeated Thurman by less than 800 votes out of nearly 79,000 cast.

12th Senate District

Early in 1980, Governor Brown appointed State Senator Jerry Smith (D-San Jose) to the State Appellate Court, creating a vacancy in the 12th State Senate District. Smith had served with distinction as a COPE-endorsed candidate, having displaced a very conservative incumbent when first elected. To replace Senator Smith, special elections were called so that the runoff would coincide with the June 3, 1980, Statewide Primary Election. In both the required special elections for this vacancy, State COPE endorsed County Supervisor Rod Diridon, a Democrat. Conservative Cupertino City Councilman Dan O'Keefe, a Republican, was elected.

SPECIAL BALLOT ELECTION

The 1979 session of the State Legislature voted to place a measure before the people on the issue of school busing as a means of ethnic integration, mandating a Statewide vote on the question. A special election was called for November 6, 1979. This also brought before the voters two other legislative proposals as well as an initiative proposal to limit local governmental appropriations, the so-called Gann initiative, authored by Paul Gann, co-author of the Prop. 13 in 1978.

The State AFL-CIO carried the major share of opposition to the government spending limitation initiative, Prop. 4. This measure posed a clear threat to the jobs of thousands of construction workers, service trades people and government employees throughout the 58 counties, 417 cities and some 3,800 special districts of the state.

The Federation also took a stand in opposition to the anti-busing measure, Prop. 1, on grounds that it was a racially divisive measure which would serve to "fan the flames of bigotry."

The Federation supported Prop. 3, which was designed to bring the property tax exemption granted war-time service veterans into conformity with modern economic realities, and made "no recommendation" on Prop. 2, which dealt with

limitations on loan interest rates in California.

Prop. 1, the anti-busing proposal, carried 69 percent to 31 percent.

Prop. 2, on loan interest rates, carried 65 percent to 35 percent.

Prop. 3, on veterans' property tax exemptions, carried 76 percent to 24 percent.

Prop. 4, on slashing local government spending, carried 74 percent to 26 percent.

Following that special statewide election, the first since 1973, the constitutionality of Prop. 1 was challenged in the courts. But in July San Mateo County Superior Court Judge Melvin Cohn ruled Prop. 1 does not violate the equal rights protections of either the state or federal constitutions. This ruling is being appealed.

Following the passage of Prop. 4, California's AAA bond rating was reduced by Standard & Poor's, one of the nation's top bonding agencies, from AAA to AA plus, an action expected to burden California taxpayers with millions of dollars in additional interest costs on state and municipal bonds.

PROPOSITION 9

Concern over Proposition 9, a California AFL-CIO-opposed measure to slash the state's progressive income tax rates in half, clearly dominated the June 1980 primary election in California.

The threat posed by the so-called Jarvis II measure was recognized more than six months before the election when the Executive Council met in Anaheim December 5-6, 1979 and authorized the Secretary-Treasurer to work with the executive officers of central labor councils in Los Angeles, Alameda and San Francisco to oppose it as a special committee.

At that meeting, the Executive Council voted unanimously to put the California Labor Federation on record as the first major statewide organization in California to announce its opposition to the proposed constitutional amendment that was aimed at chopping more than \$5 billion from the state's 1980-81 fiscal year revenues at a time when the full impact of Proposition 13 had not been felt.

At the outset of the campaign, polls

found that nearly one out of two California voters were inclined to support it because it purported to offer them a tax cut.

Subsequently, the California AFL-CIO's concern over Prop. 9 was carried to the Executive Council of the National AFL-CIO which adopted the following statement in opposition to Prop. 9 at its February 18, 1980 meeting in Bal Harbour, Fla.:

"Another indiscriminate tax cut benefiting mostly the wealthy is being proposed in California.

"In June, Californians will vote on a ballot measure that would cut the state's progressive income tax in half. Over one-third of the revenue loss resulting from this proposal would go to the wealthiest five percent of the state's taxpayers. The vast majority of low income and elderly people would not benefit from it at all and most working people would gain very little.

"Five billion dollars in state aid to local governments blunted most of the adverse impact of Proposition 13. The depletion of the state budget surplus, the delayed impact of Proposition 13 and the proposed 50 percent reduction in the state income tax would have a net effect of curtailing vital public services essential to the state's economy and the welfare of the people.

"The AFL-CIO strongly opposes California Proposition 9, called 'Jarvis II.' We reaffirm our opposition to tax cuts which provide windfalls to the wealthy, rig the tax structure even further against low and middle-income workers and hamstringing the ability of government to provide necessary services."

The Executive Secretary-Treasurer appeared before the National AFL-CIO April meeting on Prop. 9, at the invitation of President Kirkland, to discuss in detail the ramifications of the proposition, both within California and in other states, soliciting financial and other assistance from the international unions.

Barely a month later Governor Brown declared in a statewide TV address that Proposition 9 would be "very, very inequitable" because "55 percent of the money taken back from the government will go to the richest 10 percent of the people" and because "it assumes the economy will grow as it has in the last seven years."

Subsequently the delegates to the California Labor Federation's pre-primary endorsement convention in San Francisco April 16 concurred in the Executive Council's recommendations of a "No" vote on Prop. 9 and a "No" vote on Prop. 10, a measure backed by landlord interests that would have wiped out all existing rent control ordinances and allowed annual rent increases based on the consumer price index and other factors.

The delegates also approved the Executive Council's recommendation of a "Yes" vote on an initiative measure to levy a 10 percent surtax on big California oil companies and earmark the proceeds to improve public transit and develop alternate fuels.

These were the three major issues on the June 1980 primary ballot.

When the votes were counted on June 3, Proposition 9 and 10 were both defeated. The Federation hailed the election results as proof of "the value of what labor can realize through coalition with like-minded liberal groups. Proposition 11, the oil profits tax initiative, however, was defeated as noted elsewhere in this report.

U.S. WAGE POLICY HIT

The Executive Council voiced its strong opposition to the wage and price guidelines policy established by the Carter Administration in the fall of 1978, warning that the guidelines would give "employers immediate job control over wages while allowing prices to climb unchecked by any enforcement agency of the government."

In a statement issued November 29, 1978, the Council declared:

"The Executive Council of the California Labor Federation, AFL-CIO, strongly opposes the Carter Administration's wage and price guidelines and calls for Congress to impose mandatory price and wage controls as the only realistic solution for the inflation now wrecking the national economy and bankrupting millions of workers.

"In effect, the Carter guidelines give to employers immediate job control of wages while allowing prices to climb unchecked by any enforcement agency of the government.

"We emphasize that wages are not the cause of the ruinous rise in the cost of

living. The real sources of the inflation are imposed costs of food, medical care and fuel, land and housing speculation, and the high interest rates that have enriched the banking community.

"Mandatory controls to be effective must cover something more than the prices of goods and services. Controls must also be applied to corporate profits, stock dividends, interest rates and rents. Only then will economic equity and meaningful regulation be brought to the control of inflation.

"Congress must act promptly and decisively in the present crisis. Mandatory controls are essential. Political weakness is not a cure for the economic cancer that now imperils the American economy."

RIGHT-WING DRIVE FOR CONSTITUTIONAL CONVENTION

The 1979 legislative session had barely begun when conservative, right-wing and anti-labor interests began pushing for action either to force Congress to propose a U.S. constitutional amendment to require a balanced federal budget every year or to get two-thirds — or 34 — of the state legislatures to adopt resolutions that would require Congress to call such a convention.

Many constitutional authorities maintained that such a convention could not be limited to a single subject and thus could become a runaway convention open to any and all issues no matter how extreme. Such a convention, for example, could lead to the repeal of the income tax, the adoption of a national right-to-work provision imbedded in the constitution, and the erosion or elimination of much of the substance of the Bill of Rights.

Moreover, the proposal to require a balanced budget every year could cripple the government's capacity to cope effectively with pressing domestic problems. The need to "balance the budget" could be used as the excuse for dismantling the Occupational Safety and Health Act, or minimizing or eliminating the enforcement of the nation's protective labor laws and imposing drastic cutbacks on social programs vital to the survival of citizens at the lower end of the nation's economic ladder.

The battle to defeat any such resolution in California was made the more difficult by the fact that Governor Brown supported

it, even though in doing so he lost the support of a majority of the members of his own party in the legislature.

Meeting this issue head on, the Executive Council at its March 14-15, 1979 meeting in Sacramento adopted the following statement condemning the proposal for a constitutional convention as a threat to the constitutional liberties of the American people. Here is the text of that statement:

"The call for a constitutional convention to impose a balanced federal budget represents a threat to the freedom of American Labor and to the constitutional liberties that have protected all Americans for almost 200 years.

"Political opportunists and political extremists would alike exploit the convention for their own ambitions and their own economic theories, however dangerous. We stand with the illustrious Supreme Court Justice Oliver Wendell Holmes, Jr., who observed that 'a constitution is not intended to embody a particular economic theory.'

"Despite Governor Brown's arguments to the contrary, there is a total absence of precedent and agreement among constitutional scholars that a convention could be limited to one subject.

"The truth is that an open convention could plunge America into violent discord by proposals to nullify such laws as the civil rights legislation of the 1960's and such protected liberties as free assembly, free press and free speech.

"We ask Governor Brown to reconsider his constitutional convention advocacy, a position in stark contrast to the liberal preachments and practices that distinguished his first four years as Governor."

Later the National AFL-CIO Department of Legislation published a fact sheet that reviewed the constitutional amending process, the legal questions raised, and the economic impact likely to result from a mandated balanced budget every year.

And the National AFL-CIO Executive Council declared that "a constitutional convention is wrong; mandating a balanced budget regardless of economic circumstances is wrong. And the two issues together are double trouble for the nation."

Ultimately, the two principal California measures seeking a constitutional convention to require a balanced budget every year regardless of economic conditions and social needs (SJR 2 and AJR 2) were both defeated.

OIL PRICE DEREGULATION

The Executive Council voiced its deepening concern over the move in Congress to abandon federal regulation of oil prices when it met in Sacramento September 5-6, 1979.

In a resolution adopted at that meeting, the Council urged Congress to reimpose price controls on crude oil and heating oil as a means of rolling back the escalating costs of energy to workers and consumers.

Here is the text of the Council's statement:

"Whereas, the price of oil and gasoline is rising at an unprecedented rate, and

"Whereas, the deregulation and lifting of price controls has served only to add to the oil companies' already excessive profits, and

"Whereas, the lifting of federal price controls will not guarantee to the American public that the oil companies will vigorously explore for oil in our own country, and

"Whereas, the cost of energy is one of the chief causes of inflation, now therefore

"Be it resolved, that the California Labor Federation, AFL-CIO, go on record to oppose the lifting of federal price controls and to support enactment of legislation which will insure the continuance of federal price controls on crude oil and heating oil, and be it

"Further resolved, that we call on Congress to roll back energy prices by reimposing price controls on crude oil and heating oil as provided in S. 936, the Jackson bill, and H.R. 3621, the Luken bill, and be it

"Finally resolved, that the California congressional delegation be contacted and urged to support such legislation and that our affiliated local unions be requested to follow-up on this resolution by contacting their respective congressional representatives and urging support."

Oil Profits Tax Initiative

In a related issue at the same meeting, the Executive Council voted unanimously to support a 10 percent oil profits tax initiative to earmark some of the oil companies' burgeoning profits into the devel-

opment of mass transit facilities and alternative fuels.

The Council called on AFL-CIO union members throughout the state to sign the initiative and to help circulate petitions to get it on the ballot.

The measure, which was also backed by the California League of Women Voters, the California Tax Reform Association, the Sierra Club and the Consumer Federation of California, won a place on the June 1980 ballot as Prop. 11.

But the oil companies subsequently pumped more than \$6 million into a massive media campaign to defeat it. Using radio and TV ads that adroitly avoided any mention of the fact that Prop. 11 affected the oil industry, the oil industry campaign depicted the measure as another example of government interference that would result in a "\$100 million sting" on California consumers. The tactic succeeded and the measure, which could have raised between \$200 million and \$400 million for improved public transit and the development of alternative fuels, was defeated.

PUBLIC EMPLOYEES

Over the past several years, the California AFL-CIO's on-going fight to extend collective bargaining rights to public employees at all levels has made substantial progress.

Just two months after the conclusion of the Federation's 12th convention, Governor Brown signed landmark legislation extending collective bargaining rights to 100,000 employees of the University of California and the California State University and College System in September 1978.

Although some elements within the UC and CSUC administration have attempted to delay or thwart its implementation, the law is on the books and the Executive Council of this Federation intends to push for its implementation in both letter and spirit.

D.I. For Public Employees

Just last month another Federation-backed bill, AB 3131 was signed by the Governor. This measure authorizes collective bargaining units in local public agencies to negotiate for disability insurance benefits to help protect the purchasing

power of workers suffering off-the-job disabilities.

Heretofore, the only way local public employees, other than school employees with a negotiated agreement, could get disability insurance coverage was if the local public agency elected to provide the employee-financed insurance program for all of its employees.

These achievements since the Federation's last convention are a follow-up to the enactment of the public school employees' collective bargaining bill, SB 160, enacted in 1975 and the legislation extending limited collective bargaining rights to some 90,000 state employees (SB 839 enacted in 1977).

In the legislative battles to win these and other measures directly benefiting public workers throughout California, the Executive Council has been aided by its Standing Committee on Public Employees. Trade unionists who have served on that committee during the past two years include: Dina Beaumont of the CWA; George Dorcsey of Professional and Technical Engineers Local 22; James L. Evans, California State Legislative Board, United Transportation Union; Frank Souza of the Machinists; James S. Lee of the California State Building and Construction Trades Council; Jack McCormick of the Western States Graphic Arts Union Local 14; Roy A. Mercer of the Military Sea Transport Union, SIU; William J. Nevins, of the Laborers Public Employees District Council; Raoul Teilhet of the California Federation of Teachers; Ron Coleman of American Federation of State, County and Municipal Employees Council 36; William G. Dowd of Operating Engineers Local 3; Timothy J. Twomey, of the State Council of Service Employees; Alfred K. Whitehead of the Los Angeles County Fire Fighters; and Warren Kessler of the United Professors of California.

But the Executive Council also wishes to emphasize that the participation by local union and central body officials and active trade unionists was absolutely essential to make these achievements possible.

FARM WORKERS

The Executive Council has continued to extend its full support to the organization of California farm workers.

After the United Farm Workers struck the state's vegetable growers on January

19, 1979, the Executive Council endorsed the strike and authorized a contribution of \$3,000 to the UFW to assist it in its strike efforts at the Council's next meeting in Sacramento, March 14-15, 1979.

UFW President Cesar Chavez, who addressed the Federation's Legislative Conference at the Woodlake Inn in Sacramento the day before that Council meeting, disclosed that he had called on U.S. Attorney Griffin Bell to probe the possibility of a conspiracy among growers and law enforcement officials in the shooting death of UFW member Rufino Contreras in Imperial Valley in February 1979.

Three suspects, all employees of an Imperial Valley grower were arrested and charged with murder in the case. But the charges were later dismissed.

In the course of his remarks, Chavez noted that some 8,000 farm workers have been arrested since 1976 but that charges have been brought against only 20 of them and none have been convicted.

As usual, the key issue in the strike against the vegetable growers was wages. Lettuce workers were averaging \$3.76 an hour and the growers were insisting that the wage increases be held to seven percent despite the fact that agriculture was an industry exempt from the national administration's wage guidelines.

The union was seeking to boost the minimum hourly wage for farm workers from \$3.70 to \$5.20.

When the charges against the three murder suspects were dismissed in April of 1979, Chavez denounced the decision by Imperial County Municipal Court Judge William Lenhardt, who held that there was insufficient evidence to hold them for the slaying.

"By his action, Judge Lenhardt has told the world that in the eyes of the law, the lives of farm workers are somehow worth less than the lives of other men and women in this country.

"Judge Lenhardt has confirmed what we feared for three months—that there is no justice for farm workers in Imperial County.

"Rufino Contreras was the fourth UFW member in seven years to be murdered during a strike. Now he is the fourth UFW member whose murderers escaped justice for their crimes," he said.

At its meeting in San Francisco June 5-6, 1979, the Executive Council endorsed the boycott of non-union lettuce launched by the UFW and directed that non-union iceberg lettuce be placed on the Federation's "We Don't Patronize" list.

The UFW won a breakthrough contract with a major Monterey County tomato grower in August that provided a 43 percent wage increase over three years and boosted the wage of transplant workers from \$3.70 to \$5.00 immediately with further increases to \$5.55 in 1980 and \$5.95 in 1981.

But the big breakthrough in that strike came a month later when the union won a contract at Sun Harvest, Inc., the nation's largest lettuce grower which also called for a 46 percent increase in piece rates and raised the minimum to \$5.00 an hour immediately and \$5.70 an hour in the third year with an additional 50 cents an hour if the cost of living continued to climb.

After that a number of the other major growers fell into the line and signed contracts. But the boycott on non-union iceberg lettuce is still on.

TAX SIMPLICITY ACT

As a part of the Federation's continuing fight for real tax reform, the Executive Council announced its support of a signature gathering campaign for the Tax Simplicity Act during its December 5-6, 1979 meeting in Anaheim.

This statutory initiative was designed to give 7.2 million taxpayers a \$329.00 tax cut by wiping out tax loopholes and reducing the state's income tax form to one page.

The measure, sponsored by the California Tax Reform Association, was designed to simplify the personal income tax by eliminating most exemptions, credits and deductions in favor of large "zero" brackets and balancing the tax burden more equitably both among individual taxpayers and between individual taxpayers and corporations.

The measure needed 346,119 valid signatures to qualify for the November 1980 general election ballot.

Late last May, however, the Secretary of State's office announced that the measure had failed to qualify for the ballot.

EDUCATION

Despite the stopgap bail out legislation enacted in 1978 in the wake of the passage of Prop. 13, school districts throughout California were faced with the dilemma of coping with their mandated responsibilities for providing an adequate public education for the school children within their districts without knowing with any certainty what kind of funding — and in what quantity — would be available to pay for it.

Recognizing that such uncertainty would impact disastrously on public school employees throughout the state, the Executive Council took action at its meeting in Sacramento March 14-15, 1979 to spur the enactment of a long-term financing solution to this problem. At that meeting, the Council adopted the following statement on school financing:

"Whereas, California public schools have had revenue limits imposed on them since 1972, and have therefore been unable to maintain a funding level commensurate with the cost of living, and

"Whereas, the passage of Proposition 13 has decreased funding for schools and community colleges so that programs have been curtailed or eliminated and staff have been laid off, and

"Whereas, those in the labor movement depend on public education for themselves and their children in order to improve their job skills and the quality of their lives, and

"Whereas, the labor movement has always favored a system of progressive taxation to provide funding for public services,

"Therefore be it resolved, that the California Labor Federation, AFL-CIO, supports SB 234 (Dills) and any other legislative proposal that funds public education adequately and equitably, and

"Be it further resolved, that the California Labor Federation, AFL-CIO, calls upon the legislature and the Governor to enact a long-term finance proposal that insures the continuation and extension of needed programs, construction of needed schools, maintenance of facilities, better salaries for all school employees, and the use of revenue sources based upon a system of progressive taxation, and

"Be it further resolved, that the California Labor Federation, AFL-CIO, calls upon all its affiliates to take an active

role in achieving the goals of adequate school finance and progressive tax reform."

During the course of the 1979 session, legislation was finally enacted providing \$4.65 billion to county and local governments to help meet the financial crisis resulting in the wake of Prop. 13.

At the same March 14-15, 1979 meeting, the Executive Council discussed plans for the Council's education committee in company with the Executive Secretary-Treasurer to approach directors of labor studies and labor education programs in State Universities and Colleges, community colleges and the University of California to discuss the curriculum, courses and publications being offered in such programs with an eye to seeing how they may be improved.

SCHOOL VOUCHERS

In the course of the Executive Council's meeting September 5-6, 1979 in Sacramento, the Council took note of the fact that a so-called school voucher initiative, which was viewed by many as a move to undermine and weaken the public school system, was currently being circulated in California. The Council went on record in opposition to the school voucher initiative and urged trade unionists not to sign it.

Later the Federation sent letters to all of its affiliates urging them to sponsor resolutions opposing the school voucher initiative and to join a coalition led by the California Federation of Teachers known as the Coalition Against Public School Vouchers to combat this attack on the public school system.

At the Council's next meeting in Anaheim December 5-6, 1979 the Council was informed that the school voucher initiative had failed to qualify and was thanked by the Coalition for its assistance in opposing signature collection for it.

SCHOLARSHIP PROGRAM

Thanks to the cooperation of Federation affiliates, the Federation has been able to award a total of 66 \$500 scholarships to graduating seniors in public, private and parochial schools who competed in the California Labor Federation's an-

nual scholarship awards program in 1979 and 1980.

In 1979, 32 scholarships were awarded and this year 34 scholarships were awarded.

In both years, more than 2,500 students submitted applications to take the exam, a 20 percent increase over prior years, and more than 1,200 actually competed in the exam each year.

The contest is sponsored by the Federation and a number of its affiliates to help high school students obtain a better understanding of the extent to which organized labor is involved in the social, economic and political life of the nation.

Both the contest itself and the publicity it generates helps to broaden public understanding of the U.S. labor movement, its structure, functions and goals. It also stimulates greater interest in organized labor among high school students while providing aid to students seeking higher educational goals.

CONFERENCES

In the field of worker education, the Executive Council has authorized a number of educational conferences that were subsequently sponsored by the Federation during the period covered by this report, including:

✓ A three-day Trade Union Summer School for Women in the Work Force at Dykstra Hall on the UCLA campus in Los Angeles August 4-6, 1978;

✓ An all-day conference involving the legal counsels of all Federation affiliates on the legal ramifications of the impact of Prop. 13, the Jarvis-Gann initiative passed at the June 6, 1978 primary election, at the Barrett Motor Hotel in San Francisco August 19, 1978;

✓ The 1979 Joint Legislative Conference co-sponsored by the Federation, the State Building and Construction Trades Council of California and the California State Council of Carpenters in Sacramento March 12-14, 1979;

✓ A series of regional meetings held by the AFL-CIO California Labor Committee on Political Education were held during the summer of 1979 to review endorsement and campaign procedures to prepare for the 1980 elections. The last was held Friday, August 24, 1979 at the Barrett Motor Hotel in San Francisco.

✓ A two-day statewide educational conference on Women in the Work Force at the Jack Tar Hotel in San Francisco, October 26-27, 1979.

✓ A two-day educational conference on Unemployment Insurance and Disability Insurance at the Jack Tar Hotel in San Francisco, November 7-8, 1979.

✓ A conference dealing with "Labor's Concerns With Alcoholism" at the Disneyland Hotel in Anaheim, December 4, 1979.

✓ A special meeting limited to the principal officers of local central bodies and the elected officers of the Federation to assess labor's political activity and to give consideration to the feasibility of establishing a Labor Party was held at the Disneyland Hotel in Anaheim, December 6, 1979.

✓ A major western regional conference on "Work and Health" co-sponsored by the Western Institute for Occupational and Environmental Sciences at the Hyatt Regency Hotel in San Francisco, January 28-30, 1980 that attracted more than 650 participants.

✓ A legislative conference sponsored jointly by the California Labor Federation and the State Building and Construction Trades Council at the Woodlake Inn in Sacramento, May 19-21, 1980.

✓ A political action conference on June 5, 1980, at the Biltmore Hotel in Los Angeles, featuring broad participation by members of local unions and councils discussing labor's future activities in the primary election process.

In addition, the Council has authorized another Women in the Work Force Educational Conference to be held at the Biltmore Hotel in Los Angeles, October 17-19, 1980 that will include workshops on the use of women's issues in organizing, simulated collective bargaining sessions, and instruction on speaking persuasively and microphone usage.

MEDIA FUND PROPOSAL

Recognizing the enormous impact that the mass media plays in molding public opinion on vital public policy issues, the Executive Council proposed the establishment of a special media education fund to develop a labor program of public education in the media on labor's role and

programs at its September 5-6, 1979 meeting in Sacramento.

To advance this aim, the Council adopted the following resolution for submission to the National AFL-CIO's 13th Constitutional Convention which opened November 15, 1979 in Washington, D.C.

The resolution, which was subsequently submitted to the National Convention by the California Labor Federation, read as follows:

"Whereas, public perceptions of the American Labor movement are predominantly determined by coverage in the mass media, and

"Whereas, television, radio and the printed medium are owned by private corporations which shape and dominate the coverage of news events and the discussion of vital public issues, and

"Whereas, the concerns of organized labor include not only the immediate bread and butter issues of full employment, wages, hours and working conditions but extend to broad public policy positions on such issues as progressive taxation, comprehensive health care, environmental and economic balance, quality education, investment in mass transportation and development of all possible energy sources, and

"Whereas, these positions and policies of the American Labor movement are consistently ignored by the mass news media, and

"Whereas, the cost of radio and television time or advertising space in printed publications are astronomically high and beyond the financial capacity of local unions and central bodies for any substantial coverage, now

"Therefore, be it resolved, that the National AFL-CIO establish a special media education fund to be financed by national and international unions for presentation to the nation of labor's positions and policies on the central collective bargaining, economic, social and political questions of the day."

Delegates to the National Convention referred this resolution to the National AFL-CIO Executive Council for study and appropriate action.

REFERRED RESOLUTIONS

In the course of the 1978 convention, a number of resolutions were filed with the

subject matter referred to the Executive Council for appropriate consideration and possible action. The subsequent disposition of these resolutions by the Executive Council was as follows:

Resolution No. 46—This resolution called on the Federation's Executive Council and officers administratively to seek the establishment of an on-going liaison between the Employment Development Department and the Division of Labor Standards Enforcement. At the Executive Council meeting in Los Angeles, November 28-29, 1978, this resolution was referred to the Secretary-Treasurer for appropriate action.

Resolution No. 14 — This resolution dealt with the need for state and federal legislation to broaden child care services in scope and quality. At the Council's meeting in Los Angeles, November 28-29, 1978, the Council noted that the Committee on Legislation had called for the introduction of legislation in line with Policy Statement No. 10,, Welfare; No. 17, Education, and Resolutions No. 90 and 124. Accordingly, the Council filed Resolution No. 14.

Resolution No. 48—This resolution called for an amendment to Section 1256 of the Unemployment Insurance Code to change the disqualification penalties to a variable type ranging from two to eight weeks, depending on all of the circumstances that precipitated an individual leaving his or her job voluntarily or being discharged. At its Nov. 28-29, 1978 meeting the Executive Council approved the Legislative Committee's recommendation that a bill to provide a maximum five-week disqualification for trade disputes voluntary quits or misconduct be placed in Category 2 — measures to be held for introduction when the legislative climate is appropriate.

Resolution No. 52 — This resolution proposed action to seek legislation that would more liberally interpret the confidentiality sections of the U.I. Code so that information sought for or on behalf of a claimant/member be not denied, delayed or circumvented with technicalities as it is presently interpreted by the existing confidentiality laws. The Executive Council referred this issue to the Executive Secretary-Treasurer for appropriate action at its March 14-15, 1979 meeting.

Resolution No. 53—This resolution dealt with the need for legislation to repeal Precedent Benefit Decision P.T.-125, which in effect exempts and gives employers relief of their obligations of unemployment

insurance taxes for their employees who work at home. The resolution pointed out that this decision discriminated one type of worker from another, thereby affording a tax loophole to employers who employ industrial homeworkers.

Although the case involved in the decision dealt with homework on plumbing parts and identified these homeworkers as independent contractors, the Benefits Payment and Tax Collections Department maintained that the decision also applied to all industrial homeworkers, including those prohibited by law and operating illegally such as garment homeworkers. At its March 14-15, 1979 meeting in Sacramento, the Executive Council referred Resolution No. 53 to the Secretary-Treasurer to correspond with the Director of the State Department of Employment about it.

Subsequently California AFL-CIO-sponsored legislation (SB 545 carried by Senator Joseph Montoya) was introduced and passed by both houses of the legislature. This bill, which was signed by Governor Brown less than two months ago, requires all employers engaged in garment manufacturing to register with the State Labor Commissioner and also requires such employers to keep adequate records for three years showing the names and addresses of all employees, hours worked, daily production sheets, wage rates and wages paid for each payroll period as well as other pertinent data. It should also be noted that California AFL-CIO-sponsored legislation enacted in 1977 (AB 968) extended both unemployment insurance and unemployment disability insurance benefits to individuals who do work at home according to specification of employers on materials or goods furnished by the employer which are required to be returned to the employer or to the employer's agent.

Resolution No. 54 — This resolution dealt with the payment of members of Advisory Group designated in Article XV, F, Section 7 of the Federation Constitution dealing with interviewing candidates. At its Nov. 28-29, 1978 meeting in Los Angeles, the Council approved paying advisory group members the same reimbursement for expenses as allocated to the members of Pre-Primary or Pre-General election convention committees.

EXONERATIONS

In the two years since the Federation's last convention, the Executive Council has

continued the policy authorized by Section 2 of Article XIV of the Federation's constitution of granting exonerations in the payment of per capita taxes to locals involved in labor disputes or for other good causes.

Assistance of this kind was granted in response to requests received from the following Federation affiliates:

✓ Orange Belt Musicians Local 167 of Colton was exonerated for the months of December 1979 through February 1980.

✓ C.W.A. Local 11500 of Los Angeles was exonerated for the period January to July 1979.

✓ Glass Bottle Blowers Local 262 of Santa Cruz was granted exoneration for members of its union who were on strike in August and September 1979.

✓ Local 226 of the International Pottery and Allied Workers in Colton was exonerated for the period February-July 1979.

✓ American Federation of Teachers Local 1481 of Daly City was granted exoneration for the months of October-December 1979.

✓ Oil, Chemical and Atomic Workers Local 1-6 of Taft was exonerated for the number of its members on strike for the months of January-March 1980.

✓ Oil, Chemical and Atomic Workers Local 1-547 of Lawndale was granted exoneration for the months of February-May 1980.

✓ Sugar Workers Local 1-75 of Westminster was exonerated for the month of April 1980.

✓ Bricklayers Local 1 of Fresno was exonerated for the months of May-October 1980.

✓ Oakland Lodge 284, I.A.M.&A.W., was exonerated for the months of May, June and July 1980.

AID TO AFFILIATES

During the past two years the Executive Council has continued to lend every assistance possible to affiliates both in strike situations and in any other circumstances that affect the social and economic life of California workers.

Within the period covered by this report, such efforts have included:

✓ The financing of the equivalent of one set of national COPE computer three-

by-five cards to assist affiliates in the 1978 general election campaign. Local COPE's were allowed to choose whether this aid was to be applied to the cards, to printed listings or to mailing labels.

✓ Authorized the Federation's General Counsel to file a friend of the court brief in opposition to a court ruling holding the state workers' retroactive pay increase unconstitutional, an issue that impacted unfairly on all affiliates representing state employees.

✓ Members of the Executive Council participated in a demonstration in front of the State Office Building in San Francisco to urge members of the State Public Utilities Commission to reverse an action that would have eliminated the discount rate given employees of utility corporations. Since the discount was part of the collective bargaining process, the issue involved in the PUC's action raised the question of the PUC's authority to intrude in the collective bargaining process. The PUC did reverse its position.

✓ Authorized a donation of \$3,000 to the United Farm Workers Union to aid their strike efforts.

✓ Endorsed, in principle, a resolution presented by the State Council of Carpenters proposing a federal housing bank to provide low-interest housing construction funds.

✓ Approved, in principle, a resolution submitted by Electrical Workers Local 1245 voicing opposition to the construction of power plants across the border in Mexico for the generation of energy for distribution in the United States.

✓ Authorized the Federation to support a strike by Laborers Union locals against certain agencies of the State of California after checking internal ramifications in relationships with other AFL-CIO unions.

✓ Authorized the Executive Secretary-Treasurer to take a public position in favor of a 20 percent raise for state employees.

✓ Went on record in opposition to the designation of the Tuolumne River as "wild and scenic," a federal action sought by commercial river rafting interests that would bar further hydroelectric development on that section of the river so designated.

COMMUNITY SERVICES

The California Labor Federation has

continued its traditional involvement in community service work through support of the AFL-CIO Human Resources Development Institute programs, the Muscular Dystrophy Association's Labor Day telethon, United Fund agencies in communities throughout the State, and other service organizations. The Executive Council has also advanced programs on first offender diversion, on problems of alcohol abuse and on the health of the people.

The California Program for Offender Career Placement and Diversion, Inc., has completed two years of work in providing young misdemeanants an opportunity to clear their records through gainful employment and meaningful training. Vice President Joseph Garcia represents the Council on the Board of Directors of this program, which is headquartered in Millbrae under the direction of Charlie Paul. AFL-CIO HRDI Regional Director Bill Burks is chairman of the Board.

During its first year of operation, the diversion program established a record of 239 successful completions among a total of 257 clients. Presently funded under the State CETA office, this effort has the endorsement of the central labor bodies in the area of its operation—Alameda, Contra Costa, Marin, San Francisco, Santa Clara, Sonoma, San Mateo, Napa and Solano Counties.

During the past two years, the Federation has sponsored two notable programs for dealing with the problems of alcohol abuse in the work place.

The Labor/Management Task Force in the San Francisco Bay Area established as its goal the formation of union-management committees at a number of work sites to educate union members and employers on the dangers of alcohol abuse, how to identify and assist alcoholics, and to encourage health insurance carriers to provide coverage for alcoholics who accept treatment for the illness.

This project, on which Ann Coughlin served as Labor Staff Representative on the Task Force, was funded in 10 cities through a three million dollar federal grant from the National Institute on Alcohol Abuse and Alcoholism.

Following the Federation's Conference on Alcoholism in Anaheim in December, 1979, a "clearing house" service was inaugurated in the office of the Executive Secretary-Treasurer. There a record is

kept of the various public and private agencies equipped to assist trade unions in the development of effective programs to combat alcoholism. Interested unions and councils have been encouraged to direct their inquiries to the Executive Secretary-Treasurer's office which will direct them to the appropriate agency most likely to assist them with the program they believe would most closely fit their needs.

The Federation provided financial and personnel support to the Western Institute for Occupational/Environmental Sciences in Berkeley. Through this cooperation, an extensive survey was made of over 2,200 people who had been employed in California shipyards and other industries with heavy exposure to asbestos to determine the extent of injury and illness attributable to this lethal substance whose symptoms remain dormant for up to 30 years.

In this survey, some 45 percent of the 2,200 tested were found to have significant abnormalities consistent with asbestos-related diseases.

UNION LABELS, SHOP CARDS AND BUTTONS

The Executive Council believes there is an urgent need to heighten recognition by union members as well as the general public of the importance of demanding and purchasing union-made products and using union-staffed services to protect U.S. living standards and jobs.

The lack of adequate regulation and taxation of imported manufactured goods is continuing to erode the U.S. economy. Plant closures and the export of U.S. jobs to low-wage areas of the world is spreading economic havoc through entire industries within our nation.

To assist in countering this malignant trend, this year the Executive Council has taken the first steps toward expanding Union Label, Shop Card & Button Committee activity within the California Labor Federation.

The Executive Secretary-Treasurer and the chairman of the Standing Committee on Union Labels, Shop Cards & Buttons have held meetings with executives of the National AFL-CIO Union Label & Service Trades Department, making plans for creation of a broad-based organization to provide services to central labor bodies

and to the various trades and crafts concerned in this area.

The Executive Secretary of the National AFL-CIO Union Label & Service Trades Department is scheduled to address the delegates to the 13th Convention concerning cooperation between the State and National organizations.

The Executive Council has been represented at both of the Union-Industry Shows sponsored by the National AFL-CIO Union Label & Service Trades Department held since the 12th Convention. The show was in Denver April 6-10, 1979 and in Cincinnati May 23-28, 1980. The latter was a "return home" for the exhibition, since the first was held in that city in 1938.

Beside offering an opportunity to showcase the high degrees of skill and training of union members, the show also featured a number of exhibits to sharpen public awareness of the advantages of union membership and of the ruthless, undemocratic tactics of such anti-union employers as the J. P. Stevens textile conglomerate and the Adolph Coors brewing company.

The State Federation's Union Label, Shop Cards & Buttons Committee annually provides a booth at the State Fair in Sacramento, staffed by volunteers, to help publicize the capability of organized labor to respond to the economic challenges of our society with vigor and skill. In every medium available the Federation seeks to emphasize that the union label and other similar emblems are signs of the continuing desire of working men and women to work for fair wages under honest conditions with pride and dignity, striving always for economic justice and a fair, decent standard of living.

In addition, at the annual State Fair the Union Label is publicized through the awarding of an appropriate trophy to the winner of the Labor Day Handicap.

Since the Federation's last convention, three Union Label Weeks have been observed: September 4-10, 1978; September 3-8, 1979, and September 1-6, 1980. The standing committee has exercised every opportunity to advance local observances of these occasions—assisting local councils with union label booths at local fairs and other similar shows.

When consumers buy the goods and services produced by union workers they help to create and maintain jobs that are vital to a strong American economy.

"WE DON'T PATRONIZE" LIST

Since the Federation's 1978 convention, a number of firms and one non-union commodity—iceberg lettuce—have been added to the Federation's "We Don't Patronize" list.

Just one week after the conclusion of the 1978 convention, the Council announced that **Doctors' Hospital of San Leandro** had been placed on the list at the request of the Alameda County Central Labor Council and Office and Professional Employees Union Local 29 of Oakland.

At its June 5-6, 1979 meeting in San Francisco, all non-union iceberg lettuce was placed on the list.

And at the July 1, 1980 meeting in Sacramento, the Executive Council authorized the placement of the **Goehring Meat Company of Lodi** on the list following receipt of requests from the San Joaquin-Calaveras Counties Central Labor Council and Local 127 of the United Food and Commercial Workers Union.

At the September 17-19, 1980, meeting in Los Angeles, the Council authorized placement of the **Pacifica Hotel** in Culver City and the **Grand Hotel** in Anaheim on the list following requests from the Los Angeles County Federation of Labor, the Orange County Central Labor Council and Operating Engineers Local 501.

Throughout the past two years, the Executive Council has also taken steps to advance the national boycotts against Coors Beer and J. P. Stevens products.

It should also be noted that the National AFL-CIO recently placed Meier's Wine Cellars of Cincinnati, Ohio, on the National AFL-CIO unfair list at the request of the AFL-CIO Distillery, Wine, and Allied Workers International Union.

Here, for the record, are unfair firms remaining on the Federation's "We Don't Patronize" list as of the date of this report:

HOTELS AND RESTAURANTS

Fresno Area

Fresno Townhouse, 2220 Tulare St., Fresno.

Los Angeles Area

Pacifica Hotel, Culver City.

Orange County Area

Grand Hotel, Anaheim.
Newporter Inn, Newport Beach.

San Diego Area

The following San Diego area motels:
Bahia Motel and Motor Lodge.
Catamaran Motor Hotel and Restaurant.

Sacramento Area

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

The following restaurants on Union Street in San Francisco.

Thomas Lords
Mother Lode
Cooperage
Coffee Cantata
Vintners
Hudson Bay West
Perry's
Victoria Station
The Deli
The Godfather
Mingai-Ya
Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan
The Mandarin
Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all)
Colonel Sanders Kentucky Fried Chicken (all)
H. Salt Esquire Fish & Chips (all)
Jack In The Box (all)
Benihana of Tokyo
Head Hunter Amusement Park of San Francisco
Kau Kau Gardens
Carol Doda's
Mabuhay Restaurant, and
The Casbah

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Shirtail Restaurant, 2515 El Camino Real, Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Rd., Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

William Flaggs Restaurant, Homestead Road & Lawrence Expressway, Santa Clara.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

Stockton Area

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Otto's Place, 7824 Thornton Rd.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurants, 3950 E. Waterloo Rd. & 642 W. Charter Way.

Sambo's Restaurant, 11 N. Center.

Jolly Tiger Restaurant, 4747 Pacific Ave.

Modesto Area

Holiday Inn, 1612 Dale Road, Modesto.

MANUFACTURING

Charles Manufacturing Co. of Dothan, Ala., which also sells furniture under the name of **The Fox Manufacturing Co.**

Coors Beer

Gaffers & Sattler products

Goehring Meat Co., Inc. of Lodi, Calif.

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville, Calif.

J. P. Stevens & Co., textile products.

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

Tennessee Plastics of Johnson City, Tennessee.

PRINTING AND PUBLISHING

San Francisco Bay Guardian

San Rafael Independent-Journal

Vallejo Times-Herald

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the **Kingsport Press** of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

ENTERTAINMENT CENTERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties.

Cinema 70 in Monterey

Steinbeck Theater in Monterey

Valley Cinema in Carmel Valley

Globe Theater in Salinas

Cinema Theater in Soquel, and **Twin I & II in Aptos**

Marriott's Great American Theme Park and Hotel, Santa Clara

Sea World, San Diego

OTHERS

Doctors' Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

Montgomery Ward in Redding

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce

ELECTION OF NEW COUNCIL MEMBERS

At its November 28-29, 1978 meeting at the Hyatt Regency in Los Angeles, the Council elected Raoul Teilhet, president of the California Federation of Teachers and a member of AFT 1050 in Pasadena, to fill the new post of Vice President At

Large J approved by delegates to the Federation's 12th Convention.

At the Council's March 14-15, 1979 meeting at the Quality Inn Woodlake in Sacramento, Brother Morris Weisberger, vice president of District 9-A who had served on the Council since 1957, resigned. Paul Dempster, president/secretary - treasurer of the Sailors Union of the Pacific headquartered in San Francisco was elected to succeed him as Vice President of District 9-A.

At the Council's meeting at the Woodlake Inn on July 1, 1980, Vice President Dina Beaumont who had recently been appointed Executive Secretary to C.W.A. President Glenn E. Watts and obliged to move to Washington, D.C., resigned. Elected to succeed her as Vice President at Large B was Avelino Montes, Vice President of C.W.A.'s District 9 and a member of C.W.A. Local 9423.

During the same meeting, Joseph Pinto, the Federation's Vice President in District 3-A, resigned. William Robertson, Secretary-Treasurer of the Los Angeles County Federation of Labor, was elected Vice President in District 3-A, after resigning as Vice President At Large C.

Anthony L. Ramos, Executive Secretary-Treasurer of the California State Council of Carpenters and a member of Carpenters Local 721 in Los Angeles, was elected Vice President At Large C.

At the September 17-19, 1980, meeting, the resignation of Vice President Dean Cofer, District 11, was received and accepted. Jack McNally, business manager-financial secretary of IBEW Local 1245, was elected and installed as Vice President, District 11.

COMMITTEE CHANGES

Since the Federation's 1978 convention, the Executive Council has been aided in its work by its seven regular standing committees.

Due to resignations, the composition of these committees has changed during this period.

The composition of these committees is as follows:

LEGISLATION

Max J. Osslo, Chairman; M. R. Callahan; William G. Dowd; Richard K. Groulx; Loretta Mahoney; Chester Mig-

den; Alfred K. Whitehead; and Ray Wilson.

EDUCATION

Fred Fletcher, Chairman; Val Connolly; John F. Crowley; Steve Edney; Paul Miller; Justin Ostro; William Robertson and Raoul Teilhet.

SAFETY AND OCCUPATIONAL HEALTH

Alfred K. Whitehead, Chairman; Jerry Cremins, John F. Crowley; Paul Dempster; Joseph R. Garcia; Jack McNally; Justin Ostro; Anthony Ramos and William Waggoner.

HOUSING

Jerry Cremins, Chairman; Edward Flores; C. A. Green; Richard K. Groulx; Paul Miller; Ray Nelson; Willis Simons and William Ward.

COMMUNITY SERVICES

Avelino Montes; Cass Alvin; Fred Fletcher; Lloyd J. Lea; Chester Migden; William Robertson; and William Ward.

CIVIL RIGHTS

Ray S. Mendoza, Chairman; Steve Edney; Harry Finks; James P. McLoughlin; Loretta Mahoney; Frank Souza; and Cornelius Wall.

UNION LABELS, SHOP CARDS AND BUTTONS

Harry Finks, Chairman; Edward Flores; Joseph R. Garcia; James P. McLoughlin; Anthony Ramos; Frank Souza; and Cornelius Wall.

1980 CONVENTION

Selection of Los Angeles as the convention city for 1980 was determined by action taken at the 1978 convention.

While the Federation's Constitution provides that the biennial convention shall be held in the week of the third Monday of August in even-numbered years, it also contains a provision authorizing the Executive Council to change that date if it deems such action necessary.

Because of the extension of the state legislative session into August and other factors, the Executive Council at its Sep-

tember 5-6, 1979 meeting in Sacramento approved a motion authorizing the convention to be held during the week of September 22-26, 1980 at the Los Angeles Convention Center.

Subsequently, the Council's Pre-Convention meeting began at 9:30 a.m. on Wednesday, September 17, 1980 at the Hyatt Regency Hotel in Los Angeles, which is the headquarters hotel for the Federation's 13th Convention.

The convention itself is scheduled to open at 10 a.m. Monday, September 22 at the Los Angeles Convention Center.

During the course of its Pre-Convention meeting starting September 17, 1980, the Executive Council developed and approved proposed policy statements to be submitted to Convention delegates for their consideration and attended to the various other pre-convention details, including the consideration of recommendations to be made to the convention delegates on the endorsements of candidates for the November 4, 1980 general election and on the positions to be taken on state-wide propositions appearing on that ballot.

Fraternally submitted,

The Executive Council
California Labor Federation, AFL-CIO

John F. Henning, Executive Secy.-Treas.
Albin J. Gruhn, President
Cass Alvin

M. R. Callahan
Val Connolly
Jerry P. Cremins
John F. Crowley
Paul Dempster
William G. Dowd
Steve Edney
Harry Finks
Fred D. Fletcher
Edward Flores
Joseph R. Garcia
C. Al Green
Richard K. Groulx
Lloyd Lea
James P. McLoughlin
Jack McNally
Loretta Mahoney
Ray S. Mendoza
Chester L. Migden
Paul Miller
Avelino Montes
Raymond K. Nelson
Max J. Osslo
Justin Ostro
Anthony L. Ramos
William Robertson
Willis Simons
Frank Souza
Raoul Teilhet
William Waggoner
Cornelius Wall
William Ward
Alfred K. Whitehead
Ray Wilson
—Vice Presidents

Report of the Executive Secretary-Treasurer

Los Angeles

September 22, 1980

To the Thirteenth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

This report reviews the activities of the Federation for the last two years following the 1978 Convention held in San Francisco. Federation activities since 1978 have been wide ranging from legislative successes in public employee bargaining and Workers' Compensation to assistance to affiliates in various struggles to protect jobs and improve wages and working conditions.

Economic Overview

The working people of this nation continue to suffer from the twin problems of inflation and unemployment. So far, national economic policies have been totally ineffective in coping with this rising price-unemployment "tradeoff" dilemma, and fiscal limitations on state governments have prevented the development of programs which could deal adequately with the painful symptoms of these problems.

The national unemployment level, although it has stabilized during the past few months, is still at the shockingly high August 1980 level of 7.6%. While California's rate is below the national average, its August 1980 7.3% level still represents over 800,000 people out of work. Because this latest economic contraction has hit durable goods manufacturing the hardest, a sector where black workers are concentrated, and because of racial discrimination, demographic differences which result in a greater proportion of minority layoffs and other structural factors, this recession has resulted in "disproportionate" number of layoffs among blacks and other minority workers. The unemployment rate among black workers reached 14.2% in July, 1980, almost double the national average. Unemployment among black teenagers, always stratospheric, reached 40.3% by July, 1980.

Hispanic workers are faring little better.

As of July, 1980, the jobless rate for Hispanic workers was 10.9%, up from 10.2% a month earlier. Again, their relatively greater concentration in sectors which are bearing the brunt of this recession implies serious and prolonged economic hardship for America's Hispanic community.

Inflation continues unabated, and while it has cooled down from the 18% rate registered in January, 1980, prices are still rising at a torrid 13% clip.

Because the economic distortions of inflation have become so intensified they have created rippling effects throughout every aspect of economic activity. For example, as inflation has accelerated, interest rates have become more volatile. This volatility has caused savings and loans associations to push for variable interest rate mortgage loans, which, although they will protect the industry's profit margins, they will add thousands of dollars to the costs of homebuying and will prevent millions of Americans from ever owning homes.

This distributional conflict (in other words, workers' struggle to keep up with inflation) has become most serious in the realm of government expenditures, both on the state and federal levels. As inflation pushes working people into higher tax brackets, the demand for tax relief grows stronger. However, the manner and nature of this tax relief has not yet been sharply defined. While California's Proposition 13 represented demand for tax relief regardless of the social service cuts which may have resulted, the defeat of Howard Jarvis's Proposition 9 showed that voters are somewhat concerned with the adequacy of public services provision and with responsible tax reform. It is crucial that organized labor play a decisive leadership role in helping to determine the ultimate direction the tax reform movement chooses to flow. Should we be successful, true tax reform with the maintenance of an adequate level of public services can be insured. Our failure to play a major role could lead to tax cuts for the rich, huge cuts in social services and massive layoffs in the public sector.

The long-term underlying causes of inflation are extremely complex and are rooted in the U. S. domestic economic policies of the postwar period, as well as the historic international trade policies followed by the federal government and American multinational corporations. The short-term causes are more easily identifiable. Rising prices for food, fuel, health care and shelter have severely eroded the living standards of working people. High interest rates and the tight monetary policies pursued by the Federal Reserve have also contributed significantly to inflation as well as unemployment, as has corporate and national foreign trade policies which spur the outflow of U. S. jobs and capital. Aggravating this inflation has been a slowdown in the nation's rate of productivity growth which has resulted from recession and corporate investment policies, and not from high wages, lack of business tax incentives or excessive government regulation.

One recent and extremely dangerous development has been a shift in federal economic policy towards a distinct anti-worker, pro-big business strategy; of tax cuts for corporations, of an increased emphasis on savings versus consumption, (in other words, a lowering of workers' living standards while the rich get tax cuts on capital gains and dividends), of a decrease in the amount of protective government regulation of corporate operations, and of increased international mobility of American capital.

All of these policies are anti-worker and must not be implemented. Tax cuts do not necessarily increase investment, nor do they generate the type of investment which is socially efficient, as every major study on the subject has demonstrated. Policies which encourage savings at the expense of consumption are policies designed to cut the living standards of America's working people. It is generally the rich, not the ordinary worker who can afford to save a substantial portion of their income. Providing tax incentive to save will result only in tax breaks for the rich, while cutting back on needed tax relief and social programs for workers.

Allowing greater freedom for American financial capital to migrate unrestricted to foreign markets will simply aggravate the hemorrhage of U. S. jobs and productive capacity to overseas reservoirs of exploitable low wage workers.

One of the most damaging policy shifts is the growing movement to rollback protective government regulation over the corporate sector. Cutting back OSHA and EPA regulatory and enforcement powers as well as state level consumer affairs departments will not raise our nation's productive efficiency. It will simply increase corporate profits as firms will be allowed to cut back on what small expenditures they make on the maintenance of a safe workplace for employees and for pollution abatement equipment and to cut corners by marketing shoddier and less safe consumer goods.

We in organized labor must take the lead in opposing these new corporate-oriented policy shifts. The labor movement must continue to push and to develop more fully its own programs which can cope with the nation's economic problems effectively without having to squeeze the living standards of working people or give tax breaks to the rich.

What is necessary is the development of a comprehensive economic management program which is directed towards restoring both the productivity of our economy and the living standards of workers through the maintenance of full employment. Congress must immediately enact a strong version of the Humphrey-Hawkins Full Employment and Balanced Growth Act. Such legislation would establish the right of every working person in America to employment and a living wage. To support and enforce that right the Act would commit the U. S. Government to fundamental reforms in the management of the economy to achieve and sustain full employment and balanced growth.

To insure adequate enforcement of such pro-worker policies, it is necessary for the federal and state governments to coordinate economic activities more closely with the investment decisions made in the private sector. Government must take the lead in redirecting investment expenditures towards the revitalization of the declining but key economic sectors located in America's northern industrial corridor. Past government policies which have encouraged new investment in the lower wage, non-union "Sunbelt" must be reversed. Only by such coordination can we avoid the mounting social costs created by the corporate exodus from decaying central cities and counties in the nation's traditional industrial areas and prevent further economic

dislocation caused by sudden and inefficient plant shutdowns.

On the issue of budget expenditures, social insurance and welfare, programs can be financed easily and without inflation, if there is true tax justice. In addition, a fully employed economy would turn tax users into taxpayers. For every 1 percent drop in unemployment, according to the Congressional Budget Office, between \$25-\$29 billion is added to the Treasury, \$20-\$22 billion in added tax receipts and \$5 to \$7 billion in lower unemployment-related social welfare costs.

Increased industrial production means lower unit costs which reduces inflationary pressures. Inflation cannot be conquered by purposefully incurring a recession and holding down purchasing power. The real key to ultimate control of inflation is a healthy, fully employed economy.

A greater distribution and increased level of the purchasing power of workers' wages and salaries is another prerequisite for economic health. Gains in wages and salaries provide workers with a share in the benefits of economic expansion of consumer markets. An adequate level of consumer expenditure which businesses must have in order to prosper can only be maintained by increases in the real income level of working men and women.

LEGISLATIVE ACTIVITIES 1979 SESSION

Both in the present and in the years immediately ahead, legislative gains won by labor in California in 1979 translated into more than a billion dollars in benefits for California workers, in unions and out.

The labor movement's persistent efforts resulted in enactment of long-overdue increases in unemployment insurance benefits, an area in which California has historically lagged behind most of the other industrial states of the nation.

The new legislation raised the maximum weekly benefit from \$104 to \$120 in 1980; to \$130 in 1981; and to \$136 in 1982. These increases are expected to increase the maintenance incomes of unemployed workers in California by more than \$700 million when they are in full effect in 1982.

State government officials said that, assuming an annual inflation rate of 10 percent and unemployment levels comparable

to those in the 1974-76 recession, the increased benefits could amount to as much as \$103 million in 1980, \$292 million in 1981, and \$307 million in 1982, a total of \$702 million.

In addition, California AFL-CIO-sponsored legislation will strengthen the benefits available under the state's employee-financed disability insurance program. It provided more than \$110 million in added benefits to California workers.

Specifically, this legislation did three things; (1) it extended the duration of benefits from 26 to 39 weeks, providing \$50.08 million in additional benefits; (2) raised the maximum weekly benefit from \$146 to \$154, providing \$13.06 million in added benefits; and (3) waived the one-week waiting period for any disability lasting more than 49 days, providing \$10.83 million in added benefits.

Another Federation measure extended the current 50 percent earnings limitation on unemployment disability benefits to 75 percent of total wages earned during the base period a provision that will mean \$4.6 million in additional benefits to California workers.

And a 30-year goal of the California Labor Federation was achieved when the last restriction on pregnancy benefits under this disability insurance program—a restriction that had limited pregnancy benefits to six weeks—was removed, effective April 29, 1979. This means that pregnancy benefits must now be treated as any other disability claim. State officials estimate that will increase worker benefits by another \$31.6 million a year.

In addition, federation-backed legislation provided a refund of 80 percent of each California worker's disability insurance contributions in 1979, up to a maximum of \$91, as a tax credit on 1980 state income tax returns. State officials estimated that this tax cut yielded between \$443 million and \$528 million to California workers.

Other significant gains included:

- Repeal of a provision in the state's Unemployment Insurance Code that had made persons, disqualified from receiving unemployment compensation benefits during a trade dispute, ineligible to receive unemployment disability benefits, even though the disability benefits are an employee-financed, not an employer-financed, program. The repeal bill provides that workers who are otherwise eligible for disability benefits shall not be disquali-

fied from such benefits just because they may be disqualified from unemployment insurance benefits.

- Enactment of legislation extending an existing law barring banks from being licensed as insurance agents or brokers, thereby protecting the jobs and incomes of union insurance workers; and

- Enactment of legislation extending pre-trial diversion programs to help first offenders get back into the mainstream of society without the stigma of a criminal record.

In sum, the labor movement was actively involved in the enactment of 19 measures in 1979 providing benefits totaling \$1.375 billion in benefits for the state's workers.

In addition to the measures already cited, these range from an increase in the renter's tax credit and the protecting of inventions made by employees on their own time to the extension of statewide tax exemption on containerized cargo which will protect jobs in the state's shipping industry. A complete list of all State AFL-CIO sponsored or backed measures is included in the body of this report.

Of no less significance in the 1979 session, however, were the many anti-worker measures that labor and other progressive forces had to work hard to defeat.

At the outset of the 1979 session organized labor strongly opposed a proposal backed by Governor Brown calling for a U.S. Constitutional Convention to require a balanced federal budget.

Such a move represented a threat to the freedom of American labor and to the Constitutional liberties that have protected all Americans for almost 200 years. It would have meant that in any time of economic difficulty the government would be helpless to come to the aid of the unemployed and those in need.

Since there is a total absence of agreement among constitutional scholars that such a convention could be limited to one subject, such an open convention could result in violent discord by proposals to nullify such laws as the civil rights legislation of the 1960's and such protected liberties as free assembly, free speech, and free press. The Brown-backed constitutional amendment measures were subsequently defeated.

Another 13 agribusiness-backed attacked the Agricultural Labor Relations Act, seek-

ing to override or bypass the Agricultural Labor Relations Board, slow down or unreasonably complicate procedure, or weaken or destroy important worker safeguards in that historic law.

Other defeated measures sought to:

- Enact a flat prohibition on strikes by employees of state, local and district governments;

- Eliminate 100,000 workers from unemployment insurance coverage;

- Subject unemployment insurance benefits to the state income tax;

- Repeal a law protecting the prevailing wages of janitors in public utilities;

- Impose a ceiling on the California minimum wage; and

- Wipe out vital job safety protections.

Social Insurance

The Federation was also successful in enacting a number of pro-labor measures concerning Social Insurance.

1. **Unemployment Insurance Benefits.** AB 759 increases unemployment insurance maximum weekly benefits from \$104 to \$120 in 1980, \$130 in 1981, and \$136 in 1982 while simultaneously raising eligibility requirements from \$750 in the base year to \$900 in 1980, to \$1,100 or eight weeks of work in 1981, and to \$1,200 or eight weeks of work in 1982.

2. **Unemployment Disability Insurance Benefits.** AB 780 raises maximum weekly benefits under unemployment disability insurance program from \$146 to \$154, eliminates the one week waiting period for any disability lasting more than 49 days, and extends maximum duration of benefits from 26 weeks to 39 weeks.

3. **Pregnancy Benefits.** AB 1353 requires pregnancy to be treated the same as any other disability insurance claim, ending the present six week limit on benefits for disabilities due to pregnancy.

4. **Unemployment Disability Insurance Rebate.** AB 298 rebates 80 percent of an individual's contribution to the state disability insurance fund, up to a maximum of \$91, by granting a tax credit on the state income tax form.

5. **Disability Insurance/Trade Dispute.** AB 757 removes automatic presumption against a non-occupationally disabled worker from receiving disability insurance benefits solely because the worker was

disqualified for unemployment insurance benefits due to a trade dispute.

6. Disability Insurance Earnings Limitation. AB 758 extends the current 50 percent earnings limitation on unemployment disability benefits to 75 percent of total wages earned during the base period.

Working Conditions

1. Wage Statements. AB 960 requires all employers who pay wages in cash to provide each employee with an itemized statement in writing either semi-monthly or at the time of each payment that provides details on all deductions made.

2. State Employee Wages. SB 91 provides a seven percent pay hike retroactive to October 1, 1978 for employees of the State of California.

3. Employee Inventions. AB 474 provides protections for inventions made by employees that are developed on the employee's own time without use of the employer's resources.

Taxation

1. Renter's Tax Credit. AB 1151 increases the renter's tax credit from \$37 to \$60 for single persons and \$137 for married couples and single heads of households.

2. Cargo Container Tax. SB 193 extends a statewide tax exemption on containerized cargo for one year to protect jobs in the state's shipping industry.

General

1. Low- and Moderate-Income Housing. AB 333 and SB 229 provides \$100 million from the state's general fund to spur development of low- and moderate-income rental units.

2. Insurance Workers. AB 580 extends existing law barring banks from being licensed as insurance agents or brokers thereby protecting the jobs and incomes of union insurance workers.

3. Bail-Out Funds. AB 8 provides \$4.65 billion to county and local governments to help meet the financial crisis in the wake of Proposition 13.

4. Coastal Zone. AB 462 revises the California Coastal Zone Map to permit certain developments.

5. Tenant Protection. AB 771 protects tenants against retaliatory eviction action initiated by landlords.

6. Pre-Trial Diversion. AB 1841 extends pre-trial diversion programs to help first offenders to get back in the mainstream without a criminal record.

7. Marine Vessel Regulation. SB 549 directs the State Air Resources Board to submit a report to the Legislature by January 1, 1981 regarding the regulation of marine vessels.

8. Arson Penalty. SB 116 increases the maximum penalty for a felony conviction if arson was committed for monetary gains or where great bodily injury results.

Bills Defeated

SJR 2 would have urged Congress to call a constitutional convention to require a balanced federal budget every year regardless of economic conditions and social needs.

AJR 2 would have urged Congress to call a constitutional convention to require a balanced federal budget every year regardless of economic conditions and social needs.

AB 93, section of bill which would have subjected unemployment insurance benefits to state income tax was removed.

AB 325, employer-sought package which would have denied unemployment insurance benefits to move than 100,000 workers by drastically increasing eligibility requirements.

AB 675 would have repealed legislation requiring prevailing wages for janitors working for public utilities.

AB 1057 would have prevented the California minimum wage from exceeding the federal minimum wage.

AB 50 would have repealed the Thomas Carroll Mine Safety Act.

AB 1796 sought to prohibit local rent control ordinances regardless of housing situation in local community.

SB 589 would have prohibited the right to strike by local and state public employees as well as public school, higher education, and transit district workers.

Farm Labor Measures Defeated

AB 838 would have repealed an ALRA provision requiring a labor organization to have a valid contract before employees could file a decertification petition, thus encouraging growers to delay negotiations indefinitely.

AB 837 would have delayed a union

representation election from 7 to 14 days after a petition had been signed.

AB 836 would have eroded the ability of agricultural labor unions to negotiate and enforce union security provisions.

AB 839 would have repealed existing provisions of the ALRA which makes the Agricultural Labor Relations Board the exclusive method of redressing unfair labor practices thereby encouraging prolonged litigation and crippling organizing efforts.

AB 470 would have eliminated present requirements that a labor organization be party to a valid contract before its employees could seek decertification.

AB 680 would have required the Agricultural Labor Relations Board's General Counsel to use declaratory statements taken under penalty of perjury when conducting investigations thereby compounding the paperwork and procedures of the ALRB.

AB 1011 would have bypassed ALRB by letting "any person" seek direct court action in situations involving mass picketing and other issues instead of abiding by the procedures laid down in the ALRB.

AB 1013 would have weakened the informational picketing rights of farm workers.

AB 1675 would have repealed the ALRB's authority to make employees whole for the loss of pay resulting from an employer's refusal to bargain.

AB 1703 would have weakened the ALRB by authorizing a sheriff or police chief to seek court action in a labor dispute.

SB 238 would have bypassed the Agricultural Labor Relations Board by letting "any person" seek direct court action in situations involving mass picketing and other issues instead of abiding by the procedures laid down in the ALRB.

SB 584 would have required the General Counsel of the Agricultural Labor Relations Board to investigate charges of unfair labor practices within seven months after charges are filed, ignoring difficulties inherent to migrant labor.

SB 504 would have allowed agricultural employers to determine for themselves whether a prospective worker was unfairly denied membership in a labor organization. This bill was passed by legislature but vetoed by the Governor.

1980 Legislative Session

The 1980 state legislative session has just ended with the passage of a number of important measures favorable to labor. Among these was a bill which would allow the future implementation of a state financed dental insurance program for state employees, (AB 1484) and a measure which would end discriminatory hiring procedures by cities and counties which require handicapped job applicants to sign disability retirement waivers as a condition of employment. (AB 2840).

Also recently enacted are two significant pieces of pro-labor legislation concerning workers compensation. AB 946 will institute an asbestos workers' compensation fund to help financially workers stricken with asbestos related diseases who are waiting the outcome of lengthy litigations with the employer. Other benefits for disabled workers were increased by over \$60 million with the passage of AB 2750. This measure, enacted over strong opposition from almost every segment of the employer community, the insurance industry and reactionary city and county organizations, increased the maximum temporary total disability benefits from \$154 a week to \$175 a week. Death benefits were also raised from \$50,000 to \$70,000 for a widowed spouse with no other dependents and from \$55,000 to \$75,000 for a widowed spouse with dependents. These are the first benefit increases approved in either of these categories since 1976.

Other proposals which concern the interests of our affiliates as well as protecting work standards and stimulating job creation are:

Disability Insurance

AB 3131—Allows collective bargaining units in local public agencies to negotiate for disability insurance by legally permitting local agencies to be considered employers for disability insurance purposes.

SB 1857—Reduces the waiting period for workers to receive D.I. benefits for their first week of disability from 49 to 21 days. The bill also deletes a labor code provision requiring the maximum benefits payable to a worker for any continuous period of disability to be reduced by the amount of other disability benefits the worker is receiving or is entitled to receive.

Workers Rights

AB 290—Prohibits firms from requiring

sterility as a condition for employment. Bill prohibits all other forms of employment discrimination on the basis of reproductive capacity.

AB 2977—Extends various employment civil rights to peace officers.

SB 545—Will require all employers engaged in garment manufacturing to register with the state labor commissioner enabling more effective enforcement of fair labor employment standards.

SB 1622—Prohibits the assessment of any telephone directory assistance charges on the physically disabled or the visually impaired.

SB 1874—requires employers to provide accessible information to all workers on the toxic substances produced or handled in that workplace, the bill also mandates the employers to provide either additional training on the safe handling of such toxic materials, or actual copies of the information on the employees request.

SB 1977—requires consumer credit reporting agencies to advise consumers that access to their credit files is available and to provide a written or phone disclosure of credit records to the consumer upon demand.

Trade and Commerce

SB 1934—makes permanent the temporary property tax exemption on cargo containers carried by American vessels.

SB 1863—clarifies the axle weight limitation regulations for the California trucking industry.

Bills Defeated

The California Labor Federation was also successful in defeating a number of anti labor measures. Probably the most prominent victory was our defeat of SB 1937 (Foran) which would have authorized the use of rollover variable interest rate home mortgages in California. Backed by the Savings and Loan industry to maintain their high profit margins, the measure would have added thousands of dollars to the cost of home owning. Under some conditions, SB 1937 could have increased monthly mortgage payments by over 50%, threatening consumers with financial catastrophe.

Failing to defeat the bill in the legislature, the California Labor Federation, along with other progressive forces

strongly urged the governor to veto the bill and he did so. Although the Savings and Loan industry vowed to override the governor's veto, organized labor, allied with consumer groups, the aged, minority and women's organizations were able to prevent such an override.

Other anti-worker bills defeated include:

ANTI-OSHA LEGISLATION—AB 3148—the so called "little Schweiker" bill, this measure would have exempted all employers having 25 employees or less from all California OSHA regulations.

SB 1404—a measure, which if enacted, would have gutted California's pesticide regulations as well as other worker health and safety protections.

SB 1373—would have weakened OSHA inspection regulations so as to reduce drastically the number of allowable instances where OSHA may inspect workplaces for health and safety violations.

MINIMUM WAGE AND OTHER WORK STANDARDS—AB 2605—would have allowed the Division of Labor Standards Enforcement to exempt any employer or employees from the mandatory days off requirement contained in any order of the Industrial Welfare Commission because of economic hardship.

AB 2660 would have allowed a 50% minimum wage for teenagers 16 years and below who were employed at casual part time labor.

ATTACKS ON PROTECTIVE STATE REGULATIONS—this year 3 constitutional amendments, ACA 60, ACA 76 and SCA 4 were introduced in the state legislature which would have granted the legislature the power to override any regulation issued by any state agency, undermining the executive branch of the state government and allowing rightwing attacks on labor and consumer protections promulgated by state agencies.

ATTACKS ON FARM LABOR—AB 838—"the union busting bill," would have allowed the administration of union decertification elections before a collective bargaining contract was signed.

SB 1331—would have subjected agricultural workers to the state withholding tax, reducing their already take home wages throughout the year, while also burdening small farmers with increased administration and bookkeeping costs.

Disappointments

Because of the strong rightwing sympathies that are on the ascendency in California like elsewhere in this nation, organized labor has experienced certain disappointments.

Two anti-farm labor measures were passed by the legislature, despite the strong objections of the California Labor Federation and our affiliate, the United Farm Workers of America. AB 2359 restricts the ability of the Agricultural Labor Relations Board to grant hearing immunity to witnesses, thereby eroding the ability of the board to investigate unfair labor practices.

SB 584 erodes the Agricultural Labor Relations Act's union security provisions by stripping a union's disciplinary powers of expulsion for all reasons except for failure to pay dues. Both of these bills act to conform California's Agricultural Labor Relations Act to the pro-business federal Taft-Hartley legislation, and the Federation has strongly urged the governor to veto both of these anti-labor measures.

Organized labor was also defeated by rightwing agribusiness interests when the state senate refused to confirm Governor Brown's nominees, Gerald Brown and Ralph Faust, to the Agricultural Labor Relations Board. Despite intense lobbying from a broad coalition of progressive groups ranging from religious organizations to civil rights activists, we were unable to reverse these senate rejections.

Also defeated were the following pro-labor bills:

- Legislation to extend permanently the duration of unemployment benefits, from 26 to 39 weeks;
- Legislation to trigger extended unemployment insurance benefits on the basis of industry unemployment rates, rather than on an aggregate state unemployment increase;
- Legislation to place greater restrictions on the use of polygraph tests for employment purposes;
- Legislation to place greater enforcement powers on existing limitations concerning the use of strikebreakers;
- Legislation to provide the total reimbursement of all back wages for the entire period a worker suffered sexual discrimination.

ASSISTANCE TO AFFILIATES AND OUR NONLABOR ALLIES

Public Employees

Affiliates of the Federation from the public sector, from the building trades to teachers and clerical workers have been the focus of particular attention by the Secretary-Treasurer. We were active in the struggle to secure necessary pay increases for public employees in the 1980-81 state fiscal budgets. The Federation was a leading force in the override of the Governor's veto of state employees' pay hikes for fiscal year 1980. The Federation working with Service Employees International Union was also active in supporting legislation which would clear the legal path for the institution of a voluntary state financed dental program for public employees. We also worked very closely with our affiliates concerning major legislation advancing collective bargaining rights in the local public sector including permission for the negotiation of agency shop provisions.

At the city level, we gave support to the AFT local of the Alameda City Unified School District in their struggle to prevent school budget cuts to finance the rehabilitation of facilities which the community did not feel were necessary to maintaining a quality education.

The California Labor Federation also cooperated closely with its public sector affiliates as well as other groups in helping to defeat Proposition 9, the Jarvis II initiative which would have led to drastic cuts in social services as well as massive layoffs in the public sector. As the fiscal cutbacks of Proposition 13 continue to reverberate throughout the public sector, the California Labor Federation continues to make every effort to support its affiliates in their struggles to secure wage and benefit increases, resist layoffs, and cutbacks in essential social services and to secure complete collective bargaining rights in all elements of the public sector.

Farm Workers

During the past two years, the California Labor Federation reaffirmed its total support for the United Farm Workers of America in their drive to achieve just

working conditions, a living wage and economic freedom and dignity for some of the lowest paid workers in all of our nation's industries. In 1979, the Secretary-Treasurer actively participated in the UFW's March for Justice to obtain a living wage and better working conditions for this state's lettuce workers. The California Labor Federation also gave full support to the UFW-led lettuce boycott against the Bruce Church Company. We continue to stand with our affiliates in defense of the Agricultural Labor Relations Act, and in fending off the increasing numbers of assaults on this law and on the UFW by agribusiness and its reactionary allies. Constant vigilance is now required to protect those gains and to allow collective bargaining to bring agricultural industrial relations out of the dark ages and into the 1980's.

Big Business Day

The California Labor Federation, in a broad coalition including the National AFL-CIO, labor, consumer and church groups, supported a program to focus attention on the need to curb corporate power and prevent corporate crime throughout the nation. Pointing out the authoritarian nature of the corporation, the total secrecy which shrouds its investment and marketing decisions which often have tremendous consequences for consumers and entire communities, and big business' total unaccountability to workers, communities and consumers, the California Labor Federation gave its support for the proposed Corporate Democracy Act which would establish principles of accountability which corporations would be required to follow and which would muzzle the naked anti-worker abuse of corporate power by our nation's leading firms.

Land Reclamation Laws

The California Labor Federation actively supported the rights of small farmers to exist and prosper when the Secretary-Treasurer of the California Labor Federation testified against agribusiness attempts to reform this nation's water reclamation laws before a Congressional House Subcommittee on Water and Power Resources in Sacramento. Mr. Henning asserted that the existing legislation, S. 14 was "not aimed at reforming reclamation law but at seeking the continued enrichment of a powerful band of large landowners and corporate farmowners that have monopo-

lized the generous benefits provided by our reclamation laws for nearly two generations to the impoverishment of family farmers and the rural communities which the law was designed to enrich." The California Labor Federation reaffirmed its historical defense of the small farmer and today continues to struggle for the cause of a just allocation of our nation's water resources.

International Affairs

During the last two years, many foreign visitors representing their countries or their nation's trade union organizations have paid visits to the California Labor Federation offices as part of their study of the American Labor Movement. Between September 1978 and September 1980, we have received visitors from the following countries: People's Republic of China, Netherlands, Denmark, Sweden, West Germany, Finland, Austria, Norway, Egypt, Brazil, Canada, Japan, New Zealand, Ireland, Taiwan, United Kingdom, Chile, South Africa, and Israel.

Arrangements for most of the foreign visitors were made by members of our foreign service in the U.S. Department of State or by representatives in the U.S. Department of Labor.

John F. Henning, the secretary-treasurer of the California Labor Federation, has been privileged to represent the United States and the American Labor Movement on a number of government sponsored goodwill and factfinding missions. The areas visited include: Norway, Denmark, Sweden, Finland, West Germany, Fiji Islands and Papua, Australia, New Zealand, Nigeria, Senegal and Niger.

Secretary-Treasurer Henning also represented our State Federation at the 1979 National AFL-CIO convention.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel
Charles P. Scully
For the Period June 17, 1978
Through July 31, 1980

I. LITIGATION

A. Amador Valley Joint Union High School District, et al. v. State Board of Equalization, et al.

County of Alameda, et al. v. State Board of Equalization, et al.
City and County of San Francisco, et al. v. Joseph E. Tinney, et al.
 22 Cal.3d 208 (September 22, 1978)

These cases involved the fundamental question of the constitutionality of Proposition 13.

At the request of the Secretary, I reviewed the Petition for Hearings filed with the California Supreme Court and filed under date of June 19, 1978, a letter in support of granting the hearing. Although the hearing was granted, the California Supreme Court under date of September 22, 1978, issued its decision sustaining the constitutionality of the initiative.

B. Sonoma County Organization of Public Employees v. County of Sonoma, et al.
California Association of Professional Employees, AFL-CIO v. The State of California, et al.
Santa Clara County Deputy Sheriff's Association, et al. v. County of Santa Clara, et al.
Long Beach Firefighters Association v. City of Long Beach, et al.
 23 Cal.3d 296 (February 15, 1979)

The issue in these cases involved the restriction placed upon the use of bail out money provided by the State to local agencies including non-compliance with contractual provisions dealing with the payments of wages, etc.

At the request of the Secretary, we applied for permission to file an amicus curiae brief, which permission was granted and a brief filed on October 25, 1978.

Under date of February 15, 1979, in a unanimous decision, the California Supreme Court struck down all of the restrictions as being unconstitutional in violation of the contract clause.

The Court found:

1. That the Respondents had not successfully established the existence of an emergency for the imposition of the restrictions of §16280 of the Government Code;

2. That the unconstitutional provisions of the Act were separable from the balance and accordingly grants from the State to local communities survived as being constitutional and therefore were effective;

3. That the providing of wages to employees of chartered cities and counties

is a matter of local rather than statewide concern; and even more importantly

4. That the statute is also unconstitutional as applied to general law city and county employees who are not entitled to wage increases by contract. Accordingly, it appears that demand for increase if promptly made, or if already made can be granted without in any way endangering the receipt of the state grants.

C. Oakland Tribune Publishing Company v. Alameda Superior Court, 1 Civil 46149

The issue in this case involved the closing of a hearing to the press and the public at the request of the defendant in the case of *People v. Moore*.

After an adverse ruling against the Tribune and in an attempt to open the hearing, the Tribune filed a Petition for Hearing with the California Supreme Court in February, 1979.

I was requested by the Secretary to review the filings and consider the possible filing of an amicus curiae brief for the California Supreme Court. After review I advised the Executive Secretary-Treasurer that no filing by us appeared warranted and subsequently the Petition for Hearing was denied by the California Supreme Court.

D. Brodty, et al. v. Cory, California Supreme Court No. SF 24044
Jarvis, et al. v. Cory, California Supreme Court No. SF 24047

These cases involve the issue as to whether or not the salary appropriations contained in SB 91, Chapter 192 of the statutes of 1979, was in violation of Article IV, Section 17 of the California Constitution.

In a decision filed November 29, 1979 by the California Court of Appeal for the Third Appellate District, the contention was sustained and the appropriation was stricken.

At the request of the Secretary-Treasurer, we were asked to review the matter for determining the necessity for filing a brief amicus curiae.

We reviewed the Petition for Hearing to the California Supreme Court filed by Attorney General of the State of California, George Deukmejian, and based upon our review concluded that an excellent job had been done by his office. Rather than

attempting to file an additional A/C Brief, we accordingly simply filed a letter, dated January 14, 1980, agreeing with the Petition and requesting that it be granted.

We are pleased to advise that the hearing was granted during the week of February 4-11, 1980, and the matter is still pending before the California Supreme Court for decision.

E. Gallardo vs. Gallardo, Orange County Superior Court No. D-16-1687

This is a domestic relations matter in which the Federation was served with a request for an appearance and response of an employee pension benefit plan pursuant to the provisions of the California law.

In order to avoid the necessity of an appearance, I obtained the pertinent information from the insurance carrier and submitted it to Attorney Roy W. Hibberd by letter dated March 10, 1980.

Nothing further has occurred in the matter to date.

F. Graham v. Scissor-Tail, et al., 2 Civ. 53891 and 2 Civ. 53436

This case involved a decision by the California Court of Appeals which held that calling for a "non-neutral" arbitrator was unlawful. Musicians Union Local #47, through its counsel, filed an A/C brief in the above matter and requested the Federation to file a brief amicus curiae in support of a petition for hearing before the California Supreme Court.

By the time the matter was referred to our office for review, there was not sufficient time to comply with this request.

G. M. Restaurant dba The Mandarin vs. San Francisco Local Joint Executive Board of Culinary Workers, California Supreme Court No. SF 23889

The issue in this case involves the application of the so-called "Moscone Law."

The decision of the California District Court of Appeal in effect stated that the State Courts retained their equity jurisdiction to grant injunctions in labor disputes in spite of the provisions of the law.

At the request of the Secretary, we were asked to file a brief amicus curiae before the California Supreme Court and did so under date of September 15, 1978. In this brief we contended that under the Moscone Law the courts had lost their equity jurisdiction.

We regret to say that because of a controversy with respect to the status of the attorneys representing the parties, the hearing and decision in this matter was delayed and under date of December 14, 1979, in another matter, **Kaplan Fruit and Produce Company, Inc. vs. The Superior Court of Los Angeles and United Farm Workers of America, AFL-CIO**, 26 Cal.3d 680, the Court rejected that contention and stated that the courts had the jurisdiction. The Supreme Court on January 21, 1980, returned **The Mandarin Case** to the Court of Appeal without any further action. Hopefully another opportunity will be presented in which we can be directly involved in the issue.

H. Pacific Legal Foundation, et al. vs. Brown, 3 Civil No. 18364 and People vs. Brown, 3 Civil No. 18412

These cases involve the constitutionality of the so-called public employees collective bargaining bill.

The California Court of Appeal for the Third Appellate District struck down the bills as unconstitutional.

At the request of the Secretary, we reviewed the matter and under date of May 2, 1980 filed our request for permission as well as our brief amicus curiae in the above matter before the California Supreme Court.

The matter is still pending before the Court for decision.

I. Salwasser Manufacturing Company, Inc. vs. The Fresno Municipal Court, 5 Civ. 4296

The question involved in this case is the constitutional validity of a warrant issued without a showing of probable cause.

The California Court of Appeal for the 5th Appellate District, under date of June 18, 1979, issued its decision finding the warrant unconstitutional. A resolution adopted by the California Conference of Machinists requesting participation in the above matter was transmitted to me by the Executive Secretary-Treasurer.

I reviewed the matter, but unfortunately the time to act had expired and the Petition for Hearing in the California Supreme Court was denied on August 31, 1979.

My review of the matter indicated, however, that in my opinion the situation could be corrected administratively by the agency instituting a proper investigation so that it could submit sufficient evi-

dence for warrant including, hopefully, the interviewing of the injured employee and a contact with the local union involved.

J. U.S. vs. Frank Marolda, U.S. Court of Appeals, 9th Circuit No. 78-3572

The above matter involved the alleged unauthorized use of union funds and was a criminal proceeding in which the defendant was convicted. I was requested to review the matter to determine whether or not there was a possibility of the Federation filing an A/C brief, but based upon my review it appeared that the issues were primarily questions of credibility and the propriety of the instructions of the trial judge. It accordingly did not appear that there was an especially distinctive legal issue which would warrant the filing of an A/C brief by the Federation and none was filed.

By letter dated June 25, 1979, I advised Mr. Ruby, attorney for appellant, and the Executive Secretary-Treasurer to this effect. I am advised, however, that the U.S. 9th Circuit Court has reversed the decision and has returned the matter to the trial court.

K. I.W.C. vs. Superior Court, S.F. No. 24123

July 10, 1980, the California Supreme Court filed its decision in the above matter and in view of the extensive litigation over many years involving I.W.C. orders, I am glad to report that the decision was not only extensive and specific, but unanimously in favor of the Commission and its orders.

A resume of the findings is as follows:

I. Scope of Review

Because the I.W.C. acted in a quasi-legislative capacity, the Court held the review was limited to the questions whether the Commission acted in an "arbitrary" manner with an entire lack of "evidentiary support" or violated "procedures required by law" (slip opinion, page 9).

Preliminarily, the Court noted that the statutory provisions were to be liberally construed to promote the protection intended and the regulations of the Commission were presumed to be "reasonable and lawful" (slip opinion, page 10).

The Court pointed out the employers contended the orders were fatally flawed on both procedural and substantive levels (slip opinion, pages 10-11).

II. Issues

A. Procedural Issues

1. I.W.C. failed to conduct an adequate "investigation".
2. I.W.C. failed to include an adequate "statement as to the basis upon which the order is predicated".
3. I.W.C. failed to comply with the California Environmental Quality Act of 1976 (CEQA).

B. Substantive Issues

1. I.W.C. provisions on health and safety are invalid because the California Occupational Safety and Health Standards Board has exclusive jurisdiction.
2. Labor relations statutes preempted any jurisdiction in the Commission to act.

III. Answers

A. Procedural Issues

1. I.W.C. conducted an adequate investigation. The Court stated that the requirement of Labor Code §1178 was to investigate prior to convening wage boards and that this standard was met (slip opinion, pages 15-22).
2. I.W.C. made an adequate statement. Since the Commission acted in a quasi-legislative manner, Labor Code §1177 contemplated the Commission would provide a reasoned explanation to "reflect the factual, legal and policy foundations for the action taken" and not the "equivalent of the findings of fact that a court may be required to make" (slip opinion, page 26).

The Commission need not "detail its reason for not adopting the myriad of possible alternatives to its regulations" (slip opinion, page 31).

Labor Code §1177 at most required that the Commission "explain the reasons for the new or revised rule. When the Commission concluded that no such modification is warranted, however, no comparable explanation is necessary, for the Commission is simply continuing in effect a regulation that has previously become a part of the standard working conditions of 'employees in the modern society'" (slip opinion, page 34).

The statements of the Commission

need not "respond to some comments or suggestions raised by wage boards or affected individuals at some point in the administrative process" (slip opinion, page 35).

3. **I.W.C. is exempt from CEQA.** Public Resources Code §21084 directed the Secretary of the agency to exempt programs from the act. Section 15124 of the California Administrative Code, Title 14, adopted in February 1978, specifically exempted the I.W.C. in the area (slip opinion, pages 37-40).

B. Substantive Issues

1. **The California Occupational Safety and Health Board does not preempt I.W.C. from adopting health and safety provisions.** The Court stated that Labor Code §1173 merely requires advanced consultation and provides that safety board regulations and policy prevail if there is an actual conflict between them (slip opinion, pages 41-51).
2. **Neither Federal nor State labor relation legislation precludes I.W.C. from acting.** Relying on the United States Supreme Court decision in the case of *Terminal Assn. v. Trainmen* (1943) 318 U.S. 1, the court stated that neither federal nor state labor relations legislation preempted the Commission (slip opinion, pages 53-58).

It further stated that to the extent the case of *United Air Lines v. Industrial Welfare Com.* (1963) 211 Cal.App. 2d 729, held to the contrary that that decision is disapproved (slip opinion, page 57).

C. Specific Individual Challenges

Finally the Court stated "we have also concluded that none of these additional contentions has merit" (slip opinion, page 58). In so deciding the Court specifically held "the cases have made clear that state regulations of minimum wages, maximum hours and working conditions come to the courts 'freighted with [a] strong presumption of regularity' and are not subject to 'de novo' judicial review (slip opinion, page 63).

II. CONVENTIONS

A. 1978 Federation Convention—July 10-12, 1978—San Francisco

In June 1978, prior to the Convention, I prepared two proposed constitutional amendments creating a new At-Large Vice President together with various technical amendments.

Before the Convention I reviewed drafts of proposed Policy Statements to the Convention and reviewed Convention Resolutions and their referral to Committees.

I assisted the Committees, as requested, both before and during the Convention.

After the Convention, on September 21, 1978, I reviewed the documents dealing with Convention amendments prior to their transmittal to the National AFL-CIO for approval.

B. 1978 COPE Convention—July 12, 1978—San Francisco

I attended the COPE Convention on the evening of July 12, 1978 and assisted as requested.

C. 1980 COPE Pre-Primary Convention—April 16, 1980—San Francisco

On January 9, 1980, I reviewed the Convention Call and submitted comments to the Secretary.

April 10, 1979 I reviewed the Sheraton-Palace lease arrangement for the Pre-Primary Convention, March 31-April 2, 1980, and submitted my written comments.

July 13, 1979, I reviewed the San Francisco Auditorium rental agreement with respect to the 1980 Pre-Primary Convention and submitted my written comments.

I met with the Committees as requested and attended the COPE Convention on April 16, 1980 in San Francisco.

D. 1980 Convention—September 22, 1980—Los Angeles

June 22, 1979, I reviewed the contract proposals of the Los Angeles Convention Center for the Federation 1980 Convention and submitted a detailed memorandum under date of June 22, 1979.

June 17 and 18, 1980, I reviewed the Convention Call and submitted my written comments.

E. Repeal of Meany Amendments

As a result of successful court litigation, the authority of the state agency to in-

terfere with the internal operations of the Federation has been stricken and the decision has become final.

The Executive Council authorized the preparation of amendments to repeal the so-called "Meany Amendments" and restore autonomy to the Federation and its officers.

I have prepared drafts of those amendments and have submitted them to Special Counsel Larry Gold for consideration.

After conferring with President Gruhn and Executive Secretary-Treasurer Henning, I prepared drafts in final form and submitted them under date of July 21, 1980 so that they can be forwarded for advance approval to the national office of the AFL-CIO prior to the Federation Convention in September.

III. EXECUTIVE COUNCIL MEETINGS

Since the last Convention I have attended the following meetings of the Executive Council:

July 5, 6, 7, 10, 11, 1978—San Francisco
November 28-29, 1978—Los Angeles
March 14-15, 1979—Sacramento
September 5-6, 1979—Sacramento
December 5-6, 1979—Disneyland
April 14-15, 1980—San Francisco
July 1, 1980—Sacramento

IV. FEDERATION STAFF PENSION

From time to time I have reviewed various Plan Amendments, communications from the carrier and actuarial data as requested by the Executive Secretary and have submitted written comments in regard thereto, including specifically my comments with respect to ERISA Amendments on October 4, 1978 and liberalizing amendments under date of June 18, 1980.

V. PROPOSITION 13 ATTORNEY CONFERENCE, SAN FRANCISCO, AUGUST 19, 1978

In June 1978 I reviewed all of the litigation filed in the various state's courts and discussed it in detail with the Executive Secretary-Treasurer. As a result it was agreed that a conference of attorneys should be held and at the request of the Executive Secretary-Treasurer, I organized a Conference of all labor attorneys

in the state to discuss the legal implications involving Proposition 13. This meeting was held August 19, 1978 at the Barrett Motel in San Francisco.

I set up the panel of speakers; presided at the conference; and prepared a written report on August 21, 1978 of the conference which was distributed to all interested parties.

Subsequently I prepared and filed an A/C Brief before the California Supreme Court (See I, LITIGATION, *supra*).

VI. AFL-CIO - ATTORNEY CONFERENCE, WASHINGTON, D.C., NOVEMBER 19, 1979

In compliance with the request of the Executive Secretary-Treasurer, I attended the Conference in Washington, D.C., which was aimed particularly at the legislative status at the Federal level.

VII. CONFERENCE WITH ATLA ATTORNEY, TOM BENDORF, SAN FRANCISCO, APRIL 9, 1980

At the request of the Executive Secretary-Treasurer, I met with Attorney Bendorf of ATLA, who desired to review their overall legislative policy and seek coordination at least at the state level with the activities of the Federation.

VIII. BALLOT PROPOSITIONS

A. November 1978 Ballot Propositions

I reviewed and submitted a detailed written memorandum under date of August 27, 1979 to the Executive Secretary-Treasurer.

B. November 1979 Ballot Propositions

I reviewed the propositions and submitted detailed memoranda to the Executive Secretary-Treasurer under dates of August 27, 1979, September 18, 1979 and October 1, 1979.

C. 1980 Pre-Primary Ballot Propositions

I reviewed the propositions and submitted a detailed memorandum to the Executive Secretary-Treasurer under date of March 26, 1980.

IX. ANTI-SMOKING INITIATIVE — 1978

At the request of the Executive Secretary-Treasurer I reviewed the above mat-

ter, which was Proposition 5, and submitted a detailed memorandum to the Executive Secretary-Treasurer under date of September 28, 1978 dealing specifically with the relationship of the initiative to Union owned facilities.

X. TAX SIMPLICITY ACT INITIATIVE — 1979

This matter came up for discussion during the Executive Council meeting of the Federation in Disneyland, December 5 and 6, 1979.

There was an extended discussion of the initiative with the Members of the Standing Committee on Legislation as well as a full discussion with the Executive Board. In addition there were extended telephone conferences in the presence of the Standing Committee on Legislation, with the draftsman of the legislation, Mr. Bruce Walker, Chief Counsel, California State Franchise Tax Board, during the day of December 6, 1979 in Disneyland. Later that month a detailed memorandum was prepared by me with respect to the questions posed to Attorney Walker in regard to the applicability of the initiative and a review and comments on his oral and written responses.

XI. IWC WAGE ORDERS

At the request of the Executive Secretary-Treasurer and Research Director, Pat Mason, I reviewed the revisions proposed in 1979 and submitted a detailed written memorandum under date of August 16, 1979 to them.

In July 1980, the California Supreme Court in the case of *IWC vs. Superior Court*, SF 21123, issued a most favorable opinion sustaining the validity of the wage orders there under attack.

I reviewed the lengthy opinion and under date of July 14, 1980, submitted a detailed memorandum to the Executive Secretary-Treasurer explaining the nature of the holdings. (See I, LITIGATION K *supra* re details).

XII. 1979 PROPOSED REGULATIONS, CALIFORNIA APPRENTICESHIP

At the request of the Executive Secretary-Treasurer, I reviewed the proposed rules being suggested as amendments to Administrative Code, Title 8, Chapter 2, which was scheduled for public hearing,

July 27, 1979, in Fresno, and submitted a detailed memorandum under date of July 18, 1979 to him.

XIII. PROPOSED EDD REGULATIONS ON UI-DI — 1980

The agency proposed a massive group of so-called administrative regulations which was scheduled for public hearing on February 28, 1980.

In late December 1979 I reviewed them in detail and submitted my comments to the Executive Secretary-Treasurer. The proposed regulations were massive and in effect constituted an annotation as to specific instances with respect to the bulk of the Unemployment Insurance Code.

XIV. ACCOUNTANTS

The independent accountants retained by the Federation are the firm of Cooper-Lybrand. My involvement with them has included the following:

1. May 30, 1978, an office conference was held in the Federation offices with representatives of the accounting firm, Executive Secretary-Treasurer Henning and Accountant Schmechel of the Federation.

The discussion involved problems of the voter registration fund and the method of reporting to various agencies. The appropriate procedures were agreed upon and the filings, to the best of my knowledge, were made. Subsequently an office manual was developed to eliminate these problems in the future and to the best of my knowledge is currently in effect. The conference involved audits of 1975 and 1976 of the COPE records conducted by representatives of the Fair Political Practices Commission.

2. In July 1978 the question of becoming involved in the voluntary contribution program was raised. Under date of July 14, 1978, I submitted the detailed written comments to representatives of Cooper-Lybrand in regard to voluntary contributions within the framework of the California Labor Federation, AFL-CIO.

3. Under date of October 19, 1978, I submitted written comments in regard to the voter registration fund, including the suggestion that they be transmitted through the so-called Crowley Committee.

4. April 9, 1979, I reviewed a report from the accountants to the Executive Secretary-Treasurer dated December 31, 1978 with respect to the Standing Committee on Political Education and transmitted a memorandum to the Executive Secretary-Treasurer with a copy to President Gruhn.

5. The accountants submitted a manual on "Campaign Disclosure" and "Lobbyist and Employer Lobbyist Reporting" in June of 1979. I reviewed both of the documents in detail and submitted my written comments to the Executive Secretary-Treasurer under date of June 5, 1979 with copies to President Gruhn and Accountant Schmechel.

XV. MISCELLANEOUS

A. AFL-CIO State Master File

A detailed program involving voter registration and get out the vote was created by the National AFL-CIO and submitted to the Federation for consideration in September 1978. I reviewed the proposal in detail, including its financial implications, and submitted detailed memoranda to the Executive Secretary-Treasurer under dates of September 13, 1978, September 18, 1978, and October 18, 1979.

B. Correctional Industries Commission

Under date of September 28, 1979, I had an office conference with Doug Barrett, Administrative Assistant to the Executive Secretary-Treasurer, and reviewed legislation proposed by the Commission.

C. Equipment Purchases

In December 1979 I reviewed IBM Equipment Purchase and Service Agreements involving the San Francisco office of the Federation and submitted a detailed memorandum under date of December 18, 1979.

In 1980, I reviewed similar documents with respect to a Xerox Model 2300 for the Sacramento office and submitted a detailed memorandum under date of May 6, 1980.

D. Lease—995 Market Street—Terms 2/1/79 through 1/28/84

At the request of the Executive Secretary-Treasurer, I reviewed the Lease and submitted my detailed written comments under date of December 27, 1978.

E. Usury—Proposition 2

At the request of the Executive Secre-

tary-Treasurer, I submitted two detailed memoranda to him under dates of August 18, 1979 and October 11, 1979.

F. Workers' Compensation Discussion Paper

The Executive Secretary-Treasurer requested me to review a draft of a paper he was to present with respect to Workers' Compensation. I did so and submitted a memorandum to him under date of June 22, 1979.

XVI. LEGISLATION

A. General

October 26, 1978, a conference was held at the State Federation office with Executive Secretary-Treasurer Henning, Executive Assistant Barrett and Research Director Mason, with respect to the preparation of recommendations to be submitted to the Federation Standing Committee on Legislation.

October 31, 1978, I attended a meeting of the Advisory Committee and of the Standing Committee on Legislation in San Francisco.

Between December 29, 1978 and January 24, 1979, I undertook the drafting of legislation as requested by the Federation and submitted in draft form the proposed bills including Legislative Counsel's Digest for possible introduction.

January 10, 1979, a conference was held in Sacramento with representatives of EDD, Messrs. Glick, Malisich, Livingston, Ms. Jones, and Executive Secretary-Treasurer Henning with respect to possible UI and DI legislation.

Under date of February 1, 1979, a conference was held in Sacramento with representatives of the California Manufacturers Association, Messrs. Monahan, Libra and Gladfelty and Executive Secretary-Treasurer Henning in regard to possible Workers' Compensation legislation.

On March 2, 1979, I attended a meeting of the Federation Standing Committee on Legislation in San Francisco.

On March 8, 1979, I attended a conference in the office of the Federation in San Francisco with representatives of the California Manufacturers Association, Messrs. Libra, Gladfelty and Executive Secretary-Treasurer Henning in regard to possible Workers' Compensation legislation.

On March 14, 1979, I attended a meeting

of the Standing Committee on Legislation in Sacramento.

On September 5, 1979, I attended a meeting of the Federation Standing Committee on Legislation in Sacramento.

September 10, 1979, I attended a conference in Sacramento with representatives of EDD, Messrs. Glick, Livingston, Malisich and Ms. Jones, and Executive Secretary-Treasurer Henning in regard to possible UI program.

October 22, 1979, I attended the meeting of the Federation Standing Committee on Legislation in San Francisco.

January 31, 1980, I reviewed various economic data and legislative proposals submitted by EDD representatives involving possible unemployment compensation disability changes and submitted a detailed memorandum to Mr. Henning.

January 25, 1980, I attended a meeting of the Federation's Standing Committee on Legislation in San Francisco.

On January 31, 1980, I drafted three bills for introduction as requested by the Federation's Standing Committee on Legislation.

On March 12, 1980, in the offices of the Federation in San Francisco, I attended a conference with representatives of the Applicants Attorneys Association, Messrs. Airola and Green, and Executive Secretary-Treasurer Henning with respect to Workers' Compensation.

April 4, 1980, I drafted basic unemployment disability insurance amendments to be used in coordination with any changes made in the workers' compensation benefit structure.

B. Workers' Compensation Negotiations—1980

February 28, 1980 I received a telephone call from Tony Kline of the Governor's Office requesting I meet with certain technicians re Workers' Compensation. I discussed this with Executive Secretary-Treasurer Henning and he cleared with Kline that only technicians would participate and told me to attend.

February 29, 1980 I reviewed all files and available cost data and attended the first meeting at the Governor's Office, Room 2042, State Building, San Francisco. Present at the meeting were Messrs. Kline, Tebbbs, Grady and Airola.

March 7, 1980 I first met with Airola in

my office and then attended the second meeting at the Governor's same office. The same people were present.

March 12, 1980, in the offices of the State Federation in San Francisco, I met with Executive Secretary-Treasurer Henning and agreed on Federation proposal of maximum benefits of \$490 a week and a life pension death benefit.

March 19, 1980, sent proposal to Kline, et al.

March 28, 1980 I attended the third meeting at the same place and the same people were present plus Ms. Berry from EDD.

April 10, 1980, at the request of Tony Kline and with the agreement of Executive Secretary-Treasurer Henning, there was a meeting in my office with Mr. Jackson and Mr. Airola. Agreement on a specific bill was reached at that time which would have provided \$342 millions more in benefits annually.

Prior to this time there had been a volume of various drafts with many letters and telephone calls exchanged.

April 11, 1980 at the request of Executive Secretary-Treasurer Henning I prepared a detailed layman's summary of the proposals and submitted copies to him, Messrs. Jackson and Airola.

April 18, 1980 I met with Executive Secretary-Treasurer Henning in the Federation office and reviewed the proposal in detail. He decided to convene a meeting of the Federation Standing Committee on Legislation for April 28, 1980 to discuss the matter with them.

April 28, 1980 the matter was discussed an entire afternoon by the Federation Standing Committee on Legislation.

May 1, 1980 I met in the Federation offices with Executive Secretary-Treasurer Henning and explained in detail the program.

May 14, 1980 a meeting of the Federation Standing Committee on Legislation at the Jack Tar Hotel, San Francisco, reviewed the current status of the legislation.

May 19, 1980 at the request of the Executive Secretary-Treasurer Henning I attended the Federation Legislative Conference in Sacramento and discussed the proposal which had been amended into SB 375, including various changes to the draft agreed upon April 10, 1980.

After April 10, 1980 many meetings were held with many groups and extensive hearings were held before the Assembly subcommittee of Finance and Insurance and many changes were made in the bill. I did not participate in any of the meetings or hearings and none of the changes were made at my suggestion.

July 8, 1980 and July 12, 1980 I reviewed proposed amendments to the bill. As a result I advised the Executive Secretary-Treasurer many benefits had been lost from the April 10, 1980 agreement and furthermore the liberal construction rule had, in my opinion, been given away. I advised him in my opinion the bill was now a bad bill and so marked it.

August 1, 1980, I prepared and submitted to Executive Secretary-Treasurer Henning, with copies to President Gruhn, a brief resume of the bad features of SB 375 for use by Mr. Henning at the hearing scheduled in August, 1980 in Sacramento.

Dated: August 7, 1980

Respectfully submitted,
CHARLES P. SCULLY
General Counsel

CONCLUSION

In the last two years, the Federation has kept abreast with the developments which affect the labor movement in California and our staff has endeavored to respond in a timely and proper manner to problems which continually arise.

While an office in Sacramento is maintained full time for coordinating lobbying efforts of the Federation and affiliates, the headquarters office remains in San Francisco where it has been since the California Labor Federation was created 79 years ago.

As your Secretary-Treasurer, I have continued to serve the interests of California labor in social and economic affairs on the state, national and international level.

I wish to express my sincere appreciation for the supportive activities of the Federation's many affiliates who have provided the essential support for many of our accomplishments.

Further, I wish to acknowledge the very able assistance of President Albin Gruhn and the Federation staff which has been invaluable in meeting the ever increasing demands on our organization as we respond to new issues and maintain a constant vigilance on previous gains.

Fraternally submitted,

JOHN F. HENNING
Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of June 30, 1980

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated		Boilermakers No. 92	800
Actors Equity Association	325	Boilermakers No. 513	400
A. F. T. R. A.	1875	Boilermakers No. 749	516
A. F. T. R. A.	340	Brick & Clay Workers of America, The United	
Screen Actors Guild	5000	Brick & Clay Workers No. 774	364
Screen Extras Guild, Inc.	3000	Amal. Brick Makers No. 820	203
Asbestos Workers, Int'l Assn. of Heat & Frost Insulators		Brick & Clay Workers No. 824	200
Asbestos Workers No. 5	147	Brick & Clay Workers No. 843	154
Asbestos Workers No. 16	318	Brick & Clay Workers No. 998	115
Asbestos Workers No. 20	61	Bricklayers & Allied Craftsmen, Int'l. Union of	
Athletes, Federation of Professional		Bricklayers No. 1	92
Anaheim Rams	25	Bricklayers No. 8	200
San Diego Chargers	25	Bricklayers No. 9	208
Oakland Raiders	25	Bricklayers No. 10	175
San Francisco 49'ers	25	Bricklayers & Stonemasons No. 13.	240
San Diego Sockers	10	Broadcast Employees & Technicians Nat'l. Assn. of	
California Surf	10	N. A. B. E. T. No. 51	257
Los Angeles Aztecs	10	N. A. B. E. T. Hollywood No. 53 ...	1658
San Jose Earthquakes	10	N. A. B. E. T. No. 54	49
Bakery & Confectionery Workers Int'l. Union of America		Carpenters & Joiners of America, United Brotherhood of	
Bakers No. 24	1475	Carpenters No. 22	2103
Bakers No. 85	341	Pile Drivers No. 34	500
Bakery & Conf. Wkrs. No. 119	400	Carpenters No. 35	800
Bakers No. 453	200	Carpenters & Joiners No. 36	1144
Barbers, Hairdressers and Cosmetologists' Int'l. Union of America, The Journeymen		Carpenters & Joiners No. 162	929
Barbers No. 112	155	Carpenters No. 180	1133
Barbers & Beauticians No. 148	451	Carpenters & Joiners No. 194	860
Barbers No. 171	37	Millmen No. 262	883
Bay Area Barbers No. 252	231	Carpenters No. 316	2113
Barbers No. 253	27	Carpenters No. 483	992
Barbers No. 256	148	Shinglers No. 553	54
Barbers & Beauticians No. 333	46	Carpenters No. 586	1342
Barbers No. 549	117	Carpenters & Joiners No. 642	719
Barbers Union No. 1000	508	Carpenters & Joiners No. 668	340
Beauty Culturists No. 295-A	336	Carpenters No. 701	666
Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Int'l. Brotherhood of		Cabinet Makers & Millmen No. 721.	2694
Boilermakers No. 6	450	Carpenters & Joiners No. 751	772
Boilermakers No. 10	400	Carpenters No. 769	320
		Carpenters & Joiners No. 771	280
		Carpenters No. 844	1252
		Carpenters No. 848	378
		Carpenters & Joiners No. 925	175

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Carpenters & Joiners No. 944	862	Cement, Lime & Gypsum Workers Int'l. Union, United	
Carpenters & Joiners No. 1062	369	Cement, Lime & Gypsum Workers	
Carpenters No. 1109	237	No. 46	149
Carpenters No. 1140	433	Cement, Lime & Gypsum Workers	
Carpenters No. 1147	1000	No. 48	241
Carpenters & Joiners No. 1240	141	Cement, Lime & Gypsum Workers	
Carpenters & Joiners No. 1280	1399	No. 49	299
Carpenters No. 1296	1265	Cement, Lime & Gypsum Workers	
Shipwrights & Boatbldrs. No. 1300 ..	1062	No. 52	139
Carpenters & Joiners No. 1323	400	Cement, Lime & Gypsum Workers	
Carpenters No. 1358	270	No. 57	196
Carpenters No. 1400	469	Cement, Lime & Gypsum Workers	
Carpenters No. 1478	531	No. 89	262
Carpenters & Joiners No. 1490	643	Cement, Lime & Gypsum Workers	
Millmen's No. 1495	630	No. 100	130
Millmen No. 1496	127	Cement, Lime & Gypsum Workers	
Carpenters No. 1571	514	No. 192	236
Carpenters No. 1599	373	Cement, Lime & Gypsum Workers	
Carpenters No. 1622	2002	No. 349	219
Carpenters & Joiners No. 1648	625	Cement, Lime & Gypsum Workers	
Carpenters No. 1815	1530	No. 365	145
Hardwood Floors Layers No. 1861 ..	156	Cement, Lime & Gypsum Workers	
Carpenters No. 1869	219	No. 417	24
Carpenters & Joiners No. 1913	912	Cement, Lime & Gypsum Workers	
Carpenters No. 1976	281	No. 427	68
Carpenters & Joiners No. 2066	1067	Cement, Lime & Gypsum Workers	
Carpenters No. 2020	1241	No. 464	86
Carpenters No. 2042	630	Cement, Lime & Gypsum Workers	
Carpenters No. 2043	209	No. 535	35
Carpenters No. 2046	2404		
Carpenters & Joiners No. 2078	1292	Chemical Workers Union, Int'l.	
Carpenters & Joiners No. 2308	530	I. C. W. U. No. 25	112
Carpenters No. 2361	166	Chemical Workers No. 190	116
Carpenters & Joiners No. 2398	1237	Chemical Workers No. 398	215
Lumber & Sawmill Workers		Chemical Workers No. 466	89
No. 2505	173		
Lumber & Sawmill Workers		Clothing & Textile Workers Union, Amalgamated	
No. 2561	48	Clothing & Textile Workers	
Industrial Carpenters No. 2565	270	No. 278	473
Lumber & Sawmill Workers		Clothing & Textile Workers	
No. 2592	932	No. 288	500
Lumber & Sawmill Workers		Clothing & Textile Workers	
No. 2688	101	No. 408	504
Lumber & Sawmill Workers		Clothing & Textile Workers	
No. 2749	135	No. 55-D	719
Lumber & Sawmill Workers		Clothing & Textile Workers	
No. 2762	162	No. 730-C	200
Lumber & Sawmill Workers			
No. 2801	202	Communications Workers of America	
Lumber, Prod. & Indus. Workers		Communications Workers No. 9402 ..	614
No. 2907	486	Communications Workers No. 9404 ..	671
Plywood & Veneer Workers		Communications Workers No. 9406 ..	480
No. 2931	185	Communications Workers No. 9407 ..	298
Lumber & Sawmill Workers		Communications Workers No. 9408 ..	800
No. 3074	914	Communications Workers No. 9409 ..	1000
Lumber, Prod. & Ind. Workers		Communications Workers No. 9410 ..	625
No. 3088	503		

**International
and
Local****Per Capita
Paid
Membership**

Communications Workers No. 9411..	517
Communications Workers No. 9412..	292
Communications Workers No. 9414..	580
Communications Workers No. 9415..	750
Communications Workers No. 9416..	584
Communications Workers No. 9417..	909
Communications Workers No. 9418..	460
Communications Workers No. 9419..	494
Communications Workers No. 9421..	2000
Communications Workers No. 9423..	1842
Communications Workers No. 9424..	57
Communications Workers No. 9426..	336
Communications Workers No. 9429..	316
Communications Workers No. 9430..	104
Communications Workers No. 9431..	198
Communications Workers No. 9432..	50
Communications Workers No. 9490..	500
Communications Workers No. 9495..	157
Communications Workers No. 9584..	119
Communications Workers No. 11500.	3750
Communications Workers No. 11502.	1050
Communications Workers No. 11503.	1521
Communications Workers No. 11504.	210
Communications Workers No. 11505.	1740
Communications Workers No. 11509.	874
Communications Workers No. 11511.	708
Communications Workers No. 11513.	3356
Communications Workers No. 11571.	1467
Communications Workers No. 11573.	575
Communications Workers No. 11574.	156
Communications Workers No. 11575.	458
Communications Workers No. 11576.	593
Communications Workers No. 11581.	306
Communications Workers No. 11586.	650
Communications Workers No. 11587.	336
Communications Workers No. 11588.	2225

**Distillery, Rectifying, Wine
& Allied Workers Int'l. Union
Of America**

Winery, Dist., Rect. No. 45.....	100
Wholesale Wine, Liquor Salesmen No. 151	82
Sugar Workers No. 174.....	149
Sugar Workers No. 175.....	139
Sugar Workers No. 178.....	185
Sugar Workers No. 179.....	173
Sugar Workers No. 182.....	112
Wholesale Wine, Liquor Salesmen No. 187	73

**Electrical Workers, Int'l.
Brotherhood of**

Electrical Workers No. 6.....	700
Electrical Workers No. 11.....	2729
Studio Electricians No. 40.....	188
Broadcast TV Engineers No. 45....	400

**International
and
Local****Per Capita
Paid
Membership**

Electrical Utility Workers No. 47...	563
Electrical Workers No. 180.....	250
Electrical Workers No. 234.....	219
Electrical Workers No. 302.....	719
Electrical Workers No. 332.....	1000
Electrical Workers No. 340.....	250
Electrical Workers No. 413.....	406
Electrical Workers No. 428.....	449
Electrical Workers No. 440.....	271
Electrical Workers No. 441.....	1708
Electrical Workers No. 442.....	194
Electrical Workers No. 465.....	573
Electrical Workers No. 477.....	555
I. B. E. W. No. 543.....	500
Electrical Workers No. 551.....	350
Electrical Workers No. 569.....	1006
Electrical Workers No. 591.....	67
Electrical Workers No. 595.....	1240
Electrical Workers No. 617.....	600
Electrical Workers No. 639.....	100
Electrical Workers No. 659.....	100
Electrical Workers No. 684.....	270
Electrical Workers No. 689.....	59
Electrical Workers No. 848.....	221
I. B. E. W. No. 952.....	425
Electrical Workers No. 1023.....	180
Electrical Workers No. 1245.....	16875
Electrical Workers No. 1682.....	193
Electrical Workers No. 1710.....	580
Electrical Workers No. 2295.....	500
Electrical Workers No. 2328.....	169

**Electrical, Radio &
Machine Workers, Int'l.
Union of**

I. U. Electrical Workers No. 850...	164
I. U. Electrical Workers No. 854 ..	128
I. U. Electrical Workers No. 1501..	287
I. U. Electrical Workers No. 1502..	52
I. U. Electrical Workers No. 1507..	192
I. U. Electrical Workers No. 1511..	112
I. U. Electrical Workers No. 1514..	42

**Elevator Constructors,
Int'l. Union of**

Elevator Constructors No. 8.....	150
Elevator Constructors No. 18.....	168

**Engineers, Int'l. Union
of Operating**

Operating Engineers No. 3.....	12000
Operating Engineers No. 12..	10000
Operating Engineers No. 39.....	1500
Operating Engineers No. 501....	1500

**Farm Workers of America,
AFL-CIO, United**

United Farm Workers.....	8625
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International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Fire Fighters, Int'l. Assn. of		Merced County Fire Fighters	
Lemoore Fire Fighters No. F-102...	43	No. 1396.....	83
Vandenberg Fire Fighters No. F-116	51	Santa Rosa Fire Fighters No. 1401..	58
Presidio Fire Fighters No. F-145...	36	Petaluma Fire Fighters No. 1415..	34
Treasure Island Fire Fighters		Ashland Fire Fighters No. 1428...	121
No. F-159.....	28	Ontario Fire Fighters No. 1430.....	77
Moffett Field Fire Fighters		Fire Fighters No. 1434.....	49
No. F-205.....	31	Merced Fire Fighters No. 1479.....	47
Long Beach Naval Staff No. F-213..	6	Newark Fire Fighters No. 1483.....	29
Alameda Fire Fighters No. F-15...	52	Alhambra Fire Fighters No. 1578..	73
China Lake Fire Fighters No. F-32..	44	Oxnard Fire Fighters No. 1684.....	79
San Diego Fed. Fire Fighters		Fremont Fire Fighters No. 1689....	115
No. F-33.....	140	Clovis Fire Fighters No. 1695.....	33
Flight Test Center Fire Fighters		Milpitas Fire Fighters No. 1699....	30
No. F-53.....	61	Santa Cruz Fire Fighters No. 1716..	37
Gr. Sacramento Fire Fighters		Humboldt Fire District No. 1770...	20
F-57.....	75	Marin County Fire Fighters	
Fed. Fire Fighters No. F-85.....	73	No. 1775.....	82
Palmdale Fire Fighters No. I-25...	102	Sanger Fire Fighters No. 1809.....	14
Hughes Fire Fighters No. I-33.....	9	Morro Bay Fire Fighters No. 1855..	9
Fire Marshals' No. S-9.....	58	Burlingame Fire Fighters No. 1872..	55
Oakland Fire Fighters No. 55.....	573	Manteca Fire Fighters No. 1874...	14
L.A. City Fire Fighters No. 112....	2370	Daly City Fire Fighters No. 1879..	69
San Diego Fire Fighters No. 145...	638	Dublin Fire Fighters No. 1885.....	25
Richmond Fire Fighters No. 188...	119	Lompoc Fire Fighters No. 1906....	15
Long Beach Fire Fighters No. 372..	427	Culver City Fire Fighters No. 1927..	67
Sacramento Fire Fighters No. 522..	925	Campbell Fire Fighters No. 1939...	30
Eureka Fire Fighters No. 652.....	46	Union City Fire Fighters No. 1946 ..	30
Alameda Fire Fighters No. 689....	97	Hollister Fire Fighters No. 1956...	5
Fresno Fire Fighters No. 753.....	274	Mountain View Fire Fighters	
Burbank Fire Fighters No. 778.....	116	No. 1965.....	61
San Francisco Fire Fighters		Calexico Fire Fighters No. 1966....	12
No. 798.....	1470	La Habra Fire Fighters No. 1968...	37
Pasadena Fire Fighters No. 809....	125	Pleasanton Fire Fighters No. 1974..	30
San Jose Fire Fighters No. 873.....	635	Garden Grove Fire Fighters	
Fire Fighters No. 891.....	181	No. 2005.....	87
L.A. County Fire Fighters No. 1014.	1951	Santa Maria Fire Fighters No. 2020..	15
Santa Monica Fire Fighters		Santa Barbara Fire Fighters	
No. 1109.....	97	No. 2046.....	152
Torrance Fire Fighters No. 1138...	159	Porterville Fire Fighters No. 2169..	3
Santa Clara Fire Fighters No. 1165..	122	Chula Vista Fire Fighters No. 2180..	57
Los Altos Fire Fighters No. 1167...	38	Compton Fire Fighters No. 2216...	63
Santa Clara Fire Fighters		United Professional Fire Fighters	
No. 1171.....	133	No. 2274.....	29
Vallejo Fire Fighters No. 1186....	84	Avalon Fire Fighters No. 2295.....	5
Seaside Fire Fighters No. 1218.....	20	Coalinga Fire Fighters No. 2305....	7
Berkeley Fire Fighters No. 1227....	151	Vernon Fire Fighters No. 2312.....	78
Stockton Fire Fighters No. 1229....	209	Yuba Sutter Fire Fighters No. 2321..	38
Fire Fighters No. 1230.....	454	Barstow Fire Fighters No. 2325....	6
San Joaquin Fire Fighters No. 1243..	31	Hemet Fire Fighters No. 2342.....	22
Fire Fighters No. 1270.....	88	Palos Verdes Fire Fighters	
Watsonville Fire Fighters No. 1272..	22	No. 2382.....	16
Fontana Fire Fighters No. 1274....	94	Orange City Fire Fighters No. 2384..	115
Modesto Fire Fighters No. 1289....	102	San Mateo Fire Fighters No. 2400...	349
Kern County Fire Fighters No. 1301..	509	Oroville Fire Fighters No. 2404....	11
Palo Alto Fire Fighters No. 1319...	112	Covina Fire Fighters No. 2415.....	40
Redlands Fire Fighters No. 1354..	33		

OFFICERS' REPORTS

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Westminster Fire Fighters No. 2425.....	51	U. F. C. W. Retail Clerks No. 1119..	1528
Turlock Fire Fighters No. 2434....	15	U. F. C. W. Retail Clerks No. 1179..	4427
Indio Fire Fighters No. 2537.....	14	U. F. C. W. Retail Clerks No. 1288..	1500
Healdsburg Fire Fighters No. 2604..	7	U. F. C. W. Retail Clerks No. 1428..	5074
Salinas Rural Fire Fighters No. 2606.....	6	U. F. C. W. Retail Clerks No. 1442..	5396
Alpine Fire Fighters No. 2638.....	8	U. F. C. W. Retail Clerks No. 1532..	2059
Ramona Fire Fighters No. 2674....	9	U. F. C. W. Leather, Luggage Workers No. 213-L.....	500
Piedmont Fire Fighters No. 2683...	12	Furniture Workers of America, United	
Rubidoux Fire Fighters No. 2689...	8	Furniture Workers No. 262.....	864
Southbay Fire Fighters No. 2716...	26	Furniture Workers No. 1010.....	605
Lemon Grove Fire Fighters No. 2728.....	5	Garment Workers of America, United	
Chico Fire Fighters No. 2734.....	9	Garment Cutters No. 45.....	33
National City Fire Fighters No. 2744.....	6	United Garment Workers No. 125..	190
		United Garment Workers No. 131..	380
Food & Commercial Workers		Garment Workers Union, Int'l. Ladies'	
Int'l. Union, United		Cloakmakers No. 8.....	233
U. F. C. W. Leather Workers No. L-122	228	Ladies Garment Workers No. 55...	921
U. F. C. W. Retail Clerks No. 17....	1465	Ladies Garment Workers No. 84...	193
U. F. C. W. Butchers No. 115.....	4806	Ladies Garment Workers No. 96...	871
U. F. C. W. Butchers No. 120.....	2156	Ladies Garment Workers No. 97...	110
U. F. C. W. Butchers No. 126.....	3323	Dressmakers Union No. 101.....	1891
U. F. C. W. Butchers No. 127.....	1250	Ladies Garment Cutters No. 213...	143
U. F. C. W. Meat Cutters No. 193...	500	Office & District Workers No. 214..	31
U. F. C. W. Sausage Makers No. 203.....	455	Ladies Garment Workers No. 215..	47
U. F. C. W. Butchers No. 229-A....	1669	Ladies Garment Workers No. 270..	125
U. F. C. W. Provision House Workers No. 274.....	4591	Ladies Garment Workers No. 271..	67
U. F. C. W. Retail Store Employees No. 373.....	421	Ladies Garment Workers No. 293..	63
U. F. C. W. Meat Cutters No. 421...	2904	Ladies Garment Workers No. 451..	69
U. F. C. W. Retail Store Employees No. 428.....	7658	Ladies Garment Workers No. 482..	988
U. F. C. W. Meat Cutters No. 439...	2500	Ladies Garment Workers No. 497..	35
U. F. C. W. Butchers No. 498.....	1753	Ladies Garment Workers No. 512..	426
U. F. C. W. Butchers No. 506.....	2624	Glass & Ceramic Workers of North America, United	
U. F. C. W. Butchers No. 532.....	810	Glass & Ceramic Workers No. 187..	51
U. F. C. W. Retail Clerks No. 541..	452	Glass & Ceramic Workers No. 418..	240
U. F. C. W. Butchers No. 551.....	3773	Glass & Ceramic Workers No. 474..	257
U. F. C. W. Butchers No. 556.....	803	Glass Bottle Blowers Assn. of the U.S. and Canada	
U. F. C. W. Butchers No. 563.....	2548	Glass Bottle Blowers No. 2.....	100
U. F. C. W. Meat Cutters No. 587..	600	Glass Bottle Blowers No. 16.....	54
U. F. C. W. Retail Clerks No. 588..	1445	Glass Bottle Blowers No. 17.....	533
U. F. C. W. Retail Clerks No. 648..	4009	Glass Bottle Blowers No. 19.....	247
U. F. C. W. Retail Clerks No. 775..	2636	Glass Bottle Blowers No. 29.....	217
U. F. C. W. Retail Clerks No. 839..	1975	Glass Bottle Blowers No. 34.....	311
U. F. C. W. Retail Clerks No. 870..	4000	Glass Bottle Blowers No. 39.....	300
U. F. C. W. Retail Clerks No. 905..	2623	Glass Bottle Blowers No. 53.....	270
U. F. C. W. Auto Salesmen No. 1095.....	371	Glass Bottle Blowers No. 69.....	300
U. F. C. W. Retail Store Employees No. 1100.....	6000	Glass Bottle Blowers No. 80.....	101
		Glass Bottle Blowers No. 81.....	425

International and Local	Per Capita Paid Membership
Glass Bottle Blowers No. 82.....	109
Glass Bottle Blowers No. 85.....	208
Glass Bottle Blowers No. 114.....	477
Glass Bottle Blowers No. 137.....	1517
Glass Bottle Blowers No. 141.....	439
Glass Bottle Blowers No. 155.....	550
Glass Bottle Blowers No. 160.....	241
Glass Bottle Blowers No. 177.....	379
Glass Bottle Blowers No. 192.....	243
Glass Bottle Blowers No. 224.....	128
Glass Bottle Blowers No. 262.....	592
Glass Bottle Blowers No. 267.....	103
Glass Workers Union, American Flint American Flint & Glass Workers No. 139.....	240
Grain Millers, American Federation of Fed. Grain Millers No. 59.....	495
Fed. Grain Millers No. 71.....	111
Graphic Arts Int'l. Union	
Graphic Arts Int'l. Union No. 3-B..	943
Graphic Arts Int'l. Union No. 35-B.	165
Graphic Arts Int'l. Union No. 63-B.	600
Graphic Arts Int'l. Union No. 280-L	411
Horse Shoers of U.S. & Canada, Int'l. Union of Journeymen	
Horseshoers No. 11.....	22
Horseshoers No. 12.....	24
Horseshoers No. 17.....	22
Hotel & Restaurant Employees and Bartenders Int'l. Union	
Hotel & Restaurant Employees No. 2 ..	11849
Hotel & Restaurant Employees No. 11 ..	13686
Hotel & Restaurant Employees No. 18 ..	779
Hotel & Motel Employees No. 19...	3493
Hotel & Restaurant Employees No. 30 ..	4386
Hotel & Restaurant Employees No. 49 ..	2135
Hotel & Restaurant Employees No. 50 ..	3702
Culinary Workers & Bartenders No. 62 ..	1000
Bartenders & Culinary No. 126.....	854
Hotel, Restaurant & Bartenders No. 220 ..	251
Hotel & Bartenders No. 268.....	785
Bartenders & Culinary No. 340.....	5041
Dining Car Waiters No. 456.....	300

International and Local	Per Capita Paid Membership
Hotel Workers & Bartenders No. 483 ..	3082
Hotel, Restaurant & Bartenders No. 531 ..	313
Hotel & Restaurant Employees No. 550 ..	906
Hotel & Restaurant Employees No. 681 ..	5501
Culinary & Bartenders No. 703.....	1021
Culinary & Bartenders No. 814.....	4983
Insurance Workers Int'l. Union, AFL-CIO	
Insurance Workers No. 30.....	127
Insurance Workers No. 73.....	89
Insurance Workers No. 83.....	326
Insurance Workers No. 194.....	114
Iron Workers, Int'l. Assn. of Bridge & Structural	
Iron Workers No. 155.....	67
Bridgemen No. 229.....	200
Iron Workers No. 377.....	200
Structural Iron Workers No. 378...	200
Iron Workers No. 416.....	141
Iron Workers No. 433.....	208
Iron Workers No. 509.....	369
Iron Workers No. 624.....	60
Shopmen's No. 627.....	2608
Iron Workers No. 790.....	1500
Jewelry Workers Union, Int'l.	
Jewelry Workers No. 36.....	110
Dental Technicians No. 99.....	250
Dental Technicians No. 100.....	150
Watchmakers Union No. 101.....	200
Jewelry Workers No. 112.....	18
Laborers' Int'l. Union of North America	
Laborers No. 36.....	67
Laborers No. 73.....	719
Laborers No. 89.....	3718
Hod Carriers & Laborers No. 139...	891
Hod Carriers No. 166.....	466
Laborers No. 181.....	255
Laborers No. 185.....	1875
Laborers No. 220.....	393
Hod Carriers No. 234.....	316
Laborers No. 261.....	1375
Laborers No. 270.....	2584
Laborers No. 283.....	196
Laborers No. 291.....	383
Hod Carriers & Laborers No. 294...	1339
Laborers No. 297.....	418
Laborers No. 300.....	3944
Laborers No. 304.....	1750
Laborers No. 324.....	1569

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Laborers No. 326.....	383	Automobile Machinists No. 428.....	383
Gunita Workers No. 345.....	294	Machinists No. 504.....	1710
Laborers No. 371.....	379	Machinists No. 540.....	104
Construction & Laborers No. 389...	633	Electronics No. 547.....	300
Laborers No. 439.....	139	Machinists No. 562.....	2463
Laborers No. 507.....	1800	Machinists No. 565.....	535
Laborers No. 585.....	1352	Machinists & Aerospace Workers	
Laborers No. 591.....	292	No. 597	1305
Laborers No. 652.....	3000	Machinists No. 620.....	20
Studio Utility Employees No. 724...	263	I.A. of M. & A.W. No. 706.....	313
Laborers No. 783.....	700	Naval Aircraft Lodge No. 739.....	502
Shipyards Laborers No. 802.....	1388	Machinists No. 749.....	197
Laborers No. 806.....	459	Machinists No. 821.....	644
Shipyards Laborers No. 886.....	500	Machinists No. 824.....	1025
Laborers No. 961.....	242	Rocket & Missile Lodge No. 946....	250
Hod Carriers No. 1082.....	829	Machinists No. 1004.....	827
Iron and Metal Workers No. 1088..	96	Machinists No. 1047.....	183
Laborers No. 1130.....	742	Air Transport Lodge No. 1058.....	558
Laborers No. 1184.....	3000	Automobile Mechanics No. 1101....	2173
Laborers No. 1222.....	188	Machinists No. 1104.....	81
Laborers No. 1276.....	208	I.A. of M. & A.W. Lodge No. 1111..	875
Laborers No. 1464.....	123	Machinists No. 1173.....	1035
Lathers, Int'l. Union of		Machinists No. 1186.....	2000
Wood, Wire and Metal		Machinists No. 1213.....	458
Wood, Wire & Metal Lathers		Machinists No. 1235.....	313
No. 83	44	Automobile Machinists No. 1305....	2166
Lathers No. 88.....	140	Machinists No. 1327.....	912
Carpenters & Joiners No. 268-L....	56	Automobile & Machinists No. 1397..	134
Lathers No. 300-L.....	65	Automobile Mechanics No. 1414	1566
Lathers No. 302.....	32	Automobile Machinists No. 1484....	521
Lathers No. 440.....	336	Machinists No. 1492.....	521
Lathers No. 454.....	69	Machinists No. 1518.....	1181
Lathers No. 460.....	64	Automobile Machinists No. 1546....	5185
Laundry & Dry Cleaning		Machinists No. 1571.....	899
Int'l. Union, AFL-CIO		I.A. of M. No. 1596.....	223
Laundry Workers No. 3.....	2214	Precision Lodge No. 1600.....	108
Laundry Workers No. 52.....	781	Machinists No. 1638.....	83
Laundry Workers No. 156.....	30	Air Transport Employees No. 1781..	7500
Leather Goods, Plastics &		Machinists No. 1785.....	403
Novelty Workers Union, Int'l.		Machinists No. 1824.....	461
Leather, Plastic & Novelty		Pioneer Air Transport Lodge	
No. 31	100	No. 1903	538
Machinists & Aerospace		Machinists No. 1932.....	1559
Workers, Int'l. Assn. of		Machinists No. 1939.....	55
Machinists No. 5.....	44	Machinists & Mechanics No. 1983...	32
Machinists No. 68.....	1505	IAM Lodge No. 2023	20
Machinists No. 139.....	443	IAM Lodge No. 2024	496
Machinists No. 238.....	99	IAM Lodge No. 2025	127
Machinists & Aerospace workers		IAM Lodge No. 2027	5
No. 252	522	Automotive Lodge No. 2182	521
Machinists No. 284.....	2320	Pacific Astronautics No. 2217	98
Machinists No. 311.....	2779	Misc. Electrical Workers No. 2230..	205
Technical & Office Workers		Nat'l Off-Site Base Lodge No. 2242..	118
No. 322	243	IAM Lodge No. 720-B	418
		IAM Lodge No. 720-D	140
		IAM Lodge No. 720-E	186
		IAM Lodge No. 720-J	820

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International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Machinists No. 727-A	678	Central California Newspaper	
Machinists No. 727-B	1758	Guild No. 92	628
Machinists No. 727-C	1060	Newspaper Guild No. 95	766
Machinists No. 727-D	956	Newspaper Guild No. 98	702
Machinists No. 727-E	721	Newspaper Guild No. 202	126
Machinists No. 727-F	291		
Machinists No. 727-M	198	Office & Professional Employees	
Machinists No. 727-P	1271	Int'l. Union	
Machinists No. 727-Q	420	Office & Prof. Employees No. 3 ...	2959
		Office Employees No. 29	2500
Marine Engineers Beneficial Assn.,		Office Employees No. 30	1800
National		Office Employees No. 139	256
Marine Engineers Association	1125	Office Employees No. 174	826
Marine Engineers Assn., Dist. No. 2	300	Hypnotists No. 472	185
Calif. Assn. Employees M.E.B.A.			
No. 80	542	Oil, Chemical & Atomic Workers	
Engineers & Scientists of Calif. ...	385	Int'l. Union	
		Oil & Chemical Workers No. 1-6 ...	274
Masters, Mates & Pilots Int'l.		Oil & Chemical Workers No. 119 ..	875
Masters, Mates & Pilots No. 18	66	Oil & Chemical Workers No. 1-128..	4482
Masters, Mates & Pilots	863	Oil & Chemical Workers No. 1-547..	961
S.F. Bar Pilots No. 89	30	Oil & Chemical Workers No. 1-534..	95
Metal Polishers, Buffers,		Painters & Allied Trades, of the U.S.	
Platers & Allied Workers		& Canada, Int'l. Brotherhood of	
Metal Polishers No. 67	100	Painters No. 4	486
		L. A. Painters No. 5	420
Molders & Allied Workers		Paniters No. 83.....	131
Union, AFL-CIO, Int'l.		Painters No. 95	179
Molders & Allied Workers No. 164..	339	Painters No. 256	407
Molders No. 374	100	Painters No. 314	125
		Painters No. 388	148
Musicians, American Federation of		Painters No. 487	563
Musicians No. 6	1500	Painters No. 507	553
Musicians' Association No. 7	183	Sign & Display Crafts No. 510	220
Musicians No. 12	250	Painters No. 560	227
Musicians No. 47	1917	Painters No. 686	1199
Musicians' Protective Union No. 113	117	Glaziers & Glass Workers No. 718..	325
San Jose Musicians No. 153	50	Painters No. 741	221
O. B. Musicians' Association		Painters No. 775	212
No. 167	346	Sign & Scene Painters No. 831	121
Musicians No. 189	100	Painters & Decorators No. 913	188
Musicians No. 210	250	Painters No. 1026	120
Musicians' Protective Union No. 263	40	Paint & Lacquer Workers No. 1053.	500
Musicians No. 292	21	Painters No. 1146	146
Musicians' Association No. 325	208	Specialty Painters No. 1176.....	500
Musicians No. 353	100	Painters No. 1178.....	366
Musicians No. 367	68	Painters No. 1226.....	22
Musicians No. 424	150	Carpet & Linoleum Workers	
Musicians' Protective Union No. 454	48	No. 1237.....	338
Musicians No. 510	177	Carpet & Linoleum Workers	
Musicians' Protective Union No. 541	44	No. 1290.....	300
Musicians' Association No. 616	50	Painters No. 1336.....	105
Musicians' Protective No. 652	31	Painters No. 1348.....	523
		Painters No. 1595.....	403
Newspaper Guild, The		Painters No. 1627.....	124
Newspaper Guild No. 52	1300	Painters No. 1817.....	628
L. A. Newspaper Guild No. 69	290	Painters No. 1906.....	268

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Paint Makers No. 1975.....	625	Plumbers & Fitters No. 460.....	350
Painters No. 9254.....	507	Plumbers & Fitters No. 467.....	600
Paperworkers Int'l. Union, United		Plumbers & Fitters No. 471.....	38
United Paperworkers No. 329.....	128	Sprinkler Fitters No. 483.....	300
Pattern Makers League of North America		Plumbers No. 484.....	400
Pattern Makers' Association.....	85	Plumbers & Fitters No. 492.....	165
Plasterers' & Cement Masons'		Plumbers & Fitters No. 545.....	443
Int'l. Assn. of the U.S. & Canada, Operative		Plumbing & Piping Ind. No. 582....	288
Cement Masons No. 25.....	394	Plumbers & Fitters No. 607.....	123
Plasterers No. 66.....	142	Police & Sheriffs,	
Plasterers & Cement Fin. No. 73...	326	California Organization of	
Plasterers No. 112.....	38	Compton Police Officers No. 26....	17
Plasterers & Cement Masons		S.F. Police Officers Assn. No. 28...	125
No. 188.....	143	Long Beach Police Officers No. 42..	75
Plasterers No. 224.....	74	Anaheim Police Officers No. 80....	33
Plasterers No. 295.....	100	Yolo Co. Deputy Sheriffs No. 124...	13
Plasterers & Cement Masons		Burbank Police Officers No. 132...	5
No. 337.....	47	Porters, Brotherhood of	
Plasterers & Cement Masons		Sleeping Car	
No. 346.....	139	Sleeping Car Porters.....	100
Plasterers & Cement Masons		Pottery & Allied Workers Int'l.	
No. 355.....	130	Brotherhood of	
Plasterers & Cement Masons		Operative Potters No. 214.....	101
No. 429.....	117	Potters & Allied Workers No. 218..	183
Plasterers & Cement Masons		Operative Potters No. 223.....	190
No. 481.....	22	Operative Potters No. 307.....	67
Cement Masons No. 580.....	125	Printing & Graphic	
Cement Masons No. 582.....	423	Communications Union, Int'l.	
Cement Masons No. 594.....	500	Paper handlers No. 3.....	58
Cement Masons No. 627.....	681	S.F. Pressmen & Platemakers	
Plasterers & Cement Fin. No. 741..	250	No. 4.....	700
Plasterers & Cement Masons		Ink & Roller Makers No. 5.....	146
No. 805.....	43	Western Graphic Arts No. 14.....	1200
Cement Masons No. 814.....	104	Newspaper Pressmen No. 18.....	409
Plasterers & Cement Masons		Paper handlers No. 24.....	30
No. 825.....	208	Newspaper Pressmen No. 48.....	100
Plumbing & Pipe Fitting Industry		Printing Pressmen No. 60.....	126
of the U.S. & Canada, United Assn.		Printing Pressmen No. 78.....	550
of Journeymen & Apprentices of the		Printing Pressmen No. 138.....	78
Plumbers & Fitters No. 38.....	2856	Printing & Graphic Comm.	
Plumbers & Fitters No. 62.....	110	No. 140.....	75
Plumbers No. 78.....	1455	Printing Pressmen No. 285.....	52
Plumbers & Fitters No. 114.....	405	Printing & Graphic No. 328.....	33
Plumbers & Fitters No. 246.....	56	Printing Specialties No. 362.....	826
Plumbers No. 343.....	283	Printing Specialties No. 382.....	741
Plumbers & Fitters No. 364.....	600	Printing Specialties No. 388.....	623
Plumbers & Fitters No. 393.....	250	Printing Specialties No. 460.....	49
Plumbers & Fitters No. 398.....	1097	L.A. Printing Specialties No. 495...	129
Plumbers & Fitters No. 403.....	266	Printing Specialties No. 522.....	317
Plumbers & Pipe Trades No. 437...	250	Printing Specialties No. 609.....	154
Plumbers & Gas Fitters No. 444....	900	Printing Specialties No. 618.....	87
Plumbers & Fitters No. 447.....	300	Printing Specialties No. 653.....	104
		Printing Specialties No. 659.....	95
		Printing Specialties No. 677.....	213

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International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Printing Specialties No. 678.....	665	Marine Firemen	1200
Printing Specialties No. 706.....	79	Military Sea Transport.....	700
Printing Specialties No. 777.....	839	Mortuary Employees No. 9049.....	46
Professional & Technical		Sailors Union of the Pacific.....	3000
Engineers, Int'l. Federation of		Seafarers, Atlantic & Gulf, S.F....	917
I.F.P.T.E. No. 21.....	96	Sugar Workers No. 1.....	921
C.L.E.A.T.E. No. 22.....	549	Service Employees Int'l. Union,	
Radio Association, American		AFL-CIO	
American Radio Association.....	96	Theatrical Janitors No. 9.....	169
Railway Carmen of the U.S.		Window Cleaners No. 44.....	115
& Canada, Brotherhood		Service Employees No. 77.....	1839
Railway Carmen No. 735	35	Bldg. Service Employees No. 87....	2923
Railway Carmen No. 1344	56	Theatrical Janitors No. 121.....	177
Railway, Airline & Steamship		Hospital & Int. Workers No. 250....	8850
Clerks, Freight Handlers,		Cemetery Workers No. 265.....	249
Express & Station Employees,		United Public Employees No. 390..	4202
Brotherhood of		Civil Service Assn. No. 400.....	1855
Legis. Comm. of Railway Clerks...	111	Union of State Employees No. 411..	496
Roofers, Damp & Waterproof		L.A. County Employees No. 434....	1000
Workers Assn., United Slate,		Service Employees No. 505.....	85
Tile & Composition		Social Services No. 535.....	833
Roofers No. 36.....	966	United Service Employees No. 616.	412
Roofers No. 40.....	300	L.A. County Service Employees	
Roofers No. 47.....	136	No. 660	2875
Roofers No. 50.....	80	Sheet Metal Workers Int'l.	
Roofers No. 95.....	208	Association	
Rubber, Cork, Linoleum & Plastic		Sheet Metal Workers No. 75.....	300
Workers of America, United		Sheet Metal Workers No. 104.....	563
Rubber Workers No. 64.....	179	Sheet Metal Workers No. 162.....	488
United Rubber Workers No. 78....	123	Sheet Metal Workers No. 206.....	719
Rubber Workers No. 100.....	571	Sheet Metal Workers No. 216.....	400
Rubber Workers No. 131.....	373	Sheet Metal Workers No. 252.....	191
Rubber Workers No. 146.....	68	Sheet Metal Workers No. 272.....	131
Rubber Workers No. 158.....	62	Sheet Metal Workers No. 273.....	232
Rubber Workers No. 171.....	292	Sheet Metal Workers No. 283.....	165
Rubber Workers No. 300.....	61	Sheet Metal Workers No. 309.....	350
United Rubber Workers No. 335....	155	Sheet Metal Workers No. 420.....	779
Rubber Workers No. 451.....	182	Stage Employees & M.P.	
Rubber Workers No. 560.....	251	Machine Operators of the U.S.	
Rubber Workers No. 585.....	192	& Canada, Int'l. Alliance of	
Rubber Workers No. 656.....	58	Theatrical	
Rubber Workers No. 657.....	224	Amusement Employees No. B-192..	379
Rubber Workers No. 678.....	4	Theatrical Employees No. B-18....	125
Rubber Workers No. 721.....	49	Film Exchange Employees	
Rubber Workers No. 766.....	458	No. B-61	84
Rubber Workers No. 782.....	109	Theatrical Employees No. B-66....	44
Rubber Workers No. 829.....	20	Film Exchange Employees	
Seafarers Int'l. Union of		No. F-17	48
North America		Theatrical Stage Employees No. 16.	99
Advert. & Public Relations Empl...	25	I.A.T.S.E. No. 33.....	611
United Cannery Workers.....	5022	Property Craftsmen No. 44.....	2000
Fishermen's Union of America.....	820	Stage Employees No. 50.....	53
		M.P. Studio Grips No. 80.....	858
		Theatrical, Stage Employees	
		No. 90	20

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Theatrical Stage No. 107.....	61	A.F.S.C.M.E. No. 143.....	90
Stage Employees No. 122.....	61	Police Dept. Employees No. 170...	111
Stage Employees No. 134.....	24	Oakland Unified School Employees	
M.P. Operators No. 162.....	147	No. 257	295
M.P. Projectionists No. 165.....	268	L.A. City Employees No. 347.....	667
M.P. Operators No. 169.....	90	University of California Employees	
Theatrical Employees No. 215.....	23	No. 371	149
M.P. Machine Operators No. 252...	76	San Mateo School Employees	
M.P. Projectionists No. 297.....	67	No. 377	38
Theatre Stage Operators No. 409...	81	East Bay Municipal Employees	
M.P. Machine Operators No. 420...	19	No. 444	414
M.P. Projectionists No. 428.....	17	L.A. Superior Court Clerks No. 575.	188
M.P. Projectionists No. 431.....	53	State, County & Municipal	
Stage & M.P. Operators No. 442...	24	Employees No. 673.....	53
M.P. Projectionists No. 501.....	9	L.A. County Probation Officers	
I.A.T.S.E. No. 504.....	135	No. 685	1688
M.P. Projectionists No. 521.....	42	So. San Mateo Pen Cities No. 756...	55
M.P. Projectionists No. 560.....	48	State & Municipal Employees	
I.A.T.S.E. No. 564.....	22	No. 800	491
Theatrical Stage Employees		State & County Employees No. 809.	107
No. 577	38	County Employees of San Mateo	
I.A.T.S.E. & M.P.M.O. No. 599....	51	No. 829	96
Stage Employees No. 605.....	12	Daly City Municipal Employees	
Theatre Stage Employees No 611...	25	No. 919	64
Stage Hands No. 614.....	35	Torrance Municipal Employees	
M.P. Photographers No. 659.....	300	No. 1117	311
Film Technicians No. 683.....	1667	State, County & Municipal	
M.P. Sound Technicians No. 695...	288	Employees No. 1569.....	77
M.P. Costumers No. 705.....	590	Housing Authority Employees	
Make-up Artists No. 706.....	530	No. 1577	50
M.P. Crafts Service No. 727.....	144	S.C. County Probation Department	
Studio Electrical Technicians		No. 1587	346
No. 728	400	A.F.S.C.M.E. No. 1695.....	493
M.P. Set Painters No. 729.....	300	A.F.S.C.M.E. No. 2019.....	215
Theatre Stage Operators No. 730...	23	A.F.S.C.M.E. No. 2070.....	673
M.P. Projectionists No. 739.....	13	San Bruno City Employees	
M.P. Machine Operators No. 762...	9	No. 2190	55
M.P. First Aid Employees No. 767.	119	East Bay Regional Parks No. 2428.	163
Theatrical Wardrobe No. 768.....	69	A.F.S.C.M.E. No. 2620	574
M.P. Film Editors No. 776.....	840	A.F.S.C.M.E. No. 2702.....	407
Studio Art Craftsmen No. 790.....	49	Assn. Psych. Social Workers	
Theatre Stage Operators No. 796...	24	No. 2712	163
Theatrical Stage Operators No. 811.	20		
Scenic Artists No. 816.....	240	Steelworkers of America, United	
Publicists Guild No. 818.....	256	Steelworkers No. 1069.....	104
M.P. Screen Cartoonists No. 839...	1321	Steelworkers No. 1304.....	645
Set Designers No. 847.....	86	Steelworkers No. 1440.....	650
Story Analysts No. 854.....	77	Steelworkers No. 1502.....	280
Ticket Sellers No. 857.....	134	United Steelworkers No. 5084.....	174
Script Supervisors No. 871.....	120	Steelworkers No. 5261.....	36
Theatrical Wardrobe No. 874.....	7	Steelworkers No. 5504.....	331
M.P. Art Directors No. 876.....	154	Steelworkers No. 5632.....	400
Studio Teachers No. 884.....	47	Steelworkers No. 5649.....	100
		Steelworkers No. 6849.....	198
State, County & Municipal		United Steelworkers No. 7100.....	617
Employees, American Federation of		United Steelworkers No. 14903.....	25
L.A. County Employees No. 119....	312		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Teachers, American Federation of		Fremont Federation of Teachers	
United Professors of California....	3353	No. 1494	137
Sacramento Teachers No. 31.....	47	A.F.T. College Guild No. 1521.....	875
Teachers No. 61.....	2464	Alameda Teachers No. 1528.....	54
San Diego Teachers No. 370.....	165	State Center Teachers No. 1533....	189
Monterey Teachers No. 457.....	38	Peralta Teachers No. 1603.....	295
Glendale Teachers No. 610.....	6	Burbank Teachers No. 1608.....	49
Bassett Teachers No. 727.....	61	College of Marin Teachers	
Oakland-Alameda Teachers		No. 1610	147
No. 771	381	Santa Maria Teachers No. 1617....	14
San Bernardino Teachers No. 832..	24	Foothill College Teachers No. 1676.	12
Richmond Teachers No. 866.....	121	Madera Teachers No. 1694.....	22
Fresno Teachers No. 869.....	17	San Lorenzo Teachers No. 1713....	9
San Jose Teachers No. 957.....	45	San Juan Teachers No. 1743.....	42
Salinas Valley Teachers No. 1020..	129	Contra Costa College Teachers	
United Teachers of L.A. No. 1021..	4200	No. 1754	51
Pasadena Teachers No. 1050.....	147	Simi Federation of Teachers	
San Rafael Federation of Teachers		No. 1773	37
No. 1077	60	La Puente Valley Teachers	
Berkeley Teachers No. 1078.....	445	No. 1792	15
Santa Barbara Teachers No. 1081..	86	Antelope Valley Teachers No. 1793.	111
So. San Francisco Teachers		Newport-Mesa Teachers No. 1794..	217
No. 1119	18	University Counsellors—Librarians	
Sequoia Teachers No. 1163.....	52	No. 1795	44
Long Beach Teachers No. 1263.....	69	Newark Teachers No. 1804.....	61
Oxnard Teachers No. 1273.....	44	Riverside City College Teachers	
Escondido Teachers No. 1278.....	37	No. 1814	40
San Leandro Teachers No. 1285....	31	Ventura County College Teachers	
Stockton Teachers No. 1287.....	64	No. 1828	267
Centinela Federation of Teachers		Elk Grove Teachers No. 1851.....	12
No. 1301	7	Hebrew Federation of Teachers	
Shasta County Teachers No. 1320..	9	No. 1854	22
Napa Teachers No. 1336.....	50	Beverly Hills Teachers No. 1863....	22
Culver City Teachers No. 1343.....	126	Bakersfield Teachers No. 1866....	45
Oceanside Teachers No. 1344.....	22	Petaluma Teachers No. 1881.....	214
El Camino College Teachers		Diablo Valley Teachers No. 1902...	160
No. 1388	199	College Teachers Guild No. 1911...	202
Compton Teachers No. 1413.....	52	Gilroy Teachers No. 1921.....	141
Riverside Teachers No. 1414.....	83	Greater Grossmont Teachers	
Hayward Federation of Teachers		No. 1930	15
No. 1423	26	S.D. Community College Guild	
A.F.T. Foothills No. 1424.....	53	No. 1931	65
Huntington Beach Teachers		Sweetwater Teachers	
No. 1427	32	No. 1932	54
Covina Valley Teachers No. 1432...	31	San Diequito Teachers No. 1933....	13
Chabot Federation of Teachers		Grossmont College Teachers	
No. 1440	31	No. 1934	28
Clovis Federation of Teachers		Pajaro Valley Teachers No. 1936... 238	
No. 1463	34	Mt. View Teachers No. 1937.....	17
University Counsellors—Berkeley		Santa Rosa Federation of Teachers	
No. 1474	108	No. 1946	36
Early Childhood Teachers		W. San Bernardino Teachers	
No. 1475	306	No. 1952	75
American Federation of Teachers		West Valley Teachers No. 1953.....	55
No. 1481	182	University Counsellors—Riverside	
S.M. Community College Teachers		No. 1966	16
No. 1493	63		

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Chaffey College Teachers		Capistrano Teachers No. 2312.....	27
No. 1971	26	Norwalk Teachers No. 2314.....	40
Los Alamitos Teachers No. 1972....	15	ABC Federation of Teachers	
Ventura Teachers No. 1981.....	14	No. 2317	163
Tamalpais Teachers No. 1985.....	99	Tehachapi Teachers No. 2332.....	15
Novato Teachers No. 1986.....	187	St. Marys College Teachers	
UCLA, AFT No. 1990.....	33	No. 2336	14
East County Teachers No. 2001.....	25	Poway Federation of Teachers	
Morgan Hill Teachers No. 2022....	219	No. 2357	305
University Counsellors—Davis		Lakeside Teachers No. 2358.....	13
No. 2023	95	Sanger Teachers No. 2366.....	11
Inglewood Teachers No. 2024.....	31	Santa Clara Teachers No. 2393....	80
Santa Rosa Teachers No. 2029.....	14	Las Virgenes Teachers No. 2410....	14
Gr. Santa Cruz Teachers No. 2030..	92	Washington Teachers No. 2412....	9
University Counsellors—San Diego		Turlock Teachers No. 2424.....	47
No. 2034	39	Irvine Federation of Teachers	
San Ramon Teachers No. 2052.....	75	No. 2428	14
Santa Paula Teachers No. 2071....	98	KCCFT, Bakersfield College	
Chino Federation of Teachers		No. 2429	71
No. 2086	47	Ontario-Montclair Teachers	
Ojai Federation of Teachers		No. 2442	29
No. 2119	33	Tranquility Teachers No. 2443.....	12
S.F. Community College Teachers		Goleta Federation of Teachers	
No. 2121	410	No. 3146	32
Milpitas Teachers No. 2140.....	30	Community College Teachers	
University Counsellors—Santa		No. 3148	7
Barbara No. 2141.....	65	Lompoc Federation of Teachers	
Enterprise Teachers No. 2166.....	32	No. 3151	127
Travis Federation of Teachers		Tustin Federation of Teachers	
No. 2182	12	No. 3152	14
Assn. Classified & Teachers		Chula Vista Teachers No. 3157....	47
No. 2189	72	Ocean View Teachers No. 3174....	19
Selma University Federation of		West Valley College Teachers	
Teachers No. 2197.....	11	No. 3189	23
University Counsellors—Santa Cruz		Southwestern Teachers No. 3194...	20
No. 2199	12	Ohlone College Teachers No. 3200..	7
Torrance Teachers No. 2206.....	114	Palos Verdes Teachers No. 3208....	20
Carpinteria Teachers No. 2216....	57	Palmdale Teachers No. 3210.....	25
Kings Canyon Teachers No. 2218... 7		San Ysidro Federation of Teachers	
Galt Federation of Teachers		No. 3211	66
No. 2219	21	Avenal Lemoore Teachers	
Corcoran Unified Teachers		No. 3219	44
No. 2220	8	Barstow Federation of Teachers	
University Counsellors—Irvine		No. 3258	6
No. 2226	72	Jefferson Federation of Teachers	
S.F.—American Teachers No. 2240.. 70		No. 3267	47
Coachella Valley Teachers		Laguna Salada Teachers No. 3276..	42
No. 2247	21	Laton Federation of Teachers	
South Bay Teachers No. 2261.....	81	No. 3278	16
Placer Teachers No. 2267.....	17	Azusa Federation of Teachers	
Cutler Orosi Teachers No. 2269....	12	No. 3298	37
Glendale College Guild No. 2276....	65	Conejo Federation of Teachers	
Los Rios Teachers No. 2279.....	383	No. 3299	27
Fullerton Teachers No. 2291.....	13	San Bruno A.F.T. No. 3330.....	15
Teachers Union of Fontana		National City Teachers No. 3384....	20
No. 2294	22	Glendora Federation of Teachers	
		No. 3420	13

CALIFORNIA LABOR FEDERATION

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International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
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El Rancho Teachers No. 3467.....	220	Transport Workers No. 292.....	308
Weaver Federation of Teachers No. 3484	15	Air transport Workers No. 502.....	400
Compton Community College Teachers No. 3486.....	42	Transport Workers No. 505.....	200
Rescue Union Teachers No. 3581...	31	Transport Workers No. 250-A.....	1000
Butte College Teachers No. 3693...	16		
Adobe Federation of Teachers No. 3762	13	Transportation Union, United	
Stony Creek Federation of Teachers No. 4008.....	6	U.T.U. No. 19.....	141
N. Monterey Co. Federation of Teachers No. 4008.....	6	U.T.U. No. 32.....	56
Cantua Federation of Teachers No. 4032	5	U.T.U. No. 81.....	45
Registered Nurses Council No. 5020	6	U.T.U. No. 98.....	34
San Jose Teachers—Adult Division No. 957-A	50	U.T.U. No. 100.....	49
Telegraph Workers, United		U.T.U. No. 239.....	113
United Telegraph Workers No. 34..	250	U.T.U. No. 240.....	169
United Telegraph Workers No. 208.	70	U.T.U. No. 492.....	141
Textile Workers of America, United		U.T.U. No. 694.....	84
Textile Workers No. 99.....	504	U.T.U. No. 771.....	169
Textile Workers No. 915.....	159	U.T.U. No. 811.....	169
Textile Workers No. 1291.....	165	U.T.U. No. 835.....	56
Theatrical Press Agents & Managers		U.T.U. No. 986.....	23
Theatrical Press Agents No. 18032	66	U.T.U. No. 1080.....	56
Transit Union, Amalgamated		U.T.U. No. 1200.....	56
Amalgamated Transit Union No. 192	958	U.T.U. No. 1201.....	113
Amalgamated Transit Union No. 256	451	U.T.U. No. 1241.....	56
Amalgamated Transit Union No. 265	893	U.T.U. No. 1252.....	56
Amalgamated Transit Union No. 276	76	U.T.U. No. 1262.....	17
Amalgamated Transit Union No. 1027	143	U.T.U. No. 1332.....	17
Bus Drivers No. 1222.....	200	U.T.U. No. 1336.....	79
Amalgamated Transit Union No. 1225	1083	U.T.U. No. 1422.....	141
Amalgamated Transit Union No. 1277	1460	U.T.U. No. 1469.....	113
Bus Drivers Union No. 1309.....	765	U.T.U. No. 1544.....	73
Amalgamated Transit Union No. 1471	394	U.T.U. No. 1556.....	45
Amalgamated Transit Union No. 1555	487	U.T.U. No. 1561.....	73
Amalgamated Transit Union No. 1575	358	U.T.U. No. 1563.....	563
		U.T.U. No. 1564.....	619
		U.T.U. No. 1565.....	478
		U.T.U. No. 1570.....	84
		U.T.U. No. 1581.....	51
		U.T.U. No. 1604.....	23
		U.T.U. No. 1607.....	394
		U.T.U. No. 1674.....	23
		U.T.U. No. 1694.....	39
		U.T.U. No. 1730.....	23
		U.T.U. No. 1732.....	51
		U.T.U. No. 1741.....	79
		U.T.U. No. 1770.....	62
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		U.T.U. No. 1795.....	62
		U.T.U. No. 1798.....	39
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		U.T.U. No. 1804.....	23
		U.T.U. No. 1812.....	34
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		U.T.U. No. 1819.....	23
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		Typographical No. 993.....	48
Typographical Union, Int'l.		Upholsterers Int'l. Union of North America	
Mailers No. 9.....	250	Upholsterers No. 15.....	320
Bay Area Typographical No. 21....	1456	Furniture No. 500.....	192
Central Valley Typographical No. 46	274	Utility Workers Union of America	
San Diego Mailers No. 75.....	59	Utility Workers No. 132.....	1000
Typographical No. 144.....	140	Utility Workers No. 160.....	56
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San Diego Typographical No. 221	205	Utility Workers No. 283.....	45
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Typographical No. 875.....	15		
Typographical No. 899.....	34		

New Affiliations

July 1, 1978 through June 30, 1980

International and Local	Date	International and Local	Date
Athletes, Federation of Professional		Garment Workers Union, Int'l. Ladies'	
Anaheim Rams	6/ 1/80	Ladies' Garment Workers No. 215	9/ 1/79
San Diego Chargers.....	6/ 1/80		
Oakland Raiders	6/ 1/80	Laborers' Int'l. Union of North America	
San Francisco 49'ers.....	6/ 1/80	Studio Utility Employees of Laborers No. 724.....	4/30/79
San Diego Sockers.....	6/ 1/80	Laborers Union No. 961.....	7/ 1/79
California Surf.....	6/ 1/80		
Los Angeles Aztecs.....	6/ 1/80		
San Jose Earthquakes.....	6/ 1/80		
Carpenters & Joiners of America United Brotherhood of Carpenters Union No. 2361	4/ 1/80	Machinists & Aerospace Workers, Int'l. Assn. of Machinists & Aerospace Workers No. 575.....	8/ 8/78
Communications Workers of America Communications Workers No. 9402	2/28/79	Machinists & Aerospace Workers No. 2023.....	2/ 1/79
Communications Workers No. 9410	1/18/80	Machinists & Aerospace Workers No. 2024.....	2/ 1/79
Communications Workers No. 9432	11/ 1/78	Machinists & Aerospace Workers No. 2025.....	2/ 1/79
Communications Workers No. 9495	4/ 1/80	Machinists & Aerospace Workers No. 2027.....	2/ 1/79
Communications Workers No. 11509	10/ 1/79	Machinists & Aerospace Workers No. 720-B.....	2/ 1/79
Communications Workers No. 11574	1/18/80	Machinists & Aerospace Workers No. 720-D.....	2/ 1/79
Fire Fighters, Int'l. Assn. of Long Beach Naval Station Fire Fighters No. F-213.....	2/ 1/79	Machinists & Aerospace Workers No. 720-E.....	2/ 1/79
Hughes Fire Fighters No. I-33..	5/ 1/79	Machinists & Aerospace Workers No. 720-J.....	2/ 1/79
Porterville Fire Fighters No. 2169	1/ 1/80	Machinists & Aerospace Workers No. 720-L.....	2/ 1/79
Compton Fire Fighters No. 2216	7/ 1/78	Marine Engineers Beneficial Assn., National California Assn. of Professional Employees M.E.B.A.	3/20/79
Vernon Fire Fighters No. 2312..	8/ 1/78	Engineers & Scientists of California	9/ 1/79
Salinas Rural Fire Fighters No. 2606	1/ 1/80		
Ramona Fire Fighters No. 2674	2/ 1/79	Masters, Mates & Pilots Int'l. Masters, Mates & Pilots— Pacific Maritime Region.....	5/ 9/79
Piedmont Fire Fighters No. 2683	3/ 1/79		
Rubidoux Fire Fighters No. 2689	4/ 1/79	Plasterers & Cement Masons Int'l. Assn. of the U.S. & Canada, Operative Plasterers Union No. 112.....	3/26/80
Southbay Fire Fighters No. 2716	8/ 1/79	Plasterers & Cement Finishers No. 337	1/29/80
Lemon Grove Fire Fighters No. 2728	10/ 1/79		
Chico Fire Fighters No. 2734....	10/ 1/79		
National City Fire Fighters No. 2744	1/ 1/80		

**International
and
Local****Date****Police & Sheriffs, California****Organization of****Compton Police Officers**

Assn. No. 26..... 4/ 1/80

S.F. Police Officers Assn.

No. 28 4/ 1/80

Long Beach Police Officers

Assn. No. 42..... 4/ 1/80

Anaheim Police Officers Assn.

No. 80 4/ 1/80

Yolo County Deputy Sheriffs

Assn. No. 124..... 4/ 1/80

Burbank Police Officers Assn.

No. 132 6/ 1/80

Service Employees Int'l. Union,**AFL-CIO**

Service Employees No. 77..... 8/31/78

Service Employees No. 193..... 8/22/78

Hospital & Institutional

Workers No. 250..... 9/ 1/78

Civil Service Assoc. No. 400.... 9/ 1/78

Union of State Employees

No. 411 7/ 1/78

Service Employees No. 505..... 1/ 1/80

Social Services No. 535..... 8/ 1/78

United Service Employees

No. 616 4/ 1/79

**State, County & Municipal
Employees, American****Federation of****Los Angeles City Employees**

No. 347 3/ 6/79

State, County & Municipal

Employees No. 673..... 9/ 1/78

Teachers, American Federation of**Shasta County Teachers**

No. 1320 4/26/79

Stony Creek Teachers

No. 3873 9/ 1/78

North Monterey County

Teachers No. 4008.....10/10/79

Cantua Teachers No. 4032.....12/ 1/79

Registered Nurses Council

No. 5020 2/26/80

Transportation Union, United

U.T.U. No. 81.....10/ 1/79

District Councils**S.F. Region Public Employees**

District Council 4/ 1/79

California State Councils**Calif. State Conf. of Plasterers,**

Cement Masons & Shophands.. 7/ 1/79

**International
and
Local****Date****State Employees Printing**

Trades Alliances 8/ 1/78

State Employees Trades

Council 3/ 1/80

Reinstatements**July 1, 1978 through June 30, 1980****Communications Workers of
America****Communications Workers**

No. 941212/27/79

Communications Workers

No. 9424 3/31/80

Fire Fighters, Int'l. Assn. of**Seaside Fire Fighters**

No. 1218 9/ 1/78

Milpitas Fire Fighters

No. 169910/ 1/78

Barstow Fire Fighters

No. 2325 2/ 1/80

Indio Fire Fighters

No. 2537 8/ 1/79

**Hotel & Restaurant Employees
& Bartenders Int'l. Union****Hotel, Motel & Restaurant**

Employees No. 18..... 3/ 6/80

**Laborers Int'l. Union of
North America****Hod Carriers & Laborers**

No. 36 7/16/79

Machinists & Aerospace Workers**Int'l. Assn. of**

Machinists Union No. 139..... 5/ 3/79

Machinists & Aerospace

Workers No. 1009..... 2/20/79

Machinists & Aerospace

Workers No. 1638..... 2/20/79

Machinists & Aerospace

Workers No. 727-A..... 2/20/79

Machinists & Aerospace

Workers No. 727-B..... 2/20 79

Machinists & Aerospace

Workers No. 727-C..... 2/20 79

Machinists & Aerospace

Workers No. 727-D..... 2/20 79

Machinists & Aerospace

Workers No. 727-E..... 2/20 79

Machinists & Aerospace

Workers No. 727-F..... 2/20 79

Machinists & Aerospace

Workers No. 727-M 2/20/79

International and Local	Date
Machinists & Aerospace Workers No. 727-P.....	2/20/79
Machinists & Aerospace Workers No. 727-Q.....	2/20/79
Musicians, American Federation of	
Musicians No. 292.....	5/ 1/80
Plasterers & Cement Masons	
Int'l. Assn. of the U.S. & Canada, Operative	
Plasterers Union No. 224.....	2/ 5/80
Operative Plasterers & Cement Masons No. 825.....	2/ 1/79
Rubber, Cork, Linoleum & Plastic Workers of America, United	
Rubber Workers No. 78	7/19/78
Stage Employees & M.P. Machine Operators of the U.S. & Canada, Int'l. Alliance of Theatrical Film Exchange Employees	
No. F-17	11/22/78
State, County & Municipal Employees, American Federation of	
State, County & Municipal Employees No. 673.....	4/ 1/80
San Bruno City Employees No. 2190	2/22/80
Teachers, American Federation of	
Fresno Teachers No. 869.....	10/18/78
Sequoia Teachers No. 1163.....	3/ 6/79
Foothills Teachers No. 1424.....	1/14/80
San Lorenzo Teachers No. 1713..	5/ 8/79
San Jose Jr. College Teachers No. 1730	1/ 7/80
College Teachers Guild No. 1911	2/ 1/80
Gilroy Teachers No. 1921.....	2/ 5/80
Greater Grossmont Teachers No. 1930	3/18/80
Sweetwater Teachers No. 1932..	2/25/80
Santa Rosa Teachers No. 1946..	6/19/79
Santa Rosa Teachers No. 2029..	10/19/78
Chino Teachers No. 2086.....	6/ 7/79
Enterprise Teachers No. 2166...	3/ 1/79
Assn. Classified Teachers No. 2189	12/27/79
Selma Teachers No. 2197	4/ 4/80
Corcoran Unified Teachers No. 2220	3/11/80
Coachella Valley Teachers No. 2247	12/27/79
Fontana Teachers No. 2294.....	4/27/79

International and Local	Date
Washington Teachers No. 2412..	3/ 6/79
Barstow Teachers No. 3258.....	4/30/79
Transportation Union, United	
U.T.U. No. 31.....	10/ 1/79
Councils	
Coastal Valley Council of C.W.A.	8/29/78
Central Labor Councils	
Merced-Mariposa Central Labor Council	4/ 1/80
Tulare-King Counties Central Labor Council	4/15/80

Withdrawals

July 1, 1978 through June 30, 1980

Carpenters & Joiners of America, United Brotherhood of	
Carpenters No. 2114.....	4/30/80
Fire Fighters, Int'l. Assn. of	
Indio Fire Fighters No. 2537...	6/30/79
Government Employees, American Federation of	
Government Employees No. 1466	1/ 2/79
Hatters, Cap & Millinery Workers Int'l. Union, United	
Cap Makers Union No. 22.....	6/30/79
Machinists & Aerospace Workers, Int'l. Assn. of	
Machinists Union No. 68.....	8/30/78
Rubber, Cork, Linoleum & Plastic Workers of America, United	
Rubber Workers No. 726.....	6/30/80
Seafarers Int'l. Union of North America	
Inlandboatmen's Union of the Pacific (S.F.)	10/31/79
Marine Staff Officers.....	9/30/78
State, County & Municipal Employees, American Federation of	
Sonoma State Hospital No. 14..	7/31/79
Patton State Hospital No. 128...	7/31/79
Napa State Hospital No. 174....	7/31/79
Dept. of Corrections No. 179....	7/31/79
Dept. of Youth Authority No. 479	7/31/79

**International
and
Local****Date**

Stockton State Hospital No. 513	7/31/79
Mendocino State Hospital No. 519	7/31/79
Fairview State Hospital No. 887	7/31/79
California Labor Commissioners No. 975	7/31/79
State Employees of L.A. Area No. 1406	7/31/79
Metropolitan State Hospital No. 1492	7/31/79
Pacific State Hospital No. 1515	7/31/79
California State Employees No. 1676	7/31/79
California State Employees No. 1829	7/31/79
State College Employees No. 2556	7/31/79

Teachers, American Federation of

Solano Community College Teachers No. 1696	8/31/79
Lucia Mar Teachers No. 1753...	8/31/79

Councils

California State Employees Council No. 56	6/30/79
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Building & Construction**Trades Councils**

Mid Valley Building & Construction Trades Council..	1/ 2/79
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Suspensions**July 1, 1978 through June 30, 1980****Carpenters & Joiners of America,
United Brotherhood of**

Lathers Union No. 109	3/18/80
Plywood & Veneer Workers No. 2789	3/18/80

Chemical Workers Union, Int'l.

Chemical Workers No. 802	12/31/79
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**Communications Workers of
America**

Communications Workers No. 9412	2/28/79
Communications Workers No. 9424	8/ 7/78

**Distillery, Rectifying, Wine &
Allied Workers**

Int'l. Union of America Sugar Workers No. 180	8/ 7/78
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**International
and
Local****Date**

Electrical Workers, Int'l. Brotherhood of Electrical Workers No. 18	4/30/79
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Fire Fighters, Int'l. Assn. of

Brawley Fire Fighters No. 1967	8/ 1/78
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**Food & Commercial Workers,
United**

U.F.C.W. Meat Cutters No. P-78-A	8/31/79
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**Hotel & Restaurant Employees
& Bartenders Int'l. Union**

Hotel, Restaurant & Bartenders No. 18	10/31/79
Hotel, Restaurant & Bartenders No. 28	5/ 1/80
Culinary & Bartenders No. 535..	8/ 7/78
Culinary & Bartenders No. 542..	5/31/79

Machinists & Aerospace Workers,

Int'l. Assn. of Machinists Union No. 575	6/30/79
Machinists & Aerospace Workers No. 1178	1/ 2/79

Musicians, American

Federation of Musicians Protective Union No. 305	12/30/78
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Oil, Chemical & Atomic Workers

Int'l. Union Oil & Chemical Workers No. 1-2	3/31/79
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Paperworkers Int'l. Union, United

Paperworkers No. 208	12/31/79
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Pottery & Allied Workers, Int'l.

Operative Potters No. 226	3/18/80
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Railway, Airline & Steamship

Clerks, Freight Handlers, Express & Station Employees, Brotherhood of Railway Clerks No. 1376	2/28/79
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**Rubber, Cork, Linoleum & Plastic
Workers of America, United**

Rubber Workers No. 141	6/10/80
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Seafarers Int'l. Union of

North America Seafarers, Atlantic & Gulf, Wil.	4/30/79
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International and Local	Date
Service Employees Int'l. Union, AFL-CIO	
Service Employees Union No. 18	5/ 5/80
Service Employees Union No. 193	7/31/79
Stage Employees & M.P. Machine Operators of the U.S. & Canada, Int'l. Alliance of Theatrical Theatrical Stage Employees	
No. 656	5/ 5/80
State, County & Municipal Employees, American Federation of	
County Employees No. 146.....	8/ 7/78
State, County & Municipal Employees No. 673.....	9/30/79
San Bruno City Employees No. 2190	12/31/79
Teachers, American Federation of	
Vallejo Teachers No. 827.....	3/18/80
Sequoia Teachers No. 1163.....	7/ 6/78
State Employed Teachers No. 1545	3/31/79
New Haven Teachers No. 1657..	10/31/78
San Lorenzo Teachers No. 1713..	2/28/79
Temple City Teachers No. 1791	10/31/78
Folsom-Cordova Teachers No. 1891	2/28/79
College Teachers Guild No. 1911	12/31/79
Gilroy Teachers No. 1921.....	11/30/79
Greater Grossmont Teachers No. 1930	7/ 6/78
Sweetwater Teachers No. 1932..	12/31/79
Santa Rosa Teachers No. 1946..	4/30/79
Santa Rosa Teachers No. 2029	7/ 6/78
Chino Teachers No. 2086.....	4/30/79
Assn. Classified Teachers No. 2189	10/31/79
Selma Teachers No. 2197.....	10/31/79
Corcoran Teachers No. 2220....	10/31/79
Coachella Valley Teachers No. 2247	6/30/79
S.E. Tulare County Teachers No. 2301	3/18/80
Sunnyvale Teachers No. 2387....	12/30/78
Rowland Teachers No. 2406.....	10/31/79
Washington Teachers No. 2412...	10/31/78
Barstow Teachers No. 3258.....	2/28/79
Richgrove Teachers No. 3564....	3/31/79

International and Local	Date
Typographical Union, Int'l.	
Typographical Union No. 600...	12/31/79
Upholsterers Int'l. Union of North America	
Upholsterers Union No. 32.....	4/30/79
Central Labor Councils	
Merced-Mariposa Central Labor Council	4/30/79
Tulare-King Counties Central Labor Council	4/30/79
Joint Boards	
Joint Executive Conference of Electrical Workers, San Mateo	5/ 5/80
Joint Board of Service Employees Council No. 8.....	4/30/79

Disbanded

July 1, 1978 through June 30, 1980

Fire Fighters, Int'l. Assn. of Triple-A Machine Shop Fire Fighters No. 1-28.....	4/30/78
Madera City Fire Fighters No. 1466	8/ 1/78
Coronado Fire Fighters No. 1475	7/30/79
Bonita-Sunnyside Fire Fighters No. 1827	7/30/79
Montgomery Fire Fighters No. 1884	7/30/79
Tahoe City Fire Fighters No. 2232	10/31/78
Barstow Fire Fighters No. 2325	4/30/79
Marina Fire Fighters No. 2530	10/31/78
Southbay Fire Fighters No. 2591	7/30/79
Aromas Fire Fighters No. 2608	11/30/78
Printing & Graphic Communications Union, Int'l. Printing Specialties & Paper Products No. 656.....	7/31/79
Rubber, Cork, Linoleum & Plastic Workers of America, United	
Rubber Workers No. 428.....	1/ 1/80
Steelworkers of America, United	
United Steelworkers No. 5450...	5/31/79

**International
and
Local****Date**

Teachers, American Federation of
 Palo Alto Teachers No. 1256.... 9/ 1/79
 Delta College Teachers
 No. 1486 8/31/78
 San Jose Jr. College Teachers
 No. 1730 1/ 1/80
 Hart Teachers No. 1922 1/31/79
 Huntington Beach Teachers
 No. 2292 12/31/78
 Fremont-Cupertino Teachers
 No. 2390 8/31/79
 Pacific Grove Teachers
 No. 3166 2/29/80

Woodworkers of America, Int'l.
 Woodworkers Union No. 3-269... 2/ 8/79

Mergers

July 1, 1978 through June 30, 1980

**Barbers, Hairdressers &
 Cosmetologists, Int'l. Union of
 America, the Journeymen
 Beauticians No. 881-A
 merged with
 Beauty Culturists No. 295-A..... 9/30 78**

**Carpenters & Joiners of America,
 United Brotherhood of
 Lathers Union No. 122
 merged with
 Lathers Union No. 144-L..... 5/31/80
 Lumber & Sawmill Workers
 No. 2808
 merged with
 Plywood & Veneer Workers
 No. 2931 11/ 1/78**

**Communications Workers of
 America**
 Communications Workers
 No. 9400
 merged with
 Communications Workers
 No. 9404 10/ 1/79
 Communications Workers
 No. 9401
 merged with
 Communications Workers
 No. 9404 10/ 1/79
 Communications Workers
 No. 11501
 merged with
 Communications Workers
 No. 11502 7/31/79

**International
and
Local****Date**

Communications Workers
 No. 11508
 merged with
 Communications Workers
 No. 11513 3/31/80

**Electrical Workers,
 Int'l. Brotherhood of**
 Electrical Workers No. 729
 merged with
 Electrical Workers No. 428..... 4/30/79

**Fire Fighters, Int'l. Assn. of
 San Fernando Fire Fighters**
 No. 2074
 merged with
 L.A. City Fire Fighters
 No. 112 4/30/79

**Machinists & Aerospace Workers,
 Int'l. Assn. of**
 I.A.M. Lodge No. 720-L
 merged with
 I.A.M. Lodge No. 720-J 8/ 1/79

Pottery & Allied Workers, Int'l.
 Operative Potters No. 222
 merged with
 Pottery Union No. 414..... 7/ 1/78

**Seafarers Int'l. Union of
 North America**
 United Cannery & Industrial
 Workers of the Pacific
 merged with
 United Cannery Workers,
 L.A. Area 9/30/78
 Marine Cooks and Stewards
 merged with
 Seafarers, Atlantic & Gulf,
 S.F. 3/ 1/79

**Service Employees Int'l.
 Union, AFL-CIO**
 Bldg. Service Employees No. 81
 merged with
 Service Employees No. 77..... 3/ 1/80
 Hospital Workers No. 327
 merged with
 Hospital & Institutional Workers
 No. 250 8/ 1/79

**Stage Employees & M.P. Machine
 Operators of the U.S. & Canada,
 Int'l. Alliance of Theatrical
 Theatre Stage Operators No. 241
 merged with
 M.P. Projectionists No. 560..... 1/ 1/80**

**International
and
Local**

Date Local

Date

Teachers, American Federation of
Private School Teachers No. 1426
merged with
Early Childhood Teachers
No. 1475 1/ 1/80
Transportation Union, United
U.T.U. No. 31
merged with
U.T.U. No. 100.....12/30/78
U.T.U. No. 47
merged with
U.T.U. No. 1570.....12/30/78
Typographical Union, Int'l.
Typographical Union No. 597
merged with
Bay Area Typographical Union
No. 21 6/ 1/79
Councils
C.W.A. Bay Area Council
merged with
C.W.A. No. Calif. Area-Nevada
Council 4/ 1/79

Exonerations

July 1, 1978 through June 30, 1980

**Distillery, Rectifying, Wine &
Allied Workers Int'l. Union
of America**
Sugar Workers No. 175.....4/1- 4/30/80
Musicians, American Federation of
Orange Belt Musicians Assn.
No. 16712/1/79- 2/29/80
**Oil, Chemical & Atomic Workers
Int'l. Union**
Oil & Chemical Workers
No. 1-61/1- 3/31/80
Oil & Chemical Workers
No. 1-5472/1- 5/31/80
Teachers, American Federation of
American Federation of
Teachers No. 1481.....9/1-12/31/79

SUMMARY OF MEMBERSHIP

July 1, 1978 through June 30, 1980

Labor Unions	7/1/78.....	1279	
Labor Councils	7/1/78.....	146	
	TOTAL		1425
Labor Unions Newly Affiliated to 6/30/80.....	68		
Labor Councils	4		72
	TOTAL AFFILIATION		1497

MERGERS, SUSPENSIONS, WITHDRAWALS, ETC.

July 1, 1978 through June 30, 1980

Mergers			
Labor Unions	.....	20	
Labor Councils	.....	1	
Suspensions			
Labor Unions	.....	54	
Labor Councils	.....	4	
Withdrawals			
Labor Unions	.....	25	
Labor Councils	.....	2	
Disbanded			
Labor Unions	.....	21	
Labor Councils	.....	0	
	TOTAL UNIONS	.....	120
	TOTAL COUNCILS	.....	7
	TOTAL	.....	127
Labor Unions	6/30/80.....	1227	
Labor Councils	6/30/80.....	143	
	TOTAL UNIONS AND COUNCILS	.....	1370

REPORT OF AUDITORS

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

We have examined the individual and combined statement of cash receipts and disbursements of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education for the two years ended June 30, 1980 and the individual and combined statement of cash balances as of June 30, 1980. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The Federation and the Standing Committee prepared their financial statements on the cash basis as described in Note 2 of notes to financial statements. Accordingly, the accompanying statements do not intend to present results of operations in conformity with generally accepted accounting principles.

In our opinion, the aforementioned statements present fairly the individual and combined cash receipts and disbursements of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education for the two years ended June 30, 1980 and the individual and combined cash balances as of June 30, 1980 on the basis of accounting described in Note 2, which basis has been applied in a manner consistent with that of the preceding period.

COOPERS & LYBRAND
Certified Public Accountants
San Francisco, California
September 3, 1980

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
for the two years ended June 30, 1980**

	Federation	S.C.O.P.E.	Combined
Cash receipts:			
Per capita payments and membership fees.....	\$1,621,811	\$ 813,287	\$2,435,098
Interest earned	36,903	76,253	113,156
Conference receipts.			
General	28,958		28,958
Legislative	22,635		22,635
Voter registration fund receipts.....		68,000	68,000
Scholarship reimbursement	28,694		28,694
Other receipts	25,652	1,854	27,506
Total cash receipts	1,764,653	959,394	2,724,047
Cash disbursements:			
Executive salaries	196,539	7,157	203,696
Expenses and allowances:			
Executives	54,459	7,018	61,477
Geographical and at-large vice presidents...	35,556		35,556
General office salaries	595,706	94,205	689,911
General office staff—expenses and allowances..	24,142		24,142
Assistant director's salary		50,500	50,500
Assistant director's allowances and expenses ..		13,678	13,678
Accounting	46,715		46,715
Automobile maintenance	6,344		6,344

CALIFORNIA LABOR FEDERATION

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	Federation	S.C.O.P.E.	Combined
Conference:			
General	28,369	18,527	46,896
Legislative	16,888		16,888
Convention	147,934	17,519	165,453
Contributions:			
Charitable	15,418	4,938	20,356
Political—propositions		43,444	43,444
Political—candidates		222,693	222,693
Election drive campaign expense		17,992	17,992
Furniture and office equipment	16,506		16,506
Insurance	72,674	12,706	85,380
Legal	75,999	3,150	79,149
Library	10,253		10,253
Maintenance	9,050	47	9,097
Newsletters	100,733		100,733
Office rent	100,877		100,877
Postage and mailing	44,486	50,407	94,893
Printing	65,078	56,494	121,572
Reimbursed lobbyists' expenses	9,380		9,380
Retirement plan contributions	113,919	4,413	118,332
Scholarships	35,228		35,228
Services	32,110	26,055	58,165
Stationery and supplies	25,841	481	26,322
Taxes	60,548	23,327	83,875
Telephone and telegraph	55,867	63	55,930
General expenses	30,379	20,622	51,001
Voter registration fund		139,434	139,434
Federation disbursements made on behalf of S.C.O.P.E. (Note 1)	(259,320)	259,320	—
Total cash disbursements	1,767,678	1,094,190	2,861,863
Excess of cash disbursements over cash receipts	(3,025)	(134,796)	(137,821)
Cash balance, July 1, 1978	350,395	543,428	893,823
Cash balance, June 30, 1980 (details annexed)	\$ 347,370	\$ 408,632	\$ 756,002

The accompanying notes are an integral part of this statement.

CALIFORNIA LABOR FEDERATION, AFL-CIO AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION Statement of Cash Balances, June 30, 1980

Office cash fund	\$ 300		\$ 300
Deposits	1,130		1,130
Bank of America:			
Commercial—unrestricted	52,392	21,624	74,016
Commercial—restricted (Note 3)		12,217	12,217
Savings—unrestricted (interest at 5.25%)	122,164	86,873	209,037
Savings—restricted (interest at 5.25%) (Note 3)		3,261	3,261
Time certificate of deposit (interest at 16.875%)		100,000	100,000
Commercial Bank of San Francisco:			
Time certificate of deposit (interest at 16.2%)	108,724		108,724
Time certificate of deposit (interest at 13.95%)		113,447	113,447
Wells Fargo Bank:			
Time certificate of deposit (interest at 16.75%)		133,870	133,870
Amount due the Federation for disbursements made on behalf of S.C.O.P.E.	62,600	(62,660)	—
	<u>\$ 347,370</u>	<u>\$ 408,632</u>	<u>\$ 756,002</u>

OFFICERS' REPORTS

The accompanying notes are an integral part of this statement.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION**

Notes to Financial Statements

1. General:

The California Labor Federation and its Standing Committee on Political Education (S.C.O.P.E.) receive per capita payments and membership fees from affiliated unions as specified in the Constitution of the Federation as adopted at the Twelfth Convention in July 1978.

It has been determined that the Federation made reimbursable expenditures for salaries, taxes and other administrative expenses on behalf of S.C.O.P.E. of \$259,320 during the period July 1, 1978 through June 30, 1980.

2. Basis of Presentation:

The accompanying individual and combined statement of cash receipts and disbursements has been prepared from the underlying accounting records which are maintained on the cash basis. Under such basis, cash receipts (revenue) are recorded when received and cash disbursements (expenses) are recorded when the expenditure is made.

The cash basis is an acceptable comprehensive basis of accounting but varies from generally accepted accounting principles. Under generally accepted accounting principles the per capita payments and membership fees would be recorded when earned (which usually is prior to receipt) and expense would be recorded when due (which usually is prior to payment).

3. Restricted Cash Balances:

Restricted cash balances as of June 30, 1980 are as follows:

Commercial:

Voter registration fund	\$ 3,505
S.C.O.P.E. subcommittee	5,907
Ballot Proposition Fund	2,805
	<hr/>
	\$12,217
	<hr/>

Savings:

Voter registration fund	\$ 3,261
	<hr/>

4. Surety Bond:

A blanket position surety bond in the amount of \$50,000 was in effect during the period from July 1, 1978 to June 30, 1980.

ROLL OF DELEGATES

**This comprises the completed roll of delegates to the
1980 Convention of the California Labor Federation, AFL-CIO**

<p>Actors and Artistes of America, Associated Actors' Equity Assn. (325) Edward Weston, 163 Joseph Ruskin, 162 American Federation of Television and Radio Artists (1,875) Rhoda Williams, 938 Bill Baldwin, 937 Screen Actors Guild (5,000) William Schallert, 500 Kent McCord, 500 Joseph Ruskin, 500 Jessica Walter, 500 Kathleen Freeman, 500 Philip Sterling, 500 Gilbert Perkins, 500 Chester L. Migden, 500 Ken Orsatti, 500 Yale Summers, 500 Screen Extras Guild, Inc. (3,000) Len Felber, 429 David Greene, 429 Kathryn Janssen, 429 Josephine Parra, 429 H. O'Neil Shanks, 428 Caesar Sortino, 428 Roy Wallace, 428</p>	<p>Carpenters No. 586 (1,342) Clifford W. Fyffe, 1,342 Carpenters No. 701 (666) Gene E. Auston, 222 Chester McCarter, 222 Robert S. Scott, 222 Cabinet Makers & Millmen No. 721 (2,694) Frank Gurule, 539 Richard Garrison, 539 Vernon Beaver, 539 David Peterson, 539 Joseph Pinto, 538 Carpenters No. 769 (320) Stanley Oakley, 160 Burton Wilber, 160 Carpenters No. 844 (1,252) Robert Freeman, 313 Joe Whiteside, 313 Barnett Nathan, 313 Lee Baumgartner, 313 Carpenters No. 1109 (237) William Parker, 119 Samuel J. Tome, 118 Carpenters No. 1147 (1,000) Harvey Gene Harless, 1,000 Carpenters and Joiners No. 1280 (1,399) Jerry Hoopes, 350 Joe Valle, 350 Ken Ellis, 350 Elmer Jackson, 349 Carpenters No. 1296 (1,265) Carol Ann Braley, 317 Wm. B. McClintock, 316 Virgil E. Reno, 316 King O. Taylor, Sr., 318 Carpenters No. 1400 (469) George Zurow, 235 Colin H. Brown, 234 Carpenters No. 1622 (2,002) Bill C. Martin, 2,002 Carpenters No. 1648 (625) George F. Quinn, 625 Carpenters No. 1815 (1,530) Leopoldo P. Chavez, 765 James M. Hennington, 765 Carpenters No. 2046 (2,404) William R. Costa, 601 James Armstrong, 601 Robert Blake, 601 Jeff Gruhn, 601 Carpenters & Joiners No. 2078 (1,292) Eddie Neal, 646 Claude Agasse, 646 Carpenters and Joiners No. 2308 (530) Donald F. Shenk, 265 Marion D. Reineke, 265 Plywood & Veneer Workers No. 2931 (185) Noel E. Harris, 93 Raymond K. Nelson, 92</p>	<p>Communications Workers of America Communications Workers No. 9410 (625) James L. Imerzel, Jr., 313 Margaret Clouser, 312 Communications Workers No. 9421 (2,000) Marianne Silva, 500 Peggy Blakley, 500 Mary Robertson, 500 Naomi Brown, 500 Communications Workers No. 9490 (500) James Van Houten, 500 Communications Workers No. 11500 (3,750) Myri Jenkins, 3,750 Communications Workers No. 11502 (1,050) George Pennebaker, 350 Alfonso Gomez, 350 James Wood, 350 Communications Workers No. 11503 (1,521) Robert D. Hannay, 761 Alton F. Reed, 760 Communications Workers No. 11509 (874) Douglas J. Woodbury, 437 W. E. Quirk, Jr., 437 Communications Workers No. 11511 (708) Philip Hanneman, 708 Communications Workers No. 11513 (3,356) Tony Bixler, 420 M. J. Hartigan, 420 Mark Bixler, 420 Ronald Cawdrey, 420 George Turner, 419 S. E. Hutchins, 419 Lorraine Darrington, 419 Dan Adkins, 419 Communications Workers No. 11571 (1,487) Ray Cordova, 734 Chris Portway, 733 Communications Workers No. 11573 (575) Armine Hogate, 288 Delbert Burgess, 287 Communications Workers No. 11576 (593) Alfonso Gomez, 593 Communications Workers No. 11586 (650) Michael A. Arnett, 325 Bud Greenwell, 325</p>
<p>Athletes, Federation of Professional Anaheim Rams (25) Charlotte Panter, 25 Los Angeles Aztecs (10) Mark Lowenstein, 10 Oakland Raiders (25) Charlotte Panter, 25 San Diego Chargers (25) Mark Lowenstein, 25 San Francisco 49ers (25) Charlotte Panter, 25 San Jose Earthquakes (10) Mark Lowenstein, 10 Bakery, Confectionery and Tobacco Workers Int'l. Union Bakers No. 453 (200) Egon Pollak, 100 James Rosen, 100</p>	<p>Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l Brotherhood of Boilermakers No. 6 (450) Gilbert P. Campbell, 450 Boilermakers No. 513 (400) Ernest M. King, 400 Carpenters and Joiners of America, United Brotherhood of Pile Drivers No. 34 (500) Henry Wheat, 500 Carpenters & Joiners No. 36 (1,144) James T. Lane, 286 Robert R. Griebel, 286 Emilio R. Rodriguez, 286 Clifford Edwards, 286 Lathers No. 88 (140) William Ward, 70 G. O. Parks, 70 Lathers No. 454 (69) F. L. Espinosa, 35 L. J. Wiswell, 34</p>	<p>Distillery, Wine and Allied Workers, Int'l. Union, AFL-CIO Sugar Workers No. 175 (139) Thomas McGuire, 70 Helen L. Hudson, 69 Electrical Workers, Int'l. Brotherhood of Electrical Workers No. 6 (700) Franz E. Glen, 350 Willard H. Olson, 350 Electrical Workers No. 11 (2,729) E. Earl Higgins, 455 J. S. Harrington, 455 Leonard Freed, 455</p>
<p>Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Int'l Brotherhood of Boilermakers No. 6 (450) Gilbert P. Campbell, 450 Boilermakers No. 513 (400) Ernest M. King, 400 Carpenters and Joiners of America, United Brotherhood of Pile Drivers No. 34 (500) Henry Wheat, 500 Carpenters & Joiners No. 36 (1,144) James T. Lane, 286 Robert R. Griebel, 286 Emilio R. Rodriguez, 286 Clifford Edwards, 286 Lathers No. 88 (140) William Ward, 70 G. O. Parks, 70 Lathers No. 454 (69) F. L. Espinosa, 35 L. J. Wiswell, 34</p>	<p>Clothing and Textile Workers Union, Amalgamated Amalgamated Clothing and Textile Workers No. 55-D (719) Claude Cox, 719 Amalgamated Clothing and Textile Workers No. 278 (473) Ruth Miller, 473</p>	<p>Distillery, Wine and Allied Workers, Int'l. Union, AFL-CIO Sugar Workers No. 175 (139) Thomas McGuire, 70 Helen L. Hudson, 69 Electrical Workers, Int'l. Brotherhood of Electrical Workers No. 6 (700) Franz E. Glen, 350 Willard H. Olson, 350 Electrical Workers No. 11 (2,729) E. Earl Higgins, 455 J. S. Harrington, 455 Leonard Freed, 455</p>

ROLL OF DELEGATES

Floyd Henke, 455
 John Walker, 455
 Albert Lopez, 454
 Studio Electricians No. 40 (188)
 Russell J. Bartley, 94
 Liz Coleman, 94
 Broadcast, Television & Recording Engineers No. 45 (400)
 Andrew J. Draghi, 200
 Marc L. Draghi, 200
 Electrical Utility Workers No. 47 (536)
 Dallas R. Lore, 282
 Eric N. Cline, 281
 Electrical Workers No. 302 (719)
 John A. Hunter, 360
 Richard H. McPeak, 359
 Electrical Workers No. 332 (1,000)
 Bruce A. Baxter, 334
 Richard E. Conway, 333
 Richard D. Mercer, 333
 Electrical Workers No. 442 (194)
 Robert A. Monzingo, 194
 Electrical Workers No. 465 (573)
 Richard C. Robbins, 287
 David A. Moore, 286
 Electrical Workers No. 569 (1,006)
 Paul Blackwood, 252
 Thomas Pridemore, 252
 August Modica, 251
 C. J. "Neil" Sullivan, 251
 Electrical Workers No. 595 (1,240)
 Thomas J. Sweeney, 414
 Walter J. Corvello, 413
 Albert Real, 413
 Electrical Workers No. 617 (600)
 Wayne K. Thomas, 600
 Electrical Workers No. 1245 (16,875)
 Jack McNally, 2,813
 Ron Fitzsimmons, 2,813
 Mert Walters, 2,813
 Bill Peitz, 2,812
 Ray Friend, 2,812
 Lee Thomas, 2,812
 Electrical Workers No. 1710 (580)
 Mike M. Morales, 290
 Lawrence Wm. Troxel, 290

Elevator Constructors, Int'l. Union of

Elevator Constructors No. 8 (150)
 Harry Weisenburger, 150

Engineers, Int'l Union of Operating

Operating Engineers No. 3 (12,000)
 Dale Marr, 1,715
 Robert Marr, 1,715
 Mark Stechbart, 1,714
 Gary Fernandez, 1,714
 Jack Baugh, 1,714
 Ron Finks, 1,714
 George Matzek, 1,714
 Operating Engineers No. 12 (10,000)
 Wm. C. Waggoner, 1,250
 Freeman Roberts, 1,250
 Erroll Ferguson, 1,250
 Frank Cabral, 1,250
 Joe Chaves, 1,250
 John Barnett, 1,250
 Jim Mendenhall, 1,250
 John Sparks, 1,250
 Operating Engineers No. 501 (1,500)
 R. H. Fox, Jr., 375
 Edward B. Fox, 375
 Coy T. Black, 375
 Joseph Wetzler, 375

Farm Workers of America, AFL-CIO, United

United Farm Workers (8625)
 Dolores Huerta, 863
 Marc Grossman, 863
 Frank Ortiz, 863
 Barbara Macri, 863
 Pete Velasco, 863
 Dolores Velasco, 862
 Esmeralda Perez, 862
 Jessica Govea, 862
 Roberto de la Cruz, 862
 Salvador Natividad, 862

Fire Fighters, Int'l Assn. of Los Angeles City Fire Fighters

No. 112 (2,370)
 Lyle E. Hall, 594
 J. A. Perry, 592
 Ralph Travis, 592
 Frank R. Lunn, 592
 San Francisco Fire Fighters No. 798 (1,470)
 James T. Ferguson, 735
 Leon D. Bruschera, 735
 San Jose Fire Fighters No. 873 (635)
 John K. Stephens, 635
 L.A. County Fire Fighters No. 1014 (1,961)
 Alfred K. Whitehead, 391
 Larry S. Simcoe, 390
 William D. (Dallas) Jones, 390
 Louis Danes, 390
 Bruce Beardsley, 390
 Ashland Fire Fighters No. 1428 (121)
 John Bigelow, 121

Food and Commercial Workers Int'l. Union, United

Butchers No. 115 (4,806)
 Tony Garcia, 481
 Dino Polizziani, 481
 Cliff Williams, 481
 Walter Heathe, 481
 Robert Ferrario, 481
 Ed Laboure, 481
 Robert Sweyer, 480
 Carmel Lujan, 480
 Ray Robinson, 480
 Dennis Kimber, 480
 Butchers No. 126 (3,323)
 Marcello (Mark) Salcido, 1,662
 Walter P. Babey, 1,661
 United Food & Commercial Workers, Meat Cutters No. 193 (500)
 Michael A. Sabol, 500
 Provision House Workers No. 274 (4,591)
 Don Holeman, 1,531
 Ed Dominguez, 1,530
 Silverio Rivas, 1,530
 United Food Workers, Butchers No. 229A (1,669)
 Max J. Osslo, 557
 James L. Sites, 556
 Robert L. Moeller, 556
 Retail Store Employees No. 373 (421)
 Doris E. Lowe, 421
 Meat Cutters No. 421 (2,904)
 Gerald McTeague, 415
 Charles Theofilos, 415
 Dominick Castellano, 415
 Joseph Gilligan, 415
 Robert Iverson, 415
 William Mona, 415
 Gilbert Olivarez, 414
 Retail Store Employees No. 428 (7,658)
 Claude L. Fernandez, 1,915
 George C. Soares, 1,915
 David M. Reiser, 1,914
 Louis Menacho, 1,914

Meat Cutters No. 439 (2,500)
 James S. Bird, 500
 Paul Enriquez, 500
 L. Dale Harnack, 500
 Walter Karas, 500
 Roy Sessions, 500

Meat Cutters & Butcher Workmen No. 532 (810)
 Preston T. Epperson, 810

Butchers No. 551 (3,773)
 Oliver W. Holmes, 629
 Duane C. Ulrich, 629
 Charles Kristufek, 629
 James H. Richardson, 629
 Arnold Tiscareno, 629
 John Wick, 628

Butchers No. 556 (803)
 Edward J. Diaz, 803
 Butchers No. 563 (2,548)
 Arthur Eaton, 2,548

Meat Cutters No. 587 (600)
 David W. Warner, 600

Retail Clerks No. 588 (1,445)
 James W. Tatum, Jr., 723
 Donald E. Johnson, 722

Retail Clerks No. 648 (4,009)
 Joseph F. Grech, 1,337
 Joe P. Sharpe, 1,336
 William Price, 1,336

Retail Clerks No. 839 (1,975)
 Sarah J. Palmer, 659
 Carl M. D. Faria, 658
 Jesse Velasquez, 658

Retail Clerks No. 1100 (6,000)
 Richard M. Williams, 6,000

Retail Clerks No. 1179 (4,427)
 Ellen J. Anderson, 4,427

Retail Clerks No. 1288 (1,500)
 Gregory Don Hunsucker, 500
 John McManus, 500
 Kirk Vogt, 500

Retail Clerks No. 1442 (5,396)
 Michael A. Straeter, 2,698
 Marjorie A. Caldwell, 2,698

Retail Clerks No. 1532 (2,059)
 H. "Mike" Harder, 2,059

L.A. Leather Handbag, Luggage Allied Projects Workers No. 2131 (500)
 Max Roth, 250
 Albert Shaw, 250

Garment Workers of America, United

United Garment Workers No. 125 (190)
 Regina Lucero, 95
 Evangeline Himes, 95

Garment Workers Union, Int'l. Ladies'

Cloakmakers No. 8 (233)
 Julia Vasquez, 233
 Ladies Garment Workers No. 55 (921)
 Louise Slayden, 921
 Ladies Garment Workers No. 84 (193)
 Marie Elena Salazar, 193
 Ladies Garment Workers No. 96 (871)
 Cornelius Wall, 871
 Ladies Garment Workers No. 97 (110)
 Cornelius Wall, 110
 Dressmakers No. 101 (1,891)
 Myrtle Banks, 946
 Mattie Jackson, 945
 Ladies Garment Cutters No. 213 (143)
 Willie March, 143
 Office & Distribution Workers No. 214 (31)
 Willie March, 31

- Ladies Garment Workers No. 215 (47)
Ellan Wiegger, 47
- Ladies Garment Workers No. 270 (125)
Max Mont, 125
- Ladies Garment Workers No. 271 (67)
Louise Slayden, 67
- Ladies Garment Workers No. 293 (63)
Louise Slayden, 63
- Ladies Garment Workers No. 451 (69)
Cornelius Wall, 69
- Ladies Garment & Accessories Workers No. 482 (988)
Max B. Wolf, 988
- Ladies Garment Workers No. 497 (35)
Max B. Wolf, 35
- Ladies Garment Workers No. 512 (426)
Marie Elena Salazar, 426
- Glass Bottle Blowers' Assn. of the United States and Canada**
- Glass Bottle Blowers No. 2 (100)
Catherine Groulx, 100
- Glass Bottle Blowers No. 17 (533)
Joe Washburn, 267
Bob Sargent, 266
- Glass Bottle Blowers No. 19 (247)
Joseph Gschweg, 124
Irene Deverell, 123
- Glass Bottle Blowers No. 29 (217)
Wesley H. Bromberg, 109
Richard Diaz, 108
- Glass Bottle Blowers No. 32 (109)
John J. Moreno, 55
Doris L. Clowser, 54
- Glass Bottle Blowers No. 34 (311)
Clifford Valenciana, 156
Matthew DeLeon, 155
- Glass Bottle Blowers No. 39 (300)
John Henninger, 150
William Dutra, 150
- Glass Bottle Blowers No. 69 (300)
John Dahlenburg, 150
Jimmie L. Huffman, 150
- Glass Bottle Blowers No. 137 (1,517)
Phil Wallick, 759
James Thompson, 758
- Glass Bottle Blowers No. 192 (243)
Charles Lewis, 122
Theodore Rogers, 121
- Glass Bottle Blowers No. 224 (128)
Bob Broomfield, 64
Ricardo Sanchez, 63
- Graphic Arts Int'l. Union**
- Graphic Arts No. 63B (600)
Andrew Strickroth, 300
Carlos Guzman, 300
- Hotel & Restaurant Employees' and Bartenders' Int'l Union**
- Hotel & Restaurant Employees & Bartenders No. 2 (11,849)
Charles Lamb, 1,482
Sherri Chiesa, 1,481
Larry Tom, 1,481
Jackie Walsh, 1,481
Flo Douglass, 1,481
Genevieve Powell, 1,481
Joseph Garcia, 1,481
Vincent J. Sirabella, 1,481
- Hotel & Restaurant Employees & Bartenders No. 11 (13,686)
Andrew Allan, 2,281
Robert Axelrod, 2,281
Fernando (Fred) Felix, 2,281
Paul E. Greenwood, 2,281
Douglas Mareschal, 2,281
Helen Anderson, 2,281
- Hotel, Motel & Restaurant Employees & Bartenders No. 19 (3,493)
Frank C. Marolda, 1,165
Vince Curel, Jr., 1,164
Ron Davis, 1,164
- Hotel & Restaurant Employees & Bartenders No. 30 (4,386)
Loretta Proctor, 878
Joseph LiMandri, 877
Dora Staten, 877
Herbert Shiffman, 877
John DeMelo, 877
- Hotel & Restaurant Employees & Bartenders No. 49 (2,135)
Thomas Peterson, 2,135
- Hotel & Restaurant Employees & Bartenders No. 50 (3,702)
Steven K. Martin, 1,851
Bruce D. Groulx, 1,851
- Culinary & Bartenders No. 62 (1,000)
Ralph Flores, 334
Mary Shoemaker, 333
Mary E. Hayes, 333
- Bartenders & Culinary Workers No. 126 (854)
Nick Georgedes, 854
- Bartenders & Culinary Workers No. 340 (5,041)
Val Connolly, 1,680
Gerald McEvoy, 1,680
Harry Young, 1,680
- Dining Car Cooks & Waiters No. 456 (300)
Abe Williams, 150
Julie Fox, 150
- Hotel, Restaurant & Bartenders No. 483 (3,082)
Robert S. Gamberg, 3,082
- Hotel & Restaurant Employees & Bartenders No. 531 (313)
Norman E. Stadig, 157
John L. Convery, 156
- Hotel & Restaurant Employees & Bartenders No. 550 (906)
Dorothy M. Abegg, 453
John W. Dukellis, 453
- Hotel & Restaurant Employees & Bartenders No. 681 (5,501)
Millard B. Hill, 551
David L. Shultz, 550
Steve Beyer, 550
Johnnie Goodnight, 550
Doris George, 550
Rita Seja, 550
M. R. Callahan, 550
Helen Worley, 550
Bettye Wright, 550
Maurine Tribble, 550
- Culinary Alliance & Bartenders No. 703 (1,021)
Ted Zenich, 1,021
- Culinary Workers & Bartenders No. 814 (4,983)
Lloyd D. Davis, 831
Dominic S. De Leese, 831
Enoch L. "Nick" Starner, 831
Victor A. Valenzuela, 830
Douglas P. Vance, 830
Patrick W. Henning, 830
- Insurance Workers Int'l Union, AFL-CIO**
- Insurance Workers No. 194 (114)
Cleveland F. Stevenson, 114
- Laborers Int'l Union of North America**
- Laborers No. 73 (719)
W. J. Billingsly, 719
- Laborers No. 89 (3,718)
Joe Alvarado, 620
Harry Jordan, 620
Ernesto Marmolejo, 620
Robert P. Mollett, 620
Louis Phillips, 619
Richard D. Scannell, 619
- Hod Carriers & Common Laborers No. 139 (891)
Al Deorsey, 891
- Hod Carriers No. 166 (466)
Leon Davis, 233
Robert Bell, 233
- Hod Carriers & Common Laborers No. 181 (255)
Albin J. Gruhn, 255
- Laborers No. 185 (1,875)
Joseph Karan, 469
Hugh C. Cowan, 469
Paul E. Radford, 469
Audrian Weatherall, 468
- Laborers No. 220 (393)
Johnny Wiley, 197
Manuel Padilla, 196
- Const. & Gen. Labors No. 261 (1,375)
George Ando, 688
George Evankovich, 687
- Construction & General Laborers No. 270 (2,584)
Robert H. Medina, 862
Gregorio B. Aguilar, 861
Joaquin Delgado, 861
- Laborers No. 283 (196)
Bill J. Shelton, 196
- Hod Carriers & Gen. Laborers No. 291 (383)
James Barrett, 383
- Hod Carriers & Gen. Laborers No. 294 (1,339)
Chester Mucker, 670
Billy R. Leonard, 669
- Laborers No. 297 (418)
George E. Jenkins, 209
Thomas Scardina, 209
- Laborers No. 300 (3,944)
Mike Quevedo, Jr., 658
Carlos Cerna, 658
Herb Barton, 657
Mason Warren, 657
Roger Fisher, 657
Tony Hinojosa, 657
- Const. & Gen. Laborers No. 304 (1,750)
Frank Savoy, 350
Julian Vega, 350
Max Munoz, 350
David Melendrez, 350
Bob Sonsten, 350
- Laborers No. 324 (1,569)
Nathaniel Jackson, 523
Joseph G. Heaps, 523
Charles K. Evans, 523
- Hod Carriers & Gen. Laborers No. 326 (383)
William D. Clark, 192
Melvin F. Osterkamp, 191
- Gunite Workers No. 345 (294)
Boyd McDougall, 294
- Construction & General Laborers No. 389 (633)
John L. Infusino, 633
- Laborers No. 439 (139)
James E. Keyes, 70
Frank W. Rodgers, 69
- Laborers No. 507 (1,800)
James A. Knight, 600
Connie E. Gilmore, 600
William F. Linehan, 600

- Laborers No. 585 (1,352)**
 Edward H. Flores, 451
 Vincent C. Ruiz, 451
 Arthur F. Aguilar, 450
Laborers No. 652 (3,000)
 Ray Mendoza, 3,000
Studio Utility Employees No. 724 (263)
 Patrick M. Bray, 132
 Frank A. Dickenson, 131
Hod Carriers & Gen. Laborers No. 783 (700)
 Jose F. Rivera, 700
Shipyard Laborers No. 802 (1,388)
 William R. McClain, 347
 Bobby J. Rosso, 347
 Baudelio Gonzalez, 347
 Theo J. Suarez, 347
Laborers No. 806 (469)
 Joe M. Leon, 230
 Gabriel M. Leon, 229
Shipyard & Marine Shop Laborers No. 886 (500)
 Michael Hanrahan, 250
 H. T. Lumsden, 250
Laborers No. 1082 (829)
 Isidro Rocha, 829
Industrial Iron & Metal Processing Workers No. 1088 (96)
 C. D. Parker, 48
 Lonnie Thompson, 48
Laborers No. 1130 (742)
 Louis F. Miller, 742
Laborers No. 1184 (3,000)
 John L. Smith, 3,000
Laundry and Dry Cleaning, Int'l Union
Laundry Dry Cleaning, Government & Industrial Service No. 3 (2,214)
 Russell R. Crowell, 738
 Robert L. Luster, 738
 Jesse Cooksey, 738
Laundry & Dry Cleaning Workers No. 52 (781)
 Richard C. Vasquez, 261
 Ivan Blackman, 260
 Thomas M. Luna, 260
Machinists and Aerospace Workers, Int'l. Assn. of Machinists and Aerospace Workers No. 311 (2,779)
 Edgar J. Kochakji, 927
 Albert S. J. Givens, 926
 Andrew Nostrame, 926
Machinists & Aerospace Workers No. 597 (1,305)
 Rigoberto Martinez, 1,305
Machinists & Aerospace Workers No. 727-A (678)
 Justin Ostro, 339
 Jim Quillian, 339
Machinists and Aerospace Workers No. 727-M (198)
 Jack E. Maker, 198
Trans-World Lodge No. 1111 (875)
 Doug Hughes, 875
Automotive Machinists No. 1305 (2,166)
 Frank Souza, 2,166
Peninsula Auto Mechanics No. 1414 (1,566)
 Glenn D. Gandolfo, 522
 Cal H. King, 522
 Lee Stafford, 522
Auto Machinists No. 1546 (5,185)
 E. F. Andrews, 865
 Craig Andrews, 864
 Michael J. Day, 864
 Joe Pandolfo, 864
 W. P. Sweno, 864
 Bernie Tolentino, 864
Marine Engineers' Beneficial Assn., National M.E.B.A. Pacific Coast District No. 1 (1,125)
 C. E. DeFries, 375
 Clyde Dodson, 375
 James Ross, 375
M.E.B.A., District No. 2 (300)
 V. "Gus" Guzelian, 300
Metal Polishers, Buffers Platers and Allied Workers Metal Polishers No. 67 (100)
 Q. Rex Paud, 50
 M. A. Aguilar, 50
Molders and Allied Workers Union, AFL-CIO, Int'l.
Molders & Allied Workers No. 164 (339)
 Jarrell F. Legg, 170
 Thomas Csekey, 169
Molders & Allied Workers No. 374 (100)
 Floyd J. O'Nesky, 50
 Pierre S. Thomas, 50
Musicians, American Federation of Musicians No. 6 (1,500)
 William J. Catalano, Sr., 750
 Vernon Alley, 750
Musicians Assn. No. 7 (183)
 B. Douglas Sawtelle, 92
 Al Maitland, 91
Musicians No. 510 (177)
 Wm. J. Castro, 89
 Betty Howard, 88
Newspaper Guild, The S.F.-Oakland Newspaper Guild No. 52 (1,300)
 Fred D. Fletcher, 1,300
Office and Professional Employees Int'l Union Office & Professional Employees No. 3 (2,959)
 John F. Henning, 740
 Kathleen Kinnick, 740
 Lee Kutnick, 740
 Fran Merriman, 739
Office & Professional Employees No. 29 (2,500)
 Edith Withington, 2,500
Office Employees No. 30 (1,800)
 Charles A. Florey, 360
 Gwen Newton, 360
 William Reay, 360
 Gwen White, 360
 Mitzi Rodriguez, 360
Office Employees No. 174 (826)
 Karen L. Neumeyer, 276
 Herman W. Pope, 275
 Jay Lester, 275
Oil, Chemical and Atomic Workers Int'l. Union Oil, Chemical & Atomic Workers No. 128 (4,482)
 W. F. "Bill" Braughton, 747
 Wm. M. "Bill" Harris, 747
 Kenneth Lord, 747
 Mary Marsh, 747
 George McCall, 747
 Bill Perry, 747
Oil, Chemical & Atomic Workers No. 547 (961)
 Leonard K. Fye, 481
 Thomas J. Moss, 480
Painters and Allied Trades of the United States and Canada, Int'l. Brotherhood of Los Angeles Painters No. 5 (420)
 Willard L. Sward, 420
Painters No. 95 (179)
 Ray DeNamur, 179
Painters & Allied Trades No. 507 (553)
 William J. Bebeau, 277
 Richard Geyer, 276
Painters No. 686 (1,199)
 Jack T. Cox, 1,199
Painters No. 741 (221)
 Anton Motquin, 221
Paint Varnish & Lacquer Workers No. 1053 (500)
 Raymond Angeli, 500
Carpet, Linoleum & Soft Tile Workers No. 1290 (300)
 Robert J. Rardin, 300
Painters No. 1348 (523)
 Ray Camacho, 262
 Henry C. Martinez, 261
Painters No. 1595 (403)
 W. C. Stethem, 403
Paint Makers & Allied Trades No. 1975 (625)
 Ken Reeves, 625
Painters No. 9254 (507)
 Walter Zagajeski, 507
Plasterers' and Cement Masons' Int'l. Assn. of the United States and Canada, Operative Cement Masons No. 25 (394)
 Chris Hernandez, 197
 Albert Valdez, 197
Plasterers No. 66 (142)
 John J. Moylan, 142
Plasterers No. 112 (38)
 Thomas Savage, 19
 Joseph P. Egan, 19
Plasterers & Cement Masons No. 429 (117)
 C. (Al) Green, 59
 Manuel Ronquillo, 58
Cement Masons No. 594 (500)
 Paul Rodgers, 250
 M. B. Dillashaw, 250
Cement Masons No. 627 (681)
 Phillip G. Vaca, 681
Plumbing and Pipe Fitting Industry of the United States and Canada, United Assn. of Journeymen and Apprentices of the Plumbers & Pipefitters No. 38 (2,856)
 Lawrence J. Mazzola, 2,856
Plumbers & Fitters No. 403 (266)
 Sid Stolper, 266
Plumbers & General Fitters No. 444 (900)
 George A. Hess, 300
 Harry M. Sheridan, 300
 Gerald L. Stacy, 300
Plumbers & Steamfitters No. 467 (600)
 Thomas J. Hunter, 300
 Gary Saunders, 300
Police Associations, International Union of Long Beach Police Officers Assn. No. 42 (75)
 Mike Tracy, 88
 Tim Chamberlain, 37
Burbank Police Officers Assn. No. 132 (5)
 Al Angele, 3
 Joe Valento, 2

Printing and Graphic Communications Union, Int'l.

S. F. Web Pressmen & Plate Workers No. 4 (700)
Edward G. Conlan, 700
Newspaper Pressmen No. 18 (409)
John A. Sullivan, 205
James A. Collins, 204
Offset Workers, Printing Pressmen & Assistant's No. 78 (550)
Neil Freeman, 275
William Perkins, 275
Printing Specialties & Paper Products No. 382 (741)
Lenore Frigaard, 741
Printing Specialties & Paper Prod. No. 388 (623)
Carmen Plantadosi, 312
Arthur L. Burnette, 311
Printing Specialties & Paper Products No. 653 (104)
Steve Northup, 104
Printing Specialties & Paper Products No. 777 (839)
Steve Northup, 839

Professional and Technical Engineers, Int'l. Federation of

California League of Engineering and Allied Technical Employees, No. 22 (549)
Howard Verhoff, 549

Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of

California State Legislative Committee Rail-Air, Steamship Clerks (111)
George W. Falltrick, 56
Shirley A. Callaghan, 55

Rubber, Cork, Linoleum and Plastic Workers of America, United

Rubber Workers No. 100 (571)
Albert Hernandez, 571

Seafarers Int'l. Union of North America

Advertising & Public Relations Employees (25)
William Barrett, 13
Richard K. Wendt, 12
Fishermen's Union of America (820)

Vincent J. Bozzo, 410
Jack Tarantino, 410
Marine Firemen's Union (1,200)
Henry Disley, 300
B. C. Shoup, 300
Robert P. Gomard, 300
Solomon Ayoub, 300

Military Sea Transport Union

(700)
Roy A. Mercer, 350
Raleigh G. Minix, 350
Sailors Union of the Pacific (3,000)
Paul Dempster, 500
Jack Ryan, 500
Gordon Ellis, 500
Morris Weisberger, 500
Clarence W. Hin, 500
Lou Webb, 500

Seafarers, Atlantic & Gulf, (S.F.)

917
Ed Turner, 306
George McCartney, 306
Luigi Iovino, 305

Sugar Workers No. 1 (921)
Frank Clark, 307
A. Benavidez, 307
D. Billeci, 307

United Cannery & Industrial Workers (5,022)
Steve Edney, 5,022

Service Employees Int'l Union

Service Employees No. 77 (1,839)
Charles Perkel, 613
Elmer Buchanan, 613
Virginia Ross, 613

Bldg. Service Employees No. 87 (2,923)
Mike Connell, 2,923

Dental Technicians & Allied Workers No. 99 (250)
Leo E. Turner, 250

So. Calif. Dental Technicians No. 100 (150)
Oscar R. Fuss, 75
Donald E. Clemons, 75

Watchmakers No. 101 (200)
Harris V. Call, 200

Hospital & Institutional Workers No. 250 (8,850)
Timothy J. Twomey, 4,425
Bill Dougherty, 4,425

L.A. City Employees No. 347 (667)
Walter Backstrom, 223
Sylvia Gonzalez, 222
Gregory Cirillo, 222

United Public Employees No. 390 (4,202)
Paul Varacalli, 1,401
John Harrington, 1,401
Herb Lofton, 1,401

L.A. County Employees No. 434 (1,000)
Ophelia McFadden, 334
Walter Miller, 333
Connie Cotton, 333

Service Employees No. 505 (85)
Vern A. Duarte, 85

Social Services No. 535 (833)
David D. Crippen, 278
Walter Lippman, 278
Jerry Hall, 277

Service Employees No. 660 (2,875)
Jack M. Thomas, 411
Stephan P. Coony, 411

Jack Roberts, 411
Marc Holguin, 411
Guy Smith, 411
Jim Green, 410
Steve Sampley, 410

Sheet Metal Workers Int'l. Assn.

Sheet Metal Workers No. 252 (191)
Faytie R. Shilling, 191

Stage Employees and Moving Picture Machine Operators of the United States and Canada, Int'l Alliance of Theatrical

Theatrical Stage Employees No. 16 (99)
Edward C. Powell, 99

Theatrical Employees No. B-18 (125)
Iris Holaday, 125

I.A.T.S.E. No. 33 (611)
Ernest L. Madrigal, 306
Peter G. Secor, 306

Affiliated Property Craftsmen No. 44 (2,000)
Allen Price, 500
Don Bernarducci, 500
Fred Haymin, 500
Joe Bernay, 500

Stage Employees No. 50 (53)
Harry Finks, 53

Theatrical Employees No. B-66 (44)
Harry Finks, 44

M. P. Studio Grips No. 80 (858)
Don Rohrbach, 858

Theatrical Stage Employees No. 134 (24)
Paul F. Moore, 24

M. P. Machine Operators Operators No. 162 (147)
Chas. Moran, 74
James Luther, 73

M. P. Projectionists No. 165 (268)
Stephen R. Flint, 268

Moving Picture Operators No. 169 (90)
Wayne Hoffman, 90

I.A.T.S.E. No. B-192 (379)
Linda A. Paquette, 379

M. P. Machine Operators No. 252 (76)
Leslie E. McMillin, 76

Theatrical, Stage & Motion Picture Operators No. 409 (81)
John A. Woodworth, 81

I.A.T.S.E. No. 504 (135)
Walter H. Blanchard, 68
Steve D'Inzillo, 67

Theatrical Stage Employees & Motion Picture Machine Operators No. 564 (22)
Joseph F. Savage, 22

Motion Picture Photographers No. 659 (300)
Terry M. Burley, 150
Joseph Raue, 150

Film Technicians No. 683 (1,667)
Donald P. Haggerty, 834
Ernest L. Repola, 833

Sound Technicians & Motion Picture No. 695 (288)
James A. Osburn, 288

Motion Picture Costumers No. 705 (590)
Lawrence Richter, 295
William K. Howard, 295

Studio Electrical Lighting Technicians No. 728 (400)
Ralph Perrault, 200
Frank Sontag, 200

Motion Picture Set Painters No. 729 (300)
Carmine A. Palazzo, 300

Motion Picture First Aid Employees No. 767 (119)
Burt K. Ellis, 60
Eddie R. Clark, 59

Theatrical Wardrobe Attendants No. 768 (69)
Dorothy T. Priest, 69

Motion Picture Film Editors No. 776 (840)
Gerald E. Lennon, 280
Jeanene Ambler, 280
Josef Von Stroheim, 280

Theatrical Wardrobe Attendants No. 784 (51)
Ada S. Philpot, 51

M.P. Studio Art Craftsmen No. 790 (49)
Albert Erickson, 49

Scenic & Title Artists No. 816 (240)
Wilbur Ferrell, 240

Story Analysts No. 854 (77)
Marjo Bernay, 77

Theatrical Wardrobe Employees No. 874 (7)
Harry Finks, 7

ROLL OF DELEGATES

Society of Motion Picture Art
Directors No. 876 (154)
Gene Allen, 154

**State, County and
Municipal Employees,
American Federation of**
L.A. County Employees No. 119
(812)
Charles A. Aston, 156
Jerry Shungalski, 156
East Bay Muni District
Employees No. 444 (414)
Dale Noyce, 207
Alton Williams, 207

L.A. County Probation Officers
No. 685 (1,688)
Arthur Dugway, 422
Caroline Coleman, 422
Ralph Miller, 422
Mel Duncantel, 422
State, County and Municipal
Employees No. 800 (491)
Alice Holzman, 246
James Doherty, 245

Steelworkers of America, United
United Steelworkers No. 1440
(650)
Tony Cannata, 650
Steelworkers No. 5632 (400)
Reed Sogate, 200
Mike Sgambate, 200

**Teachers, American
Federation of**
San Francisco Federation of
Teachers No. 61 (2,464)
James E. Ballard, 2,464
Bassett Federation of Teachers
No. 727 (61)
Marie Whipp, 61
San Bernardino Federation of
Teachers No. 832 (24)
Ralph Brady, 24
L.A. Fed. of Teachers No. 1021
(4,200)
Michael B. Bennett, 2,100
Judy Solkovits, 2,100
Riverside Fed. of Teachers
No. 1414 (83)
Margie Akin, 83
University Council-Berkeley
No. 1474 (108)
Joan Bracconi, 54
Bruce Poyer, 54
AFT College Guild No. 1521 (875)
Virginia Mulrooney, 292
Cedric Sampson, 292
Marty Hittelman, 291
Peralta Federation of Teachers
No. 1603 (295)
Frances L. White, 148
Robert Gabriner, 147
University Council - Librarians
No. 1795 (44)
Laurel Burley, 44
Diablo Valley Fed. of Teachers
No. 1902 (160)
Mary Bergan, 160
West Valley Fed. of Teachers
No. 1953 (55)
Mary A. Bergan, 55
UCLA, Teachers No. 1990 (33)
Jack Blackburn, 17
Geoffrey Symcox, 16
East County Teachers No. 2001
(25)
Mary Bergan, 25
El Rancho Fed. of Teachers
No. 3467 (220)
Olivia Luna, 110
Nancy Miller, 110

United Professors of Calif.
(3,353)
Warren Kessler, 1,118
Richard Smith, 1,118
Geri Anderson, 1,117

Telegraph Workers, United
United Telegraph Workers
No. 34 (250)
Anthony J. Silva, 125
James W. Cross, 125

Transit Union, Amalgamated
Amalgamated Transit No. 192
(958)
Richard K. Windrich, 320
I. P. Cordeiro, 319
William McCombe, 319
Amalgamated Transit No. 256
(451)
Roy Williams, 226
Ralph J. Oliveri, 225
Amalgamated Transit Workers
No. 1225 (1,083)
Jerome Long, 1,083
Amalgamated Transit No. 1277
(1,460)
Jerome C. Long, 730
Neil H. Silver, 730
San Diego Bus Drivers
No. 1309 (765)
Donald R. Randall, 765
Amalgamated Transit No. 1555
(487)
James S. Danzy, 244
Marilyn Williams, 243

**Transport Workers Union
of America**
Transport Workers No. 250-A
(1,000)
Cornell Gatewood, 334
Bobbie L. Brown, 333
Samuel W. Walker, 333

Transportation Union, United
U.T.U. No. 19 (141)
D. C. Richardson, 141
U.T.U. No. 32 (56)
Lawson Chadwick, 56
U.T.U. No. 239 (113)
J. Glenn Yates, 113
U.T.U. No. 240 (169)
J. P. Jones, 169
U.T.U. No. 492 (141)
R. E. Willeford, 141
U.T.U. No. 694 (84)
K. L. Farris, 84
U.T.U. No. 771 (169)
Mike N. Anderson, 169
U.T.U. No. 811 (169)
J. L. Evans, 169
U.T.U. No. 835 (56)
Lawson Chadwick, 56
U.T.U. No. 1080 (56)
R. L. McBreen, 56
U.T.U. No. 1200 (56)
R. E. Willeford, 56
U.T.U. No. 1201 (113)
Mike N. Anderson, 113
U.T.U. No. 1241 (56)
Charles Clark, 56
U.T.U. No. 1252 (56)
R. L. McBreen, 56
U.T.U. No. 1336 (79)
J. P. Jones, 79
U.T.U. No. 1422 (141)
D. C. Richardson, 141
U.T.U. No. 1469 (113)
J. Glenn Yates, 113
U.T.U. No. 1544 (73)
Dorse Dixon, 73

U.T.U. No. 1561 (73)
Dorse Dixon, 73
U.T.U. No. 1563 (563)
J. L. Evans, 563
U.T.U. No. 1564 (619)
J. L. Evans, 619
U.T.U. No. 1565 (478)
K. L. Farris, 478
U.T.U. No. 1570 (84)
Mike N. Anderson, 84
U.T.U. No. 1581 (51)
K. L. Farris, 51
U.T.U. No. 1604 (23)
Dorse Dixon, 23
U.T.U. No. 1607 (394)
J. P. Jones, 394
U.T.U. No. 1674 (23)
D. C. Richardson, 23
U.T.U. No. 1741 (79)
R. E. Willeford, 79
U.T.U. No. 1770 (62)
R. L. McBreen, 62
U.T.U. No. 1785 (73)
Charles Clark, 73
U.T.U. No. 1795 (62)
Charles Clark, 62
U.T.U. No. 1812 (34)
Lawson Chadwick, 34
U.T.U. No. 1846 (39)
J. G. Yates, 39

**Typographical Union,
International**
Los Angeles Mailers No. 9 (250)
Charles L. Matlock, 125
Zenon F. Frankowiak, 125
Bay Area Typographical No. 21
(1,456)
Donald Abrams, 728
Peter Logan, 728
Central Valley Typographical
No. 46 (274)
Keith A. Thurston, 274

**Building and Construction
Trades Councils**
Alameda Bldg. & Construction
Trades Council (2)
William Ward, 1
Robert Skidgel, 1
Marin County Bldg. & Const.
Trades Council (2)
James Barrett, 1
Orange Co. Bldg. & Const.
Trades Council (2)
Alfred R. Gray, 1
Arthur W. Turney, Jr., 1
San Diego Bldg. & Construction
Trades Council (2)
Donald J. Guthrie, 1
San Francisco Bldg. &
Construction Trades Council
(2)
Stanley M. Smith, 1
Ventura County Bldg. & Const.
Trades Council (2)
Arthur J. Bauerlein, 1

California State Councils
Carpenters, California State
Council (2)
Anthony L. Ramos, 1
Robert L. Hanna, 1
Electrical Workers, Calif.
State Assn. (2)
Albert J. Coughlin, 1
Patrick J. Burns, 1
Engineers, State Conference of
Operating (2)
Edward P. Park, 1
William G. Dowd, 1

Food and Commercial Workers,
Calif. St. Branch (2)
Dan Swinton, 1
Machinists, California
Conference of (2)
John T. Schiavenza, 1
Plasterers, Cement Masons &
Shophands, Calif. State
Conf. of (2)
John J. Moylan, 1
Service Employees, California
State Council of (2)
Timothy J. Twomey, 1
William Dougherty, 1
State Bldg. & Const. Trades
Council of Calif. (2)
James S. Lee, 1
Jerry P. Cremins, 1
State Culinary Alliance (2)
Loretta Mahoney, 1
Fernando Felix, 1
Teachers, California Federation
of (2)
Raoul Teilhet, 1
Theatrical, Calif. State
Federation of (2)
Edward C. Powell, 1

Central Labor Councils

Alameda County Central Labor
Council (2)
Richard K. Groulx, 1
Sandri Bachmann, 1
Butte & Glenn Counties Central
Labor Council (2)
Paula J. Terry, 1
Contra Costa County Central
Labor Council (2)
Steven A. Roberti, 1
Tony Cannata, 1
Five Counties Central Labor
Council (2)
Robert A. Monzingo, 1
Fresno-Madera Central Labor
Council (2)
Ray Shilling, 1
Humboldt-Del Norte Counties
Central Labor Council (2)
Sherman Nestrom, 1
Robert Gibbs, 1
Kern, Inyo and Mono Counties
Central Labor Council (2)
Wayne Weaver, 1
Los Angeles County Federation
of Labor (2)
Wm. R. Robertson, 1
J. J. Rodriguez, 1
Marysville Central Labor
Council (2)
A. A. Cellini, 1
Monterey County Central Labor
Council (2)
Sarah Palmer, 1
Napa-Solano Counties Central
Labor Council (2)
Preston T. Epperson, 1
Orange County Central Labor
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Ann M. Imperato, 1

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San Bernardino-Riverside
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Marjorie Akin, 1
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Joseph S. Francis, 1
Tom Vandeveld, 1
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Timothy Twomey, 1
John F. Crowley, 1
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Robert L. Renner, 1
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James P. McLoughlin, 1
J. Michael Nye, 1
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Bill Shelton, 1
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Al Deorsey, 1
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Ian McIntyre, 1
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Robert Griffin, 1
Brian Hatch, 1
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C. B. Hughes, 1
Robert White, 1
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Jack Trystman, 1
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James Flores, 1
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Larry W. Null, 1
Jasper Roberts, 1
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J. M. Van Houten, 1
A. B. Montes, 1
Iron Workers, District Council
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Sal Minerva, 1
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Max B. Wolf, 1
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Raymond Gabel, 1
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