



# 1998 CONVENTION PROCEEDINGS

☆ PRE-PRIMARY ELECTION

☆ PRE-GENERAL ELECTION

☆ 22ND BIENNIAL CONVENTION

CALIFORNIA  
LABOR  
FEDERATION,  
AFL-CIO

ART PULASKI  
Executive  
Secretary-Treasurer

TOM RANKIN  
President

# Executive Council

**Art Pulaski**  
Executive Secretary-Treasurer

**Tom Rankin**  
President

District No. 1  
**Allen Shur**

District No. 2  
**William Waggoner**

District No. 3  
**Miguel Contreras**  
**Ken Orsatti**  
**Janett Humphries**  
**Dan Terry**  
**Cristina Vazquez**  
**John L. Smith**

District No. 4  
**Armando Vergara**

District No. 5  
**Leo Valenzuela**

District No. 6  
**Don Hunsucker**

District No. 7  
**Gene Massey**

District No. 8  
**Shelley Kessler**

District No. 9  
**Dennis B. Kimber**

District No. 10  
**Gunnar Lundeberg**  
**Jack Gribbon**  
**Michael J. Day**  
**Larry Mazzola**

District No. 11  
**Don Doser**  
**Barry Luboviski**

District No. 12  
**Jack McNally**

District No. 13  
**Nancy Wohlforth**

District No. 14  
**Jack L. Loveall**

**Vice Presidents  
at Large:**

**Edward C. Powell**  
**Tony Bixler**  
**Marvin Kropke**  
**Mike Quevedo, Jr.**  
**Lee Pearson**  
**Dean Tipps**  
**Carol Wheeler**  
**Kristina Sermersheim**  
**Wayne A. Clary**  
**Mary Bergan**  
**Eliseo Medina**  
**Chuck Mack**  
**Enrique Fernandez**  
**Bob Balgenorth**  
**Day Higuchi**  
**Arturo Rodriguez**  
**Richard Zampa**  
**Alejandro Stephens**  
**Sonia Moseley**  
**Oscar Owens**  
**Archie Thomas**  
**Eugene Hudson**  
**Pat Caccamo**

# **1998 CONVENTION PROCEEDINGS**

★ **PRE-PRIMARY ELECTION**

★ **PRE-GENERAL ELECTION**

★ **22ND BIENNIAL CONVENTION**

**CALIFORNIA  
LABOR  
FEDERATION,  
AFL-CIO**



# Table of Contents

1998 Pre-Primary Election Convention .....	5-29
Report and Recommendations of the	
Executive Council .....	11-20
Ballot Propositions .....	16-20
Roll of Delegates .....	23-29
1998 California Labor Federation Convention .....	30-108
First Day Proceedings .....	30-44
Second Day Proceedings .....	44-53
1998 Pre-General Election Convention .....	53-61
Report and Recommendations of the	
Executive Council .....	54-61
Ballot Propositions .....	57-61
Special Awards Banquet .....	62-63
Statements of Policy .....	64-93
Digests .....	64-68
Full Statements .....	69-93
Resolutions .....	94-101
Roll of Delegates .....	102-108
Index .....	109-113



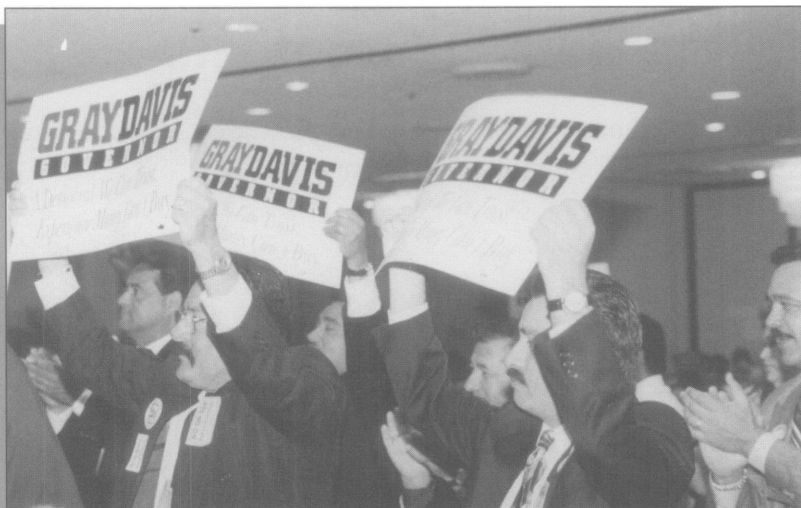


Photo Greg Castillo

Gray Davis's endorsement for Governor  
brings delegates to their feet.

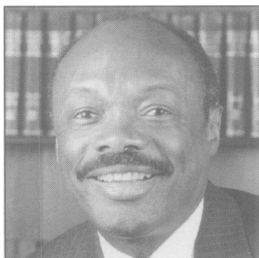
# Summary of the Proceedings of the 1998 Pre-Primary Election Convention

Cathedral Hill Hotel

San Francisco, April 8, 1998

## Call to Order

More than 400 delegates gathered in the Grand Ballroom of San Francisco's Cathedral Hill Hotel were called to order by President Tom Rankin and the 1998 Pre-Primary Convention was underway. They were there to endorse candidates running for statewide and district offices, and to consider recommendations for propositions on the June 2 primary ballot. Foremost in their minds, however, was the task of mounting a campaign to defeat the Anti-Worker Initiative, Proposition 226.



## Brown Hits 226

Willie Brown, Jr.

Following the Pledge of Allegiance and the invocation, Secretary-Treasurer Art Pulaski introduced San

**'Let's reach into the hearts and souls of people on a one-to-one basis and carry the message about who speaks for working families in this state.'**

**—Willie Brown**

Francisco Mayor Willie Brown, Jr., to the delegates for his address.

"We must disproportionately turn out our vote," Mayor Brown exhorted the delegates. Elections are simply a matter of numbers, and the turnout becomes

our focal point.

"Labor was strong before labor had money because labor had people," he said.

We are equal to the task because we've been there before, he pointed out, referring to the 1958 effort that defeated the 'Right-to-Work' initiative in California.

We need to do basic politics again, he said, recalling the successes of the Farm Workers Union in its fledgling years.

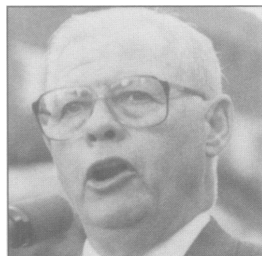
Corporate California desperately wants to silence working families in the political arena. They don't want labor to have access to money, he warned, so they created Proposition 226 to disenfranchise workers.

Tom Rankin, president of the State Federation and chairman of the Convention, then called on Walter Johnson, secretary-treasurer of the San Francisco Labor Council, to greet the delegates.

## Johnson: Let's Get to Work

In his official welcome to the city, Johnson emphasized individual responsibility as the key to defeating the Anti-Worker Initiative.

He predicted a larger win over Prop. 226 than labor's 'Right-to-Work' win in 1958, providing, he said, that "we knuckle down to the task."



Walter Johnson

Labor's enemies know that California has one of the strongest movements in the nation, he said.

"They figure that if they win here, it will be like a domino effect, going from state to state."

Chairman Rankin thanked Walter Johnson for his welcome and then addressed the Convention:

## Proceedings

### Address TOM RANKIN President

#### California Labor Federation, AFL-CIO

Thank you. After those two welcomes, I've decided I won't call my address a welcome, I'll call it a review.

Brothers and sisters, we have done some great things since our last Pre-Primary COPE Convention in 1996. We put Proposition 210 on the ballot, and as of March 1st this year, the state's minimum wage went up to \$5.75 an hour. I want to thank you all for your work on that.

We won back the Assembly, which had been under the control briefly of Curt Pringle and his right-wing allies. We strengthened our majority in the Senate. We replaced three right-wing Congress people with good Democrats.

As Willie mentioned, we had some good luck in special elections. Not just good luck, it was due to hard work. Yesterday, Barbara Lee won in the East Bay. We elected Lois Capps to replace her deceased husband. And in an Assembly seat in Los Angeles which had been vacated by Assemblyman Caldera, we elected Gil Cedillo as our new Assemblyman, despite polls showing that we should have lost, by a two-to-one margin out of the house of organized labor.



Tom Rankin

We now have a state Legislature that is led by two of the most pro-labor people there—Antonio Villaraigosa, Speaker of the Assembly, and John Burton from San Francisco, who is the President Pro Tem of the Senate. (Applause)

Unfortunately, despite all this hard work and these great victories, we were not able to produce any positive legislative results. On the national level, Newt and Trent and their right-wing friends still control Congress. And Steve Rosenthal, I am sure, will talk a little bit more about that. They're not only trying to strip away worker protections, they're trying to do their version of Prop. 226 on the national level.

On the state level, as we all know, Pete Wilson continues to veto every pro-labor bill that comes to his desk. But not only that, he has done something that his predecessor didn't even think

about doing, and we thought George Deukmejian was trouble. Pete Wilson has decided to go after us administratively, and he has picked some pretty big targets—prevailing wages, daily overtime, OSHA standards, state employee salaries.

We fought back. The State Building Trades have done a tremendous job of organizing rallies and marches. They have organized press events. They have put bills through the Legislature and they have gone to the courts and at least temporarily have won a victory in the courts.

We all know that we cannot trust Pete Wilson's Supreme Court on anything in the state. We have had some good luck on the OSHA standard, the ergonomics standard, which the Governor tried to take away from us. We had to go to court also to get the OSHA Standards Board just to do what the law told them they had to do.

#### Still No Raise for State Employees

In terms of state employees' salaries, last year in the budget debates and deliberations, there was supposedly a deal that state employees would get a three percent salary increase. Pete Wilson has yet to deliver on that deal.

And Wilson continues his administrative attacks, his search and destroy mission. He is going after what little is left of affirmative action after Prop. 209. He is going after immigrants' rights. He is trying to deny undocumented workers in this state benefits that they pay for—state disability benefits. He is trying to deny them their rights to workers' comp benefits if they happen to work for a contractor in the underground economy who doesn't buy workers' compensation insurance, and they get hurt on the job.

**'We are going to use Prop. 226 just like our brothers and sisters used Prop. 18 in 1958 and Prop. 1 in 1938. We are going to use Prop. 226 to elect a Democratic Governor!'**

**—Tom Rankin**

He is using his state agencies to try to strip away our rights. The Apprenticeship Council is trying to change its rules.

## Pre-Primary Election Convention

The ALRB is trying to take away access from farm worker organizers. Yesterday, I just learned that he is trying to deny the protections of the federal Fair Labor Standards Act to all those four hundred and some thousand people who are on welfare, who have been put on the job market. And now they're there and he doesn't want to give them any federal labor standards protection.

But the Governor and his right-wing allies have a much bigger agenda than simply doing away with labor law protections. They want to go after public education and privatize it. They want to go after public benefits, Social Security, and Medicare, and privatize them. But they know they cannot succeed in these endeavors so long as organized labor has a strong political voice. That is why they came up with Proposition 226. They want to silence our voice. Our message today, and you are going to hear it over and over again, is that we will not be silenced. (Applause)

Willie and Walter mentioned Proposition 18, the so-called 'Right-to-Work' initiative in 1958. There was another proposition in 1938, Prop. 1, which would have outlawed strikes in this state. We are going to use Prop. 226 just like our brothers and sisters used Prop. 18 in 1958 and Prop. 1 in 1938. We are going to use Prop. 226 to elect a Democratic Governor.

We are going to elect a Democratic Legislature so we can get our bills and our programs to that Governor to sign. We need to remember what it was like in this state in the good old days.

### Out of the Wilderness

We have been in the wilderness in Sacramento for 16 years now, and we need a Governor who will bring this state back to where it was under Pat Brown, where we had a first-rate educational system, where we had a first-rate infrastructure, where we had public housing for those in need, where we had wages and benefits that families could live on, where we had a fairer system of taxation, where we had a Department of Industrial Relations, headed by Jack Henning, which was interested in and committed to enforcing labor laws, not gutting them, where we had a government that was interested and engaged in passing civil rights laws instead of repealing them. That is what we need again. (Applause)

We have to remember when we elect this Democratic Governor that no matter who that Governor is, no progressive change will come about in this state without the persistent and constant pressure from organized labor. The corporate interests and their lobbyists and the right-wing ideologues in the Legislature won't

give up just because we win an election.

We will always have to fight for our needs. One example. In 1974 we elected a liberal Democrat, Jerry Brown, to be Governor of the State of California. He went on to do great things for us—the Agricultural Labor Relations Act, public employment, collective bargaining laws. But shortly after he was elected, Jack tells this story: Brown was resisting a much needed increase in unemployment insurance benefits. Jack and the Federation had to organize a march in Sacramento, from the bridge to the capitol, to convince that liberal Democratic Governor that we needed an increase in unemployment insurance benefits.

### We Share a Common Vision

So, let us remember that whatever differences there may be among us later on today when we come to the question of endorsement of candidates, that we share a common vision of economic and social justice and a vision that can only be realized if we build a stronger and larger labor movement in California with a stronger and louder political voice.

Our enemies want to silence our voice. They don't want us to realize our vision. That is why they have come up with 226. But we will turn the tables on them, and we will, as our brothers and sisters have historically done, use Proposition 226 like they used Proposition 1 in 1938 and Proposition 18 in 1958, to build a stronger labor movement and give ourselves a stronger and louder political voice.

Thank you very much. (Applause)

### Rosenthal: Labor is a Threat to the Corporate Agenda

Steve Rosenthal, national AFL-CIO political director, reflected on Labor's experience during the past two years:

"In 1996 we went back to our membership, talked to our members, mobilized them, and won elections," he said.

He emphasized that it's not working families' political spending that worries big business, but a revitalized labor movement that makes them nervous. In less than two years, he said, we went from being 'relics of the past—dinosaurs,' to a major threat to the corporate agenda.

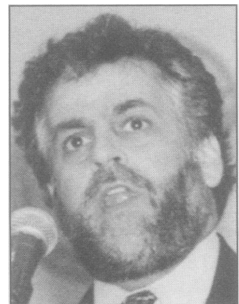


Photo: Greg Castillo

**Steve Rosenthal**

## Proceedings

"Despite their huge advantage, now they want to try to eliminate resources that unions have to spend on politics.

"There are many who say we can't win, and that is hogwash.

"The labor movement was built on fight after fight that people said we couldn't win. We will

win because we are right," he concluded.

Chairman Rankin thanked Director Rosenthal for his speech and then introduced Executive Secretary-Treasurer Pulaski to the Convention for his address. The Report of the Secretary-Treasurer, contained in the Convention's booklets, had been distributed earlier to the delegates.

### Address ART PULASKI

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

Thank you Chairman Rankin, delegates, and Steve Rosenthal, for coming all the way out here on a late night flight to join us.

It is important to take a moment out to acknowledge the two great emeriti of this organization, Brother Jack Henning, Secretary-Treasurer Emeritus, and Al Gruhn, President Emeritus. (Standing ovation.)

Another good friend of ours is the U.S. Secretary of Labor's representative, Steve Roberti, our guest today.

Brothers and sisters, immediately upon the close of the Convention, we will have a special strategy session on the next steps we'll take against Proposition 226. We urge your attendance in the El Dorado Room, especially state councils, labor councils, building trades, and vice presidents.

We encourage attendance. Join us as we lay out some of the details of the final seven weeks of the campaign.

We will talk about the outreach to voters at large, the member-to-member contact, the communications that we will be doing.

There is a possibility that President John Sweeney may be joining us at that meeting. He is flying into town this afternoon and going to Sacramento, so he will join us if he arrives on time.

The loss of Jimmy Herman a few weeks ago reminds us of a momentous event in history. If you walk out the front doors of this hotel on to Van Ness Avenue and turn right, it was only a few short blocks away that they marched.

It seems a different age some 64 years ago, but so familiar a fight it was. Days earlier, two died, hundreds injured—over a simple fight for a

collective right to have a strong voice, to have a union. The funeral march came down that street.

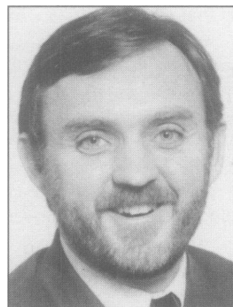
It was for two heroes—a cook, a member of the culinary workers, and a longshoreman, a member of what was to become the great ILWU. They died. They gave their lives to build their union.

Days later in Los Angeles, two more were shot and killed. Shortly after, one in Portland and one in Seattle. So many more in so many fights, the length of this state and the breadth of this nation.

That July day in 1934, forty thousand men, women, and children. You could see it all the way down Market Street. They started at the Ferry Building. Up they came, one mile, then two miles to Van Ness Avenue. Three miles to Valencia Street. It was a death march for those two but it was the beginning of a new life for this movement, and we are the legacy.

The principles that guided that march to victory enabled us to assemble here today. We believe in those same principles of justice that they advanced in the fight for us. Hundreds were wounded in those days. Thousands suffered and some died.

We believe still in those principles—that every worker's best hope for a bright future is organizing, collective action, and a strong union.



**Art Pulaski**

**'No one, not Pete Wilson, not Newt Gingrich, has the right, unless they hold a union card, to dictate the direction of democracy or the course of action of our unions.'**

**—Art Pulaski**



## Pre-Primary Election Convention

We believe that the only hope for fairness on the job and justice in this state is through the voice of labor. We believe in the principles of democracy equally applied, the same democracy for unions upon which this nation was founded—majority vote and majority rule.

The same democracy is used in Congress, in the NRA, and the PTA. No one, not Pete Wilson, not Newt Gingrich, has the right, unless they hold a union card, to dictate the direction of democracy or the course of action of our unions. That privilege is reserved for our members. (Applause)

Our members decide the policies. Our members elect the officers. Our members pay the bills. Our members fight for the contracts that mean the most to them. When the majority of our members decide that they want to spend money on politics to protect our families' lives, then, by God, we are going to do it. (Applause)

Who do Pete Wilson and his cohorts think they are to think that they can stop the voice of labor because they don't like what it says? Is Pete Wilson going to silence our voice?

("NO!" responded the audience.)

Is Pete Wilson going to silence our voice that calls out to save the eight-hour day?

(Again, a loud "NO!" resonated from the audience.)

Is Pete Wilson going to quiet the calls for a decent minimum wage?

("NO!" the delegates shouted back.)

Is Pete Wilson going to stop the roar demanding the preservation of prevailing wage, protecting pensions and protecting our schools?

Brothers and sisters, we will not be silenced—not in 1934, not June 2nd, 1998, and not ever. (Applause)

Those bomb throwers of Proposition 226 are the most dangerous people in the world. They're over the edge of the right-wing fringe. That's not why they're the most dangerous. They're not dangerous because they're rich. They're dangerous because they're insidious. They attack with the respectability of suits and CEO's. They attack under the guise of words like "worker democracy" and "paycheck protection." It's a lie. Proposition 226 is to workers like gift wrap is to a bomb.

### **We're Energized by Proposition 226**

We have a message for Pete Wilson. You may not be listening, Pete, but hear this: Through 226 you don't silence our voice. You awaken a roar. And by the time you kiss that plush office of yours goodbye, we will speak even louder and

stronger, and we will soon win back those family protections that the Wilson administration tore asunder.

Pete Wilson, when you leave office in nine short months, don't turn out the lights, because we will be there.

And the 10,000 union members of 1996, during September, October and November, who gathered together to win back the Assembly and to win back a majority of the Congress of the State of California will be there again.

Added on top of those 10,000 will be another 10,000 more. And together we are going to fight back and beat back Proposition 226. But we are going to win back the Governor's seat in the capital in Sacramento. We are going to win more victories.

Brothers and sisters, right now it's June 2nd. The battle is nigh upon us. We see the enemy. His swords are drawn. These are the fights that make workers strong. These are the days that make labor great. I will see you in the streets. (Applause)

## **Committee Appointments**

Secretary-Treasurer Pulaski announced the names of Committee members as appointed for the Convention in accordance with the Federation's Constitution:

### **COPE Advisory Committee**

Alejandro Ahumada, Utility Workers No. 132, Los Angeles.

Andrea Brooks, AFGE No. 490, Sacramento.

Jerry Butkiewicz, San Diego Labor Council.

Tim Cremins, Operating Engineers State Council, Sacramento.

Daniel Curtin, California State Council of Carpenters, Sacramento.

Oscar de la Torre, Laborers No. 261, San Francisco.

Walter Johnson, San Francisco Labor Council.

Chuck Mack, Temasters Joint Council 7, San Francisco.

Matt McKinnon, California Conference of Machinists, Sacramento.

Willie Pelote, AFSCME, Sacramento.

John Perez, UFCW Region 8 State Council, Buena Park.

Walt Petrovich, Southern California Painters District Council 36, Pasadena.

Dan Terry, California Professional Firefighters, Sacramento.

Lawrence Thibeaux, ILWU Northern California, San Francisco.

Dean Tipps, SEIU California State Council, Sacramento.

## Proceedings

### **Committee on Credentials**

Joe Bobo, East Bay Auto Machinists No. 1546, Oakland.

Obie Brandon, UFCW No. 588, Roseville.

Pamela Broderson, UNAC Health Care Workers 1199, AFSCME, Pomona.

Mike Hardeman, Sign & Display No. 510, San Francisco.

Mickey Harrington, Butte & Glenn Counties Central Labor Council, Chico.

Monica Hogan, CWA No. 9415, Oakland.

Harry Jordan, Laborers No. 89, San Diego.

Mark Kyle, Operating Engineers No. 3, Alameda.

Bill Lloyd, SEIU No. 790, Oakland.

Loretta Mahoney, California State Council of HERE, Sacramento.

Natalie Richards, UNAC Health Care Workers 1199, AFSCME, Pomona.

Cindy Tuttle, Sacramento Central Labor Council.

Marilyn Wollard, Tri-Counties Central Labor Council, Santa Barbara.

Bill Wong, Carpenters No. 22, San Francisco.

### **Committee on Rules and Order of Business**

Mary Bergan, California Federation of Teachers, Oakland.

Tony Bixler, CWA District Council 9, Burlingame.

Steve Edney, United Industrial Workers, Wilmington.

Janett Humphries, Los Angeles City and County School Employees, SEIU 99, Los Angeles.

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

Dennis Kimber, UFCW No. 428, San Jose.

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

Owen Marron, Alameda County Central Labor Council, Oakland.

Sonia Moseley, United Nurses Association of California, NUHHCE, AFSCME, Pomona.

Richard Robbins, IBEW No. 2295, El Monte.

Yolanda Solari, CSEA/SEIU No. 1000, Sacramento.

William Waggoner, Operating Engineers No. 12, Pasadena.

Nancy Wohlforth, Office and Professional Employees No. 3, San Francisco.

### **Delegates OK Committees and Reports**

All members appointed to the Convention's committees were approved by the delegates.

Chairman Rankin also announced the Convention's Sergeants-at-Arms.

The reports of the Credentials Committee and Rules and Order of Business Committee were also adopted unanimously.

### **No Endorsement for Candidates Who Support Proposition 226**

Secretary-Treasurer Pulaski made clear the Executive Council's position on candidates who might decide to support the Anti-Worker Initiative, Proposition 226.

He then asked the delegates to approve the same motion the Federation's Executive Council passed the previous day: "Pursuant to Article 14, Part F, Section 8 of our Constitution, the Executive Council shall withdraw the endorsement of any candidate who supports Proposition 226."

The delegates clearly agreed, with overwhelming adoption of the motion without discussion or debate.

Secretary-Treasurer Pulaski then reported the Executive Council's recommendations as follows:

Pre-Primary Election Convention

**Report and Recommendations of the Executive Council**  
**(Standing Committee on Political Education)**

to the

**PRE-PRIMARY ELECTION CONVENTION**

of the

**CALIFORNIA LABOR FEDERATION, AFL-CIO**

**San Francisco, April 8, 1998**

The Executive Council of the California Labor Federation, AFL-CIO met at the Cathedral Hill Hotel, April 6 and 7, 1998, to consider local central body COPE recommendations for election to the United States House of Representatives, the State Senate, and the State Assembly, and candidates for election to the offices of United States Senator, Governor, Lieutenant Governor, Secretary of State, State Controller, State Treasurer, State Attorney General, Superintendent of Public Instruction, State Insurance Commissioner, State Board of Equalization, and positions on the statewide ballot propositions, in a statewide primary election on Tuesday, June 2, 1998.

In the following instances a recommendation for United States House of Representatives, the State Senate, or the State Assembly has been made by the Executive Council without consideration of the local central labor body COPE:

- No recommendation was received for the office in a party by the local central labor body COPE with jurisdiction for the district.
- No recommendation was received for the office in a party from one or more local central labor body COPEs that share jurisdiction of a district.
- Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office in a party.

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

In no instance was a recommendation of the local central body COPE or the appropriate area district political organization considered and rejected by the Executive Council.

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

**United States Representatives in Congress**

**District**

- \* 1. **Mike Thompson (D)**  
**No Endorsement (R)**
- 2. **Roberts (Rob) Braden (D)**  
**No Endorsement (R)**
- \* 3. **Sandie Dunn (D)**  
**No Endorsement (R)**
- 4. **David Shapiro (D)**  
**No Endorsement (R)**

**District**

- 5. **Robert T. Matsui (D)**  
**No Endorsement (R)**
- 6. **Lynn Woolsey (D)**  
**No Endorsement (R)**
- \* 7. **George Miller (D)**  
**No Endorsement (R)**
- 8. **Nancy Pelosi (D)**  
**No Endorsement (R)**

## Proceedings

### District

- 9. Barbara Lee (D)  
No Endorsement (R)
- \* 10. Ellen O. Tauscher (D)  
No Endorsement (R)
- 11. No Endorsement (D)  
No Endorsement (R)
- 12. Tom Lantos (D)  
No Endorsement (R)
- \* 13. Fortney Pete Stark (D)  
No Endorsement (R)
- \* 14. Anna G. Eshoo (D)  
No Endorsement (R)
- \* 15. Dick Lane (D)  
No Endorsement (R)
- \* 16. Zoe Lofgren (D)  
No Endorsement (R)
- \* 17. Sam Farr (D)  
No Endorsement (R)
- 18. Gary A. Condit (D)  
No Endorsement (R)
- 19. No Democratic Candidate  
No Endorsement (R)
- \* 20. Open (D)  
No Endorsement (R)
- 21. John Evans (Reform)  
No Democratic Candidate  
No Endorsement (R)
- 22. Lois Capps (D)  
No Endorsement (R)
- 23. Daniel (Dan) Gonzalez (D)  
No Endorsement (R)
- 24. Brad Sherman (D)  
No Endorsement (R)
- 25. No Democratic Candidate  
No Endorsement (R)
- 26. Howard L. Berman (D)  
No Endorsement (R)
- 27. Barry A. Gordon (D)  
No Endorsement (R)
- 28. Janice M. Nelson (D)  
No Endorsement (R)
- 29. Henry A. Waxman (D)  
No Endorsement (R)
- 30. Xavier Becerra (D)  
No Endorsement (R)

### District

- 31. Matthew G. Martinez (D)  
No Endorsement (R)
- 32. Julian C. Dixon (D)  
No Endorsement (R)
- 33. Lucille Roybal-Allard (D)  
No Endorsement (R)
- 34. Open (D)  
No Endorsement (R)
- 35. Maxine Waters (D)  
No Endorsement (R)
- 36. Janice Hahn (D)  
No Endorsement (R)
- 37. Juanita Millender-McDonald (D)  
No Endorsement (R)
- 38. No Endorsement (D)  
No Endorsement (R)
- 39. Charlie Ara (D)  
No Endorsement (R)
- 40. No Endorsement (D)  
No Endorsement (R)
- 41. Eileen R. Ansari (D)  
No Endorsement (R)
- 42. George E. Brown, Jr. (D)  
No Endorsement (R)
- 43. No Endorsement (D)  
No Endorsement (R)
- 44. Ralph Waite (D)  
No Endorsement (R)
- 45. Patricia W. Neal (D)  
Charmayne Bohman (R)
- 46. Loretta Sanchez (D)  
No Endorsement (R)
- 47. Christina Avalos (D)  
No Endorsement (R)
- 48. No Democratic Candidate  
No Endorsement (R)
- 49. Christine T. Kehoe (D)  
No Endorsement (R)
- 50. Bob Filner (D)  
No Endorsement (R)
- 51. No Endorsement (D)  
No Endorsement (R)
- 52. No Democratic Candidate  
No Endorsement (R)

## Pre-Primary Election Convention

### State Senate

#### District

- \* 2. Wes Chesbro (D)  
No Endorsement (R)
- \* 4. Mark Desio (D)  
No Endorsement (R)
- 6. Deborah V. Ortiz (D)  
No Endorsement (R)
- 8. Jackie Speier (D)  
No Endorsement (R)
- 10. Liz Figueroa (D) (Dual)  
Michael Sweeney (D)  
No Endorsement (R)
- 12. Sal Cannella (D)  
No Endorsement (R)
- \* 14. No Democratic Candidate  
No Endorsement (R)
- 16. Jim Costa (D)  
No Endorsement (R)
- 18. Jack O'Connell (D)  
No Endorsement (R)
- 20. Open (D)  
No Endorsement (R)

#### District

- 22. Richard G. Polanco (D)  
No Endorsement (R)
- 24. Hilda Solis (D)  
No Endorsement (R)
- 26. Kevin Murray (D)  
No Endorsement (R)
- 28. Debra Bowen (D)  
No Endorsement (R)
- 30. Martha M. Escutia (D)  
No Endorsement (R)
- 32. Joe Baca (D)  
No Endorsement (R)
- 34. Joseph Dunn (D)  
No Endorsement (R)
- 36. George M. Swift (D)  
No Endorsement (R)
- 38. No Endorsement (D)  
No Endorsement (R)
- 40. Steve Peace (D)  
No Endorsement (R)

### State Assembly

#### District

- 1. Virginia Strom-Martin (D)  
No Endorsement (R)
- \* 2. Francie L. Sullivan (D)  
No Endorsement (R)
- \* 3. Scott Gruendl (D)  
No Endorsement (R)
- 4. No Recommendation (D)  
Ray Nutting (R)
- 5. John Molina (D)  
No Endorsement (R)
- 6. Kerry Mazzoni (D)  
No Endorsement (R)
- \* 7. Patricia (Pat) Wiggins (D) (Dual)  
John C. Latimer (D)  
No Endorsement (R)
- \* 8. Helen M. Thomson (D)  
No Endorsement (R)
- 9. Robert Pernell (D)  
No Endorsement (R)
- 10. Debra Gravert (D)  
Anthony Pescetti (R)

#### District

- 11. Tom Torlakson (D)  
No Endorsement (R)
- 12. Kevin Shelley (D)  
No Endorsement (R)
- 13. Carole Migden (D)  
No Endorsement (R)
- 14. Dion Louise Aroner (D)  
No Endorsement (R)
- 15. Daniel P. White (D)  
No Endorsement (R)
- 16. Don Perata (D)  
No Endorsement (R)
- 17. Michael J. Machado (D)  
No Endorsement (R)
- 18. Ellen M. Corbett (D)  
Terrence A. Cotcher (D)  
Ben Elias (D)  
Bill Ward (D)  
No Endorsement (R)
- 19. Lou Papan (D)  
No Endorsement (R)



## Proceedings

### District

20. John Dutra (D)  
No Endorsement (R)
21. Ted Lempert (D)  
No Endorsement (R)
22. Elaine White Alquist (D)  
No Endorsement (R)
23. Mike Honda (D)  
No Endorsement (R)
24. Phil Stokes (D)  
No Endorsement (R)
25. No Endorsement (D)  
No Endorsement (R)
26. Dennis A. Cardoza (D)  
No Endorsement (R)
27. Fred Keeley (D)  
No Endorsement (R)
28. Alan D. Styles (D)  
No Endorsement (R)
29. No Democratic Candidate  
Naomi Strom (R)
30. Dean Florez (D)  
No Endorsement (R)
31. Sarah Reyes (D)  
No Endorsement (R)
32. No Endorsement (D)  
No Endorsement (R)
33. Betty Sanders (D)  
Abel Maldonado (R)
34. Steven A. Figueroa (D)  
No Endorsement (R)
35. Hannah-Beth Jackson (D)  
No Endorsement (R)
36. No Endorsement (D)  
No Endorsement (R)
37. Rosalind McGrath (D)  
No Endorsement (R)
38. No Democratic Candidate  
No Endorsement (R)
39. Tony Cardenas (D)  
No Endorsement (R)
40. Bob Hertzberg (D)  
No Endorsement (R)
41. Sheila James Kuehl (D)  
No Endorsement (R)
42. Wally Knox (D)  
No Endorsement (R)

### District

43. Scott Wildman (D)  
No Endorsement (R)
44. Jack Scott (D)  
No Endorsement (R)
45. Antonio R. Villaraigosa (D)  
No Endorsement (R)
46. Gil Cedillo (D)  
No Endorsement (R)
47. Herb Wesson (D)  
No Endorsement (R)
48. Roderick (Rod) Wright (D)  
No Endorsement (R)
49. Gloria Romero (D)  
No Endorsement (R)
50. Marco Antonio Firebaugh (D)  
No Endorsement (R)
51. Edward Vincent (D)  
No Endorsement (R)
52. Carl Washington (D)  
No Endorsement (R)
53. George Nakano (D)  
No Endorsement (R)
54. Allen Lowenthal (D)  
No Endorsement (R)
55. Richard E. (Dick) Floyd (D)  
No Endorsement (R)
56. Sally M. Havice (D)  
No Endorsement (R)
57. Martin Gallegos (D)  
No Endorsement (R)
58. Thomas M. Calderon (D)  
No Endorsement (R)
59. Christian P. Christiansen (D)  
No Endorsement (R)
60. Ben Wong (D)  
No Endorsement (R)
61. Nell Soto (D)  
No Endorsement (R)
62. John Longville (D)  
No Endorsement (R)
63. No Democratic Candidate  
No Endorsement (R)
64. No Democratic Candidate  
No Endorsement (R)
65. Ray R. Quinto (D)  
No Endorsement (R)

## Pre-Primary Election Convention

### District

- 66. Patsy Hockersmith (D)  
No Endorsement (R)
- 67. Rima Nashashibi (D)  
No Endorsement (R)
- 68. Mike Matsuda (D)  
No Endorsement (R)
- 69. Lou Correa (D)  
No Endorsement (R)
- 70. No Democratic Candidate  
No Endorsement (R)
- 71. Martha Badger (D)  
No Endorsement (R)
- 72. No Endorsement (D)  
No Endorsement (R)
- 73. Robert D. Wilberg (D)  
No Endorsement (R)

### District

- 74. No Endorsement (D)  
No Endorsement (R)
- 75. No Endorsement (D)  
Charlene Zettel (R)
- 76. Susan A. Davis (D)  
No Endorsement (R)
- 77. Margaret (Marge) Carlson (D)  
No Endorsement (R)
- 78. Howard Wayne (D)  
No Endorsement (R)
- 79. Denise Moreno Ducheny (D)  
No Endorsement (R)
- 80. Joey Acuna, Jr. (D)  
No Endorsement (R)

## United States Senator

Barbara Boxer (D)  
No Endorsement (R)

## Governor

Gray Davis (D)  
No Endorsement (R)

## Lieutenant Governor

Cruz M. Bustamante (D)  
No Endorsement (R)

## Secretary of State

Michela Alioto (D)  
No Endorsement (R)

## State Controller

Kathleen Connell (D)  
No Endorsement (R)

## State Treasurer

Phil Angelides (D)  
No Endorsement (R)

## State Attorney General

Bill Lockyer (D)  
No Endorsement (R)

Proceedings  
**Superintendent of Public Instruction**  
**Delaine Eastin**

**State Insurance Commissioner**  
**Hal Brown (D)**  
**No Endorsement (R)**

<b>State Board of Equalization</b>	
<b>District</b>	<b>District</b>
<b>1. Johan Klehs (D)</b>	<b>3. Mark A. Spiegler (D)</b>
<b>No Endorsement (R)</b>	<b>No Endorsement (R)</b>
<b>2. No Recommendation (D)</b>	<b>4. John Chiang (D)</b>
<b>No Endorsement (R)</b>	<b>No Endorsement (R)</b>

## **All Candidates Endorsed as Recommended**

There were no overturns of the Executive Council's recommendations as a result of debate on Congressional Districts 7 and 44, State Senate District 16 and Assembly Districts 18 and 58. The Convention endorsed all candidates as presented to them.

# **BALLOT PROPOSITIONS**

## **PROPOSITION NO. 219**

### **Ballot Measures. Application.**

#### **No Recommendation**

##### **Official Summary:**

- Prohibits any statewide initiative, legislative measure, or local ballot measure from excluding or including any county, city or other local jurisdiction from its application based upon voter approval or the casting of a specified percentage of votes for or against the measure within that political subdivision.
- Provides that no statewide initiative, legislative measure, or local ballot measure can contain language which enables alternative or cumulative provisions of the measure to become law based upon a specified percentage of votes being cast for or against the measure.

## **PROPOSITION NO. 220**

### **Courts. Superior and Municipal Court Consolidation.**

#### **Recommendation: Vote YES**

## **Pre-Primary Election Convention**

### **Official Summary:**

- Provides for consolidation of superior court and municipal court in county upon approval by majority of superior court judges and of municipal court judges in that county.
- Upon consolidation, the superior court has jurisdiction over all matters now handled by superior and municipal court, municipal court judges become superior court judges, and the municipal court is abolished.
- Makes related changes to constitutional provisions regarding municipal courts.
- Provides for addition of nonvoting members to Judicial Council and lengthens some members' terms.

## **PROPOSITION NO. 221**

### **Subordinate Judicial Officers. Discipline.**

#### **Recommendation: Vote YES**

### **Official Summary:**

- This measure grants the Commission on Judicial Performance discretionary authority with regard to the oversight and discipline of subordinate judicial officers, subject to California Supreme Court review, according to same standards as judges.
- Provides that no person found unfit to serve as subordinate judicial officer after hearing before Commission shall have status required to serve as subordinate judicial officer.
- Responsibility of court to initially discipline or dismiss subordinate judicial officer as employee not diminished or eliminated by measure.

## **PROPOSITION NO. 222**

### **Murder. Peace Officer Victim. Sentence Credits.**

#### **No Recommendation**

### **Official Summary:**

- Amends Penal Code section 190, which provides that second degree murder of peace officer who defendant knows or should know is performing official duty, is punishable by 25 years to life in prison, to provide that such murder, if committed either intentionally, with intent to commit great bodily injury, or with personal use of a firearm or dangerous or deadly weapon, is punishable by life in prison without parole. Eliminates duplicative provision in Penal Code.
- Persons convicted of any murder may not earn credits in prison to reduce the sentence.

## **PROPOSITION NO. 223**

### **Schools. Spending Limits on Administration.**

#### **Recommendation: Vote NO**

## Proceedings

### Official Summary:

- Prohibits school districts from spending more than five percent of funds from all sources for costs of general administration, instructional resources supervision, and supervision of instruction, beginning fiscal year 1999-2000.
- Requires State Board of Education to fine districts failing to comply.
- Requires districts to publish percentage of funds expended on administrative costs annually, report expenditure information to State Board of Education, and undertake performance audits and fiscal efficiency reviews every five years.
- Requires districts to develop systems which indicate the intended contribution of each projected expenditure to the achievement of specific performance objectives.

## PROPOSITION NO. 224

### State-Funded Design and Engineering Services.

#### Recommendation: Vote NO

### Official Summary:

- Prohibits contracting where performance of work by civil service employees is less costly unless urgent need for contract.
- Prohibits contracts which Controller or awarding agency determines are against public interest health, safety or where quality of work would be lower than civil service work.
- Contractors must indemnify state in suits related to performance of contracts.
- Requires defined competitive bidding of state-funded design and engineering contracts over \$50,000, unless delay from bidding would endanger public health or safety.
- Provisions severable and should be harmonized with similar measures on subject.

## PROPOSITION NO. 225

### Limiting Congressional Terms. Proposed U.S. Constitutional Amendment

#### Recommendation: Vote NO

### Official Summary:

- Declares that the official position of the People of the State of California is that its elected officials should vote to help enact an amendment to the U.S. Constitution limiting congressional terms.
- The proposed constitutional amendment would limit U.S. Senators to two terms and House of Representatives members to three terms.
- Requires the California Legislature and state and federal legislators from California to use their powers to pass the amendment.
- All candidates for federal or state legislative office who do not provide required support must be identified as non-supporters on ballot.



## Pre-Primary Election Convention

### **PROPOSITION NO. 226**

#### **Political Contributions by Employees, Union Members, Foreign Entities.**

#### **Recommendation: Vote NO**

##### Official Summary:

- Requires all employers and labor organizations to obtain employee's or member's permission before withholding wages or using union dues or fees for political contributions. Employee's or member's permission is to be obtained annually using a prescribed form. Requires record keeping.
- Prohibits contributions to state and local candidates by residents, governments or entities of foreign countries

### **PROPOSITION NO. 227**

#### **English Language in Public Schools.**

#### **Recommendation: Vote NO**

##### Official Summary:

- Requires all public school instruction be conducted in English.
- Requirement may be waived if parents or guardian show that child already knows English, or has special needs, or would learn English faster through alternate instructional technique.
- Provides initial short-term placement, not normally exceeding one year, in intensive sheltered English immersion programs for children not fluent in English.
- Appropriates \$50 million per year for ten years funding English instruction for individuals pledging to provide personal English tutoring to children in their community.
- Permits enforcement suits by parents and guardians.

## Delegates Adopt Ballot Prop Recommendations

All of the Executive Council's recommendations for the nine propositions on the June 2 Primary Election ballot were unanimously adopted by the Convention.

### Turnout Urged to Protest Sprint and Free Trade

A rally and march was announced by Secretary-Treasurer Pulaski to protest corporate free trade. The demonstration, planned to begin at 5:15 p.m. in front of the Sprint Corporation offices would feature Congressmen David Bonior, George Miller and popular radio host Jim Hightower.

The march would highlight the impact of NAFTA on Sprint's 235 La Conexion Familiar workers fired because they tried to form their own union. There was the first U.S. case filed under NAFTA's side agreement.

### Call to Support Australian Dock Workers

Brian McWilliams, international president of the Longshore and Warehouse Union, exhorted the assembled delegates to join in a show of support for more than 2,000 Australian longshore strikers replaced by scabs.

Shipping lines in Australia, he said, are engaged in an international effort to break dock workers and their unions. The location to voice a protest is at the Australian consulate at 1 Bush St. at 4 p.m., he said, predicting that union leaders were anticipating their own arrests.

## "We'll Go From Darkness to Light," says Davis

Secretary-Treasurer Pulaski announced that Gray Davis, just endorsed for the office of Governor by the Convention, was in the room.

Davis, said Pulaski, knows how to use the system for us because of his background—working for former Governor Jerry Brown, as an Assemblyman, then Controller and now as Lt. Governor.

"Gray Davis has been with us on every issue that we can remember over all that span of time during his public service," he said.

The delegates gave him a standing ovation.

"We will change things," said Davis. "We had to fight through propositions 187, 209, now 226 and 227. All of these initiatives have one purpose in mind: To divide us, to distract us, to channel our energies and monies someplace else.

"So, we are going to go from darkness to light, from a nightmare to a dream. Instead of being in your bunker, trying to hide from the next scud missile coming in from Governor Wilson, you are going to be sitting around my cabinet table

making policy, picking an Industrial Welfare Commission. (Applause)

There have been many battles over the years, he said. We've fought the reduction in prevailing wages and stopped the repeal of Cal/OSHA.

"Now we have a Governor who is taking away the eight-hour day," he said.

"I promise you this. The first thing I will do as Governor is appoint an Industrial Welfare Commission that will restore the eight-hour day." (standing ovation)

Proposition 226 is a prescription for social disaster, he said. "We are not going to let them silence the House of Labor."

"I appreciate that you have built this economy. You are the brawn, the brains, the backbone of this economy.

Business people can make large sums of

Photo: Greg Castillo



Gray Davis

## Pre-Primary Election Convention

money in this economy, he said.

"I have nothing against people making money and creating jobs. That is a good thing. But I have a lot of animosity towards someone who says, 'I am going to reach into the pockets of people making \$25,000 or \$35,000 a year and I am going to take money out of their pockets they have earned on their own, with no help from me.'

"But don't try and get greedy and take the money out of their pockets, because that's where I part company."

Now the campaign starts in earnest, he said. Davis referred to a campaign resource he has that

his opponents don't have.

"I have a ground operation. I have two million working Californians who are going to go out there and defeat Prop. 226 and elect a Governor they can be proud of." (Applause)

**'The first thing I will do as Governor is appoint an Industrial Welfare Commission that will restore the eight-hour day.'**

**—Gray Davis**

### Prop. 226 Emergency Strategy Sessions

Executive Secretary-Treasurer Art Pulaski invited everyone attending the Convention to another location in the hotel to participate in a special emergency strategy session designed to defeat Proposition 226. The session would commence upon adjournment of the Convention.

He announced that John Sweeney, president of

the AFL-CIO was in San Francisco and on his way to the Convention hotel, and was expected to arrive in time for the strategy session.

### Adjournment

With the business of the Pre-Primary Election Convention completed, Secretary-Treasurer Pulaski adjourned the meeting.

## Standing Rules of Order Pre-Primary COPE Convention San Francisco, April 8, 1998

1. ROBERT'S RULES OF ORDER. The Convention shall be governed by Robert's Rules of Order on all matters not provided for 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 OF THE CONVENTION. The Convention shall convene at 10:00 a.m.

5. COMMITTEE REPORTS. 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.

6. COMMITTEE QUORUM. A majority of any Committee shall constitute a quorum for the transaction of its business.

7. PASSAGE OF COMMITTEE REPORTS BY CONVENTION. A majority of the delegates present and voting shall be required to act on a Committee report. No motion shall be acted upon until an opportunity to speak has been given the delegate making the same, if he or she desires.

8. ROLL CALL VOTE. At the request of 30 percent of the delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

## Proceedings

**9. PRECEDENCE OF MOTIONS DURING DEBATE.** When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

- First: To adjourn;
- Second: To recess to a time certain;
- Third: For the previous question;
- Fourth: To set as a special order of business;
- Fifth: To postpone to a stated time;
- Sixth: To postpone indefinitely;
- Seventh: To refer to, or re-refer to Committee;
- Eighth: To divide or amend;
- Ninth: To lay on the table.

**10. MOTIONS IN WRITING.** Upon request of the Chair, a motion shall be reduced to writing and shall be read to the Convention by the Chair before the same is acted upon.

**11. 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.

**12. 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.

**13. MOTION TO TABLE.** A motion to lay on the table shall be put without debate.

**14. 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 those 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 herself or himself 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.

**15. 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 to have his or her vote recorded after the vote is announced.

**16. RECOMMENDATIONS FROM THE FLOOR.** (As provided for in the Constitution of the California Labor Federation, AFL-CIO—Article XIV, F, Section 4) No recommendation may be presented from the floor of the convention for action on any office unless the recommended action concerning such office has already been rejected by convention action.

## Pre-Primary Election Convention

# Roll of Delegates

This comprises the completed roll of delegates to the 1998 Pre-Primary Election Convention of the California Labor Federation, AFL-CIO.

### **AUTO WORKERS, UNITED**

United Auto Workers, Region 5  
C.A.P. (3,083)  
Felipe (Tito) Sanchez, 441  
Ricardo Gonzalez, 441  
Gus Billy, 441  
Al Ybarra, 440  
Carl Jaramillo, 440  
MaryAnn Massenburg, 440  
Mike Martinez, 440

### **CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF**

Carpenters No. 22 (1,000)  
William Wong, 1,000  
Cabinet Makers & Millmen  
No. 721 (521)  
Armando Vergara, Sr., 521  
Carpenters No. 751 (831)  
Ken Slavens, 277  
William P. O'Donnell, 277  
Dan Digardi, 277  
Carpenters No. 1235 (48)  
Charles Lambert, 24  
Jack Wilkerson, 24  
Carpenters No. 1506 (857)  
Robert Milewsky, 857  
Lumber, Product. Industrial  
Workers No. 2749 (50)  
Larry Robinson, 25  
Janes Munson, 25

### **COMMUNICATIONS WORKERS OF AMERICA**

Communications Workers  
No. 9400 (542)  
Richard Bepler, 271  
Judith A. Perez, 271  
Communications Workers  
No. 9404 (641)  
Bernie Chiaravalle, 641  
Communications Workers  
No. 9410 (1,406)  
Margie Marks, 469  
Scott Paeth, 469  
Becky Hogue, 468  
Communications Workers  
No. 9412 (1,040)  
H.C. Cotner, 347  
Randy Hoerz, 347  
Raul Sandoval, 346  
Communications Workers  
No. 9415 (2,067)  
Kathleen Kinchius, 1,034  
Monica Hogan, 1,033

Communications Workers  
No. 9421 (1,464)  
Jerry Briggs, 732  
Tom Ramirez, 732

Communications Workers  
No. 9505 (2,069)  
Edward Venegas, 1,035  
Mary Hicks, 1,034

Communications Workers  
No. 9509 (2,137)  
John T. Young, 2,137

Communications Workers  
No. 9511 (238)  
Phil Hanneman, 119  
Dorianne Garcia, 119

Communications Workers  
No. 9588 (96)  
Tim Hammons, 96

### **ELECTRICAL WORKERS, INT'L. BROTHERHOOD OF**

Electrical Workers No. 11  
(4,500)  
Ted Rios, 4,500  
Electrical Workers No. 6 (775)  
Franz E. Glen, 259  
John Walsh, 258  
Daniel Fross, 258  
Electrical Workers No. 18  
(1,687)  
Brian D'Arcy, 844  
Frank Miramontes, 843  
Electrical Workers No. 47 (500)  
Scott Hanlon, 250  
Stan Stosel, 250

Electrical Workers No. 234  
(306)  
Ronald Carpenter, 306  
Electrical Workers No. 302  
(750)  
Michael W. Yarbrough, 375  
Margaret Vasey, 375

Electrical Workers No. 332  
(1,000)  
Steve G. Wright, 334  
Paul Shaimas, 333  
Alan Wieteska, 333

Electrical Workers No. 340  
(400)  
Roy Ridley Jr., 400

Electrical Workers No. 441  
(981)  
Paul H. Rich, 981

Electrical Workers No. 447  
(325)  
John A. Brown, 325

Electrical Workers No. 465  
(1,000)

Donald Cohen, 1,000

Electrical Workers No. 551  
(300)

Steven Johnson, 150  
Larrick McDowell, 150

Electrical Workers No. 595  
(1,394)

Victor D. Uno, 465  
Louann McCune, 465  
John Lou Reed, 464

Electrical Workers No. 639  
(143)

Steve Johnson, 143

Electrical Workers No. 684  
(204)

Stan Strohmeier, 204

Electrical Workers No. 952  
(324)

Steve Johnson, 324

Electrical Workers No. 1245  
(18,333)

Jim McCauley, 2,619  
Jack McNally, 2,619  
Mike Davis, 2,619  
Ed Mallory, 2,619  
Howard Stiefer, 2,619  
Dada Rao, 2,619  
Mickey Harrington, 2,619

Electrical Workers No. 1710  
(429)

Henry Chavarria, 215  
John Wolsdorf, 214

Electrical Workers No. 2295  
(100)

Richard Robbins, 100

### **ELEVATOR CONSTRUCTORS, INT'L. UNION OF**

Elevator Constructors No. 8  
(150)

Richard D. Browning, 75  
Gerald W. Rodriguez, 75

### **ENGINEERS, INT'L. UNION OF OPERATING**

Operating Engineers No. 3  
(10,000)

Paul Schissler, 1,000  
Max Spurgeon, 1,000  
Darell Steele, 1,000  
Garland Rosauo, 1,000  
John Bonilla, 1,000  
Dan Senechal, 1,000  
Tom Aja, 1,000  
Mark Kyle, 1,000  
Robert Boileau, 1,000



## Proceedings

Roger Wilson, 1,000  
Operating Engineers No. 12  
(10,000)

Wm. C. Waggoner, 1,429  
Robert W. Burns, 1,429  
Dale I. Vawter, 1,429  
John Spaulding, 1,429  
Jim Pribyl, 1,428  
Fred Young, 1,428  
Bob Waggoner, 1,428

Operating Engineers No. 501  
(1,500)

Larry Dolson, 1,500

### **FARM WORKERS OF AMERICA, AFL-CIO, UNITED**

United Farm Workers, AFL-CIO  
(5,340)

Dolores Huerta, 890  
Sara Flocks, 890  
Eva Royale, 890  
Connie Lara, 890  
Jose Gutierrez, 890  
Christy Rodgers, 890

### **FIRE FIGHTERS, INT'L. ASSN. OF**

Alameda County/Oakland/  
Emeryville Fire Fighters  
No. 55 (645)

Dan Terry, 645

L.A. City Fire Fighters No. 112  
(2,895)

Michael K. McOsker, 1,448  
Patrick S. McOsker, 1,447

San Jose Fire Fighters No. 230  
(665)

Randy Sekany, 333  
Robert Sapien, 332

Stockton Fire Fighters No. 456  
(229)

Larry Long, 229

Sacramento Area Fire Fighters  
No. 522 (1,297)

Richard L. Mayberry, 649  
Svend (Skip) Nance, 648

San Francisco Fire Fighters  
No. 798 (1,398)

James M. Ahern, 1,398

Pasadena Fire Fighters No. 809  
(160)

John Tennant, 160

L.A./Orange Cos. Fire Fighters  
No. 1014 (2,578)

Dallas Jones, 2,578

Contra Costa County Fire  
Fighters No. 1230 (425)

Michael Impastato, 213  
Richard Bobrosky, 212

Modesto City Fire Fighters  
No. 1289 (146)

Dan Terry, 146

Hayward Fire Fighters  
No. 1909 (118)

Philip Vecchio, 59  
Garrett Contreras, 59

Calif. Dept. of Forestry Empls.  
No. 2881 (3,582)

Hank Epling, 1,194  
Mike Gagarin, 1,194  
Charlie Coleman, 1,194

Vacaville Fire Fighters  
No. 3501 (34)

Robert Freitas, 17  
Brian Moore, 17

Monterey Park Fire Fighters  
No. 3625 (52)

Frank Padilla, 26  
Steve Gregg, 26

Orange County Prof. Fire  
Fighters No. 3631 (706)

John Tennant, 706

El Segundo Fire Fighters  
No. 3682 (38)

Kevin Rehm, 19  
Mark Lees, 19

### **FLIGHT ATTENDANTS, ASSN. OF**

Assoc. of Flight Attendants  
Council 11 (1,094)

Liz Loeffler, 1,094

Assoc. of Flight Attendants  
Council 12 (850)

Charlie Costello, 425  
Ellen Kurpiewski, 425

Assoc. of Flight Attendants  
Council 47 (67)

Liz Loeffler, 67

### **FOOD AND COMMERCIAL WORKERS, INT'L. UNION, UNITED**

UFCW No. Butchers No. 120  
(1,245)

Walt Harrison, 415  
Don Binney, 415  
Dan Rush, 415

UFCW No. 324 (4,167)

John A. Perez, 4,167

UFCW No. 428 (8,855)

Dennis B. Kimber, 2,952  
Stephen J. Stamm, 2,952  
Ronald J. Lind, 2,951

UFCW No. 588 (2,857)

Obie Brandon, 1,429

Adam Loveall, 1,428

UFCW Retail Clerks No. 648  
(1,690)

Joseph P. Sharpe, 845  
James A. O'Meara, 845

UFCW Retail Clerks No. 870  
(1,000)

Richard Benson, 334

James Liggins, 333  
Mike Henneberry, 333

UFCW No. 1036 (250)

Marvin Armas, 250

UFCW No. 1167 (2,493)

William Lathrop, 2,493

UFCW Retail Clerks No. 1288  
(3,715)

Don Hunsucker, 1,858  
Dave Wilson, 1,857

### **GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS INT'L. UNION**

Glass, Molders, Pottery  
Workers No. 2 (85)

Gary T. Miller, 43  
Maurice Bess, 42

Glass, Molders, Pottery  
Workers No. 141 (216)

Flora Williams, 108  
Kay Hannon, 108

Glass, Molders, Pottery  
Workers No. 177 (312)

Mary Laccorace, 156  
Chuck Ubhoff, 156

Glass, Molders, Pottery  
Workers No. 192 (164)

Frank Garcia, 82  
Richard Lopez, 82

### **GOVERNMENT EMPLOYEES, AMERICAN FEDERATION OF**

Amer. Fed. of Government  
Employees No. 490  
(139)

Andrea Brooks, 139

Amer. Fed. of Government  
Employees No. 505  
(193)

Onetha Harper, 193

Amer. Fed. of Government  
Employees No. 2297  
(100)

Lula May Jones, 100

Amer. Fed. of Government  
Employees No. 3172  
(437)

Howard Edgerman, 437

### **GRAPHIC COMMUNICATIONS INT'L. UNION**

Graphic Communications  
No. 388-M (5,080)

Reynaldo Munoz, 5,080

Graphic Communications  
No. 583 (914)

Lee E. Lahtinen, 914

## Pre-Primary Election Convention

### **HOTEL EMPLS & RESTAURANT EMPLS INT'L. UNION**

Hotel & Restaurant Employees  
No. 18 (200)

Loretta Mahoney, 100  
Val Villalta, 100

Hotel & Restaurant Employees  
No. 49 (1,158)

Joseph McLaughlin, 1,158

Hotel & Restaurant Employees  
No. 340 (2,015)

George Valdes, 504  
Matthew Mullany, 504  
Jessica Hinkel, 504  
Ignacio Contreras, 503

### **IRON WORKERS, INT'L. ASSN OF BRIDGE, STRUCTURAL & ORNAMENTAL**

Iron Workers No. 377 (104)  
Dan Prince, 104

Structural Iron Workers No. 433  
(150)

John A. Walakavage, 75  
Jim Butner, 75

Shopmen's No. 509 (801)  
Sam Martinez, 801

### **LABORERS' INT'L. UNION OF NORTH AMERICA**

Laborers No. 67 (352)  
Jerry Rodarte, 352  
Chuck Center, 176

Laborers No. 73 (781)  
Gene Ray Hollingsworth,  
391

Raymond Recinos, 390

Laborers No. 89 (2,148)  
Harry Jordan, 2,148

Hod Carriers & Laborers  
No. 139 (557)  
Albin Gruhn, 557

Laborers No. 185 (458)  
Robert Pernell, 458

Construction and General  
Laborers No. 261  
(1,250)

Oscar De La Torre, 313  
Mario De La Torre, 313  
Fausto Guzman, 312  
Robert McDonnell, 312

Laborers No. 270 (2,514)  
George Ramirez Jr., 1,257  
Larry Jone, 1,257

Laborers No. 291 (572)  
Harry C. Harris, 286  
Don W. Buffington, 286

Laborers No. 300 (3,120)  
Sergio Rascon, 390  
Jaime Hernandez, 390

Herb Barton, 390  
Willie C. Robinson, 390  
Richard Quevedo, 390  
Serferino Reyes, 390  
Sergio Ramos, 390  
Frank Zavala, 390

Construction & General  
Laborers No. 304  
(1,586)

Jose A. Moreno, 318  
Richard Smith, 317  
Arthur Plant, 317  
Alvaro Reynoso, 317  
Marco Sanroman, 317

Laborers No. 324 (1,783)  
Melvin E. May, 892  
Willie L. Hicks, 891

Construction & General  
Laborers No. 389 (600)  
Joseph L. Bates, 300  
Anthony Dimas, 300

Laborers No. 402 (509)  
Jose Mejia, 509

Laborers No. 507 (543)  
Patrick Knight, 543

Laborers No. 585 (883)  
Leo Valenzuela, 883

Laborers No. 591 (175)  
Kenneth A. Casarez, 175

Laborers No. 652 (2,375)  
Ruben L. Gomez, 1,188  
Lupe Rodriguez, 1,187

Laborers No. 777 (12)  
Fred Lowe, 12

Shipyard Laborers No. 802  
(963)

Joaquin Santos, 482  
Matthew Isrel, 481

Shipyard & Marine Laborers  
No. 886 (343)

James W. Collins, 172  
Don Hightower, 171

Hod Carriers No. 1082 (923)  
Joseph Rocha, 308  
Rudy F. Lopez, 308  
Jeffrey Lyles, 307

Laborers No. 1130 (500)  
Ralph L. Cannell, 250  
David J. Gorgas, 250

Laborers No. 1184 (1,679)  
John L. Smith, 1,679

### **LETTER CARRIERS, NATIONAL ASSN OF**

Letter Carriers Branch No. 183  
(84)

Alex Mallonee, 84

### **LONGSHORE AND WAREHOUSE UNION, INT'L.**

S.F. Inlandboatmen—Marine

Division, ILWU (250)  
Marina Secchitano, 250  
Warehouse No. 6 ILWU (1,042)  
Leon Harris, 521  
Larry De Gaetano, 521

Ship Clerks Assn., No. 34  
ILWU (209)  
Eddie Gutierrez, 209

### **MACHINISTS & AEROSPACE WORKERS, INT'L. ASSN OF**

Machinists Lodge No. 25 (24)  
Glen Sanderson, 24

Machinists Lodge No. 575 (246)  
Jonathan Plouet, 246

Machinists Lodge No. 720-E  
(48)

Art Garcia, 48

Machinists Lodge No. 720-G  
(21)

Art Garcia, 21

Machinists Lodge No. 720-J  
(69)

Steve Roescher, 69

Machinists Lodge No. 726 (124)  
William Allardice, 124

Machinists Lodge No. 727-N  
(195)

James A. Byard, 195

Machinists Lodge No. 727-P  
(398)

Glen Sanderson, 398

Machinists Lodge No. 755  
(220)

William Allardice, 220

Machinists Lodge No. 821  
(198)

Les Kidd, 198

Machinists Lodge No. 906 (28)  
Teresa Perea, 28

Machinists Lodge No. 946  
(151)

Lee Pearson, 151

Machinists Lodge No. 964  
(112)

Art Garcia, 112

Air Transport Lodge No. 1058  
(519)

Kenneth Boone, 260  
Donald Reese, 259

Machinists Lodge No. 1111  
(958)

Chriatian Plom, 958

Machinists Lodge No. 1125  
(174)

Lee Pearson, 174

Automotive Machinists Lodge  
No. 1173 (725)

Nick Antone, 725

## Proceedings

Machinists Lodge No. 1186  
(928)

Jesse Figueroa, 928

Machinists No. 1213 (106)  
Steven Yothers, 106

Peninsula Auto Mechanics  
No. 1414 (2,504)  
Leland Stafford, 835  
Art Pulaski, 835  
Charles R. Netherby, 834

Automotive Machinists No.  
1484 (557)  
George A. Bioletto, 557

E. Bay Automotive Machinists  
No. 1546 (2,411)  
Michael J. Day, 603  
Joe D. Bobo, 603  
R.V. Miller, 603  
Donald D. Crosatto, 602

Machinists No. 1596 (651)  
Thomas J. Brandon, 651

Air Transport Employees  
No. 1781 (8,146)  
Pete Zachos, 8,146

Los Angeles Air Transport  
Lodge No. 1932 (1,801)  
Martin Chavez, 901  
Ellen Bruck, 900

Machinists Lodge No. 1980  
(55)  
Les Kidd, 55

Machinists Lodge No. 2024  
(347)  
Lee Pearson, 347

Machinists Lodge No. 2025  
(104)  
Glen Sanderson, 104

Machinists, Mechanics Lodge  
No. 2182 (760)  
James H. Beno, 760

Machinists Lodge No. 2225  
(159)  
Teresa Perea, 159

Machinists Lodge No. 2226  
(14)  
Les Kidd, 14

Machinists Lodge No. 2227  
(116)  
Jonathan Plouet, 116

Machinists Lodge No. 2228  
(160)  
M. Theresa Perea, 160

Machinists Lodge No. 2230  
(32)  
Steve Roescher, 32

Machinists Lodge No. 2231  
(22)  
William Allardice, 22

### **MUSICIANS OF THE U.S. & CANADA, AMERICAN FEDERATION OF**

Musicians No. 6 (500)  
Earl Watkins, 500

Musicians No. 47 (1,000)  
Bill Peterson, 500  
Hal Espinosa, 500

### **NEEDLETRADES, INDUSTRIAL & TEXTILE EMPLOYEES, UNION OF**

UNITE No. 8 (96)  
Delores Tutson, 96

UNITE No. 101 (548)  
Geoffrey Bauman, 548

UNITE No. 213 (36)  
Geoffrey Bauman, 36

UNITE No. 214 (212)  
Delores Tutson, 212

UNITE No. 216 (172)  
Katie Quan, 172

### **OFFICE & PROFESSIONAL EMPLS INT'L. UNION**

Office and Professional Empls.  
No. 3 (1,776)

John F. Henning, 444  
Kathleen Kinnick, 444  
Nancy Wohlforth, 444  
Lindy Chris, 444

### **PAINTERS & ALLIED TRADES OF THE U.S. & CANADA, INT'L. BROTHERHOOD OF**

Painters No. 4 (498)  
Jerry Melton, 249  
Dennis Bergh, 249

Sign & Display No. 510 (844)  
M.E. Hardeman, 844

### **PLASTERERS' & CEMENT MASONS' INT'L. ASSN OF THE U.S. AND CANADA, OPERATIVE**

Cement Masons No. 400 (274)  
Billy Joe Douglas, 274

### **PLUMBERS & PIPE FITTING INDUSTRY OF THE U.S. AND CANADA**

Plumbers and Pipefitters No. 38  
(1,190)

Larry Mazzola, 595  
Bill Fazande, 595

Plumbers No. 159 (524)  
Aram Hodess, 262  
Edward K. Anschutz, 262

Plumbers & Fitters No. 442  
(260)  
Larrell Fortner, 130  
William F. Taylor, 130

### **PROFESSIONAL AND TECHNICAL ENGINEERS, INT'L. FEDERATION OF (IFPTE)**

Fed. of Prof. and Tech.  
Engineers No. 21  
(2,288)

Mark Costanzo, 1,144  
Vitus Leung, 1,144

### **SEAFARERS INT'L. UNION OF NORTH AMERICA**

Pacific Coast Marine Firemen  
(500)

Henry Disley, 250  
Robert Iwata, 250

Sailors Union of the Pacific  
(2,250)

Gunnar Lundeborg, 375  
Duane Hewitt, 375  
Kaj Kristensen, 375  
David Connolly, 375  
Sam D'Alisio, 375  
Jack Mannering, 375

Seafarers—Atlantic & Gulf  
(1,000)

George McCartney, 334  
Nick Celona, 333  
Chester Wheeler, 333

United Industrial  
Workers—Cannery Div.  
(4,312)

Steve Edney, 2,156  
Herb Perez, 2,156

### **SERVICE EMTS INT'L. UNION, AFL-CIO**

Window Cleaners No. 44 (74)  
Jose Garza, 37  
Juan Gomez, 37

Los Angeles County School  
Empls. No. 99, SEIU  
(3,733)

Janett Humphries, 3,733

Health Care Workers No. 250,  
SEIU (864)

Sal Rosselli, 432  
Dan Martin, 432

Service Employees No. 415  
(1,131)

Cliff L. Tillman, Jr. 377  
Kathy Abma, 377  
Irene Agosta, 377

L.A. County Employees  
No. 434 (3,208)

Jeff Moore, 642  
Vanessa Hirs, 642  
Raymond Tatam, 642  
Leana Babineaux, 641  
Ophelia McFadden, 641

Social Services No. 535 (7,012)  
Ed Castanon, 1,753  
Wanda Miller, 1,753

## Pre-Primary Election Convention

Diane Wadsworth, 1,753  
Jerry Fillingim, 1,753

Service Employees No. 614  
(133)

Josie Jenkins, 67  
Carol Williams, 66

Service Employees No. 616  
(1,885)

Frances Jefferson, 377  
Pete Albert, 377  
George Sipp, 377  
Joanne Golden, 377  
Yolanda Hayles, 377

L.A. County Service Employees  
No. 660 (11,325)

Henry Walton, 11,325

Sonoma County Public  
Employees No. 707  
(1,973)

Noah Henderson, 494  
Sue Kane, 493  
Bobbette Adler, 493  
Maria Peluso, 493

Service Employees No. 752  
(479)

Randy L. Ghan, 479

Service Employees No. 790  
(7,785)

Marshall Walker III, 1,113  
Josie Mooney, 1,112  
Bill A. Lloyd, 1,112  
Nancy Snyder, 1,112  
Steve Bristow, 1,112  
LaWanna Preston, 1,112  
Larry Hendel, 1,112

California State Employees  
Assn. No. 1000 (4,000)

Paul Gonzalez-Coke, 572  
Steven Alari, 572  
Cessaly Hutchinson, 572  
Frank Corigliano, 571  
Jerri McIntyre, 571  
James Graston, 571  
Yolanda Solari, 571

Service Employees No. 1877  
(3,146)

Mike Garcia, 1,573  
Tom Csekey, 1,573

Service Employees No. 2028  
(1,082)

Sheila Garrett, 541  
Jacquelyn Giles, 541

**SHEET METAL WORKERS,  
INT'L. ASSN**

Sheet Metal Workers No. 104  
(2,200)

Robert J. Urbina, 1,100  
Donald Basso, 1,100

Sheet Metal Workers No. 162  
(805)

Tony Ledoux, 403

Paul Broyles, 402

Sheet Metal Workers No. 206  
(314)

Steve Chadwick, 314

**STAGE EMPLS & MOVING  
PICTURE TECHNICIANS,  
ARTISTS & ALLIED  
CRAFTS OF THE**

Theatrical Stage Empls. No. 16  
(900)

F. X. Crowley, 900

Theatrical Employees No. B-18  
(112)

Charles Anderson, 56  
Garwood Eberling, 56

Theatrical Stage Empls.  
No. 107 (118)

J. David Olsen, 59  
Douglas Cattaneo, 59

M.P. and Video Projectionists  
No. 150 (110)

Lee S. Sanders, 110

M.P. Machine Operators  
No. 169 (41)

Robert McEwing, 21  
Robert Owens, 20

Amusement Area Empls.  
No. B-192 (575)

Donna Marie Covert, 288  
Shari Koss, 287

M.P. Photographers No. 600  
(875)

Bruce C. Doering, 438  
Steve Flint, 437

Lab Film/Video Technicians  
No. 683 (1,042)

James E. Choice, 521  
Daniel Quiroz, Jr., 521

M.P. Costumers No. 705  
(1,313)

Mort Schwartz, 657  
Susanna Sandke, 656

Make-Up Artists No. 706  
(1,159)

Howard J. Smit, 1,159

Studio Elec. Lighting Tech.  
No. 728 (1,447)

Frank Sontag, 1,447

M.P. First Aid Employees  
No. 767 (177)

Mitchel El-Mahdy, 89  
Marvin J. Haffner, 88

Theatrical Wardrobe No. 768  
(97)

Robert Daily, 97

Theatrical Wardrobe No. 784  
(91)

Cyndi Fusco, 46  
Tomianne Wiley, 45

IATSE Script Supervisors

No. 871 (331)

Lainie Miller, 166  
Marilyn Giardino-Zych, 165

Motion Picture Art Directors  
No. 876 (202)

Scott Roth, 202

**STATE, COUNTY &  
MUNICIPAL EMPLS,  
AMERICAN FEDERATION  
OF**

Contra Costa County Prof. Tech.  
Empls. No. 512 (101)

Richard Cabral, 51  
Nadine Peyrucain, 50

UNAC Health Care Workers  
No. 1199 (3,570)

Sonia Moseley, 595  
Barbara Blake, 595  
Pamela Brodersen, 595  
Natalie Richards, 595  
Carol L. Cranfill, 595  
Frances M. Powell, 595

Humboldt County Public  
Empls. No. 1684 (350)

Jim Smith, 350

Metro. Water Dist. Empls.  
No. 1902 (730)

Robert Reeves, 244  
Dan Crowley, 243  
Art Herrera, 243

East Bay Utility Clerical Empls.  
No. 2019 (377)

Walter Yonn, 189  
Jay Morgan, 188

Contra Costa County Clerical  
Empls. No. 2700 (982)

Lidia Hernandez, 328  
Melanie Smith, 327  
Maria Velez, 327

West Hollywood City Empls.  
No. 3339 (67)

Ralph Winter, 34  
Liz Bar-El, 33

**STEELWORKERS OF  
AMERICA, UNITED**

United Steelworkers No. 1304  
(255)

Wayne A. Clary, 128  
Donald A. Santos, 127

Steelworkers No. 8599 (680)

John Forrester, 340

Randy Monteiro, 340

**TEACHERS, AMERICAN  
FEDERATION OF**

United Educators of San  
Francisco No. 61  
(4,036)

Kent Mitchell, 577  
Dennis Kelly, 577  
Rudi Faltus, 577  
Thomas Edminster, 577  
Nene Kelly, 576

## Proceedings

Peggy Gash, 576  
 Ronald Jackson, 576  
 Berkeley Fed. of Teachers  
     No. 1078 (483)  
     Jacki Fox Ruby, 483  
 San Mateo CC Fed. of Teachers  
     No. 1493 (365)  
     Joaquin Rivera, 365  
 UCLA Faculty No. 1990 (127)  
     Fernando Gapasin, 127  
 Calif. Federation of Teachers  
     No. 8004 (320)  
     Mary Bergan, 320  
**TEAMSTERS, INT'L.  
 BROTHERHOOD OF**  
 Northern Calif. Mailers No. 15  
     (84)  
     Charles Davis, 42  
     Dave Ellis, 42  
 Teamsters, Auto Truck Drivers  
     No. 70 (732)  
     Chuck Mack, 366  
     Joseph L. Silva, Jr., 366  
 Teamsters, Chauffeurs,  
     Warehsmn. No. 166 (72)  
     Richard Wyatt, 36  
     Dave Brown, 36  
 Freight, Construction, General  
     Drivers No. 287 (548)  
     Louie Bettencourt, 274  
     Jim Simon, 274  
 Construction, Building Material  
     Workers No. 291 (83)  
     Pete Gemma, 42  
     Stu Helfer, 41  
 Sales Delivery Drivers &  
     Warehsmn. No. 296  
     (492)  
     Dennis A. Davis, 246  
     Michael Amaral, 246  
 Sanitary Truck Drivers No. 350  
     (216)  
     Robert Morales, 108  
     James Payton, 108  
 Package and General Utility  
     Drivers No. 396 (110)  
     Bob Kikuchi, 55,  
     Bob Corral, 55  
 Bakery Wagon Drivers &  
     Salesmen No. 484 (99)  
     John Bottali, 50  
     Thomas Oneto, 49  
 Teamsters, Chauffeurs &  
     Warehsmn. No. 542 (70)  
     Phil Saal, 70  
 Food, Indust., Beverage,  
     Warehouse Drivers  
     No. 630 (155)  
     Duncan Anderson, 155  
 Freight Checkers, Clerical

Empls. No. 856 (847)  
 Michael J. McLaughlin, 424  
 Richard Delaney, 423  
 Gen. Teamsters, Warehousemen  
     No. 890 (255)  
     Franklin L. Gallegos, 128  
     Tony Gonzalez, 127  
 Misc. Warehousemen & Drivers  
     No. 986 (312)  
     Michael J. Riley, 312  
**TRANSIT UNION,  
 AMALGAMATED**  
 Amalgamated Transit No. 192  
     (1,465)  
     Christine A. Zook, 367  
     Brenda J. Benson, 366  
     Oscar Owens, 366  
     William McCombe, 366  
 Amalgamated Transit No. 256  
     (550)  
     Roy Williams, 275  
     Donald Delis, 275  
 Amalgamated Transit No. 265  
     (1,474)  
     Al Triplett, 1,474  
 Amalgamated Transit No. 1555  
     (754)  
     Jayne Faria, 252  
     Antonette Bryant, 251  
     Doris Collier, 251  
 Amalgamated Transit No. 1575  
     (372)  
     Spiros Karidis, 186  
     Anthony R. Withington, 186  
 Amalgamated Transit No. 1617  
     (109)  
     George Viramontes, 55  
     Frances Quinonez, 54  
**TRANSPORT WORKERS  
 UNION OF AMERICA**  
 S.E.A.M. Transport Workers  
     No. 200 (161)  
     Alice Fialkin, 81  
     Nate Jackson, 80  
 Transport Workers No. 250-A  
     (1,600)  
     Claire Caldwell, 534  
     Ray J. Antonio, 533  
     William K.Y. Jung, 533  
 Air Transport Workers No. 502  
     (1,486)  
     Roland Culhno, 496  
     Jerry Taxter, 495  
     Paul Hunt, 495  
 Transport Workers No. 505  
     (400)  
     Alfred C. Mayes, 200  
     Stephen M. Stettler, 200

**UTILITY WORKERS  
 UNION OF AMERICA**  
 Utility Workers No. 132 (3,613)  
 Alejandro Fahumada, 3,613  
**BUILDING &  
 CONSTRUCTION  
 TRADES COUNCILS**  
 Alameda Building &  
     Construction Trades  
     Council (2)  
     Barry Luboviski, 1  
 Marin Building & Construction  
     Trades Council (2)  
     Peter Tiernan, 1  
     Randell L. Oyler, 1  
 Monterey/Santa Cruz Building  
     Trades Council (2)  
     Michael Fleck, 1  
     Ronald D. Carpenter, 1  
 Napa-Solano Building Trades  
     Council (2)  
     John T. Miller, 1  
 San Francisco Building &  
     Construction Trades  
     Council (2)  
     Stanley M. Smith, 1  
 San Mateo Building &  
     Construction Trades  
     Council (2)  
     Marcy Schultz, 1  
 Santa Clara/San Benito  
     Counties Building  
     Trades Council (2)  
     William A. Nack, 1  
 Sonoma/Mendocino/Lake Cos.  
     Bldg. Trades Council (2)  
     Al Semmler, 1  
     Greg Gunheim, 1  
**CALIFORNIA STATE  
 COUNCILS**  
 Building and Construction  
     Trades Council,  
     California State (2)  
     Robert L. Balgenorth, 1  
 Carpenters, California State  
     Council (2)  
     Daniel Curtin, 1  
 Theatrical Federation,  
     California State (2)  
     Edward C. Powell, 1  
 Operating Engineers,  
     Calif./Nevada Conf. (2)  
     Tim Cremins, 1  
     Gordon R. MacDonald, 1  
 Hotel & Restaurant Empls.,  
     Calif. State Council (2)  
     Joseph McLaughlin, 1  
     LorettaMaoney, 1  
 Machinists, California  
     Conference of (2)  
     Matt McKinnon, 1

## Pre-Primary Election Convention

Musicians of California,  
     Professional(2)  
     Wally Malone, 1  
 Retirees, Calif. State Council of  
     (3)  
     William Price, 1  
     Bob Martin, 1  
     Don Hardie, 1  
 Service Empls., Calif. State  
     Council (2)  
     Dean C. Tipps, 1  
     Eliseo Medina, 1  
 Teachers, Calif. Federation of  
     (2)  
     Michael Nye, 1  
**CENTRAL LABOR  
 COUNCILS**  
 Alameda County Central Labor  
     Council (2)  
     Owen A. Marron, 1  
     Judith M. Goff, 1  
 Butte & Glenn Counties Central  
     Labor Council (2)  
     Mickey Harrington, 1  
 Contra Costa County Central  
     Labor Council (2)  
     John Dalrymple, 1  
     Pam Aguilar, 1  
 Fresno-Madera-Tulare-Kings  
     Counties Central Labor  
     Council (2)  
     Randy Ghan, 1  
     Kirk Vogt, 1  
 Humboldt-Del Norte Counties  
     Central Labor Council (2)  
     Don Merrill, 1  
 Marysville Central Labor  
     Council (2)  
     Frank Herrera, 1  
 Merced-Mariposa Counties  
     Central Labor Council (2)  
     Jerry Martin, 1  
 Monterey County Labor Council  
     (2)  
     Wren Atilano-Bradley, 1  
     Mike Martinez, 1

Napa-Solano Counties Central  
     Labor Council (2)  
     R. Wayne Barela, 1  
     Dino Poolos, 1  
 North Bay Labor Council (2)  
     Alex Mallonee, 1  
     Maria Peluso, 1  
 Orange County Central Labor  
     Council (2)  
     Bill Fogarty, 1  
 Sacramento Central Labor  
     Council.(2)  
     Cindy Tuttle, 1  
 San Francisco Labor Council (2)  
     Walter Johnson, 1  
 San Bernardino/Riverside Cos.  
     Central Labor Council (2)  
     Laurie Stalnaker, 1  
 San Joaquin-Calaveras Counties  
     Central Labor Council (2)  
     James H. Beno, 1  
     Sandra Carter, 1  
 San Mateo Central Labor Council  
     (2)  
     Shelly Kessler, 1  
     Joe Brenner, 1  
 Santa Cruz County Central  
     Labor Council (2)  
     Sharlene Cece, 1  
 South Bay AFL-CIO Labor  
     Council (2)  
     Cristina Uribe, 1  
     Cindy Chavez, 1  
 Stanislaus-Tuolumne Counties  
     Central Labor Council (2)  
     Jim Biever, 1  
 Tri-Counties Central Labor  
     Council (2)  
     Marilyn Wollard Valenzuela, 1  
**COUNCILS**  
 Bay Cities Metal Trades  
     Council (2)  
     Richard E. Harden, 2  
 Communications Workers,  
     Southern Calif. Council  
     (2)  
     Phil Hanneman, 1

Dorianne B. Garcia, 1  
 Fire Fighters, Calif. Professional  
     (2)  
     Dan Terry, 1  
 Food & Commercial Workers,  
     United, Region 8 States  
     Council (2)  
     John A. Perez, 1  
     Ileana Samanc, 1  
 San Francisco Maritime Trades  
     Port Council (2)  
     Gunnar Lundeborg, 1  
     John Moran, 1  
**DISTRICT COUNCILS**  
 Communications Workers,  
     Council District 9 (2)  
     Marie Malliett, 1  
 Iron Workers District Council  
     (2)  
     Richard Zampa, 1  
 Laborers, No. Calif. District.  
     Council (2)  
     Harold D. Mucker, 1  
     David Thomas, 1  
 Laborers, Southern Calif.  
     District Council (2)  
     Henry Rodriguez, Jr., 1  
     MacDavid Key, 1  
 Longshore, Northern Calif.  
     District Council (2)  
     Lawrence Thibeaux, 1  
     Leroy King, 1  
 Machinists District Lodge  
     No. 94 (2)  
     Jesse Figueroa, 1  
 Public Employees, Pacific  
     Southwest Reg. District  
     Council (2)  
     Robert D. Purcell, 1  
     Tom Harrison, 1  
 UNITE, Pacific Northwest  
     District Council (2)  
     Katie Quan, 1  
**JOINT COUNCILS**  
 Teamsters Joint Council No. 7  
     (2)  
     Chuck Mack, 1

# Summary

of the

## Proceedings

of the

### 22nd Convention

## California Labor Federation

### Oakland Marriott Hotel

### July 20, 1998

#### Call to Order

Judy Goff, president of the Alameda County Central Labor Council, called more than 600 delegates to order to begin the proceedings of the 22nd Biennial Convention.

Following the Pledge of Allegiance and the morning's invocation, she remarked that the Alameda Labor Council was pleased to host the Convention in the wake of labor's great victory—

the defeat of Proposition 226, corporate America's blatant attempt to silence the voices of working people.

The fruits of labor's herculean effort were never more evident, she said, than in Alameda County. There, the union-busting measure was defeated by a 66.4 percent no vote, the highest for

any county in the state.

"The right wing has mobilized us," she said, "and we're ready to strengthen labor's position in California's political landscape. This Convention will lay the groundwork for victory in November."



**Judy Goff**

Chairperson Goff next introduced Oakland Mayor Elihu Harris, for his welcoming remarks.

#### **Elihu Harris: We must maintain our vigilance**

There's a misconception that California is a liberal state, Mayor Harris said. "For the last 16 years we've had to fight day in and day out for the issues that mean so much to us."

Now we will have to fight again to ensure a good future for working people, he said.

He pointed to a solid partnership with labor that has reaped benefits for Oakland. One of the best living wage ordinances in the nation and development of the Oakland Port with a Commissioner from the ranks of labor are prime examples, he emphasized.



**Elihu Harris**

Following the welcoming remarks and opening ceremonies, Secretary-Treasurer Art Pulaski, introduced U.S. Senator Barbara Boxer for her address.

### **Reports Distributed to Delegates**

All delegates received relevant Convention materials in their packets prior to the opening ceremonies. Included were: Reports of the Executive Secretary-Treasurer, Executive Council, Auditors and the Membership Per Capita Report.

## Barbara Boxer Asks Labor to Play Its Vital Role

He stressed that Senator Boxer has been one of labor's staunchest allies while in public office. "She stood with us in the fight against NAFTA,



**Barbara Boxer**

she fought for the Family Medical Leave Act, protected our pensions, health care, education, the Davis-Bacon Act and every issue important to workers," he said.

Senator Boxer warned the delegates that tough challenges lie ahead. She exhorted them to bring the energy they exhibited in the defeat of Proposition 226 to the coming election campaign.

"We are exceedingly close to losing the Senate," she said. There, 60 votes are needed to win battles, and the other side now has 55. In some cases on union issues, they have even more, she said.

"The anti-worker crowd wants me out of the Senate because I'm not afraid to fight for your rights and your dignity," she told the delegates.

"I like to get up in the Senate and say, 'Let's look at what this policy is doing to people who work hard and give a good day's work.'

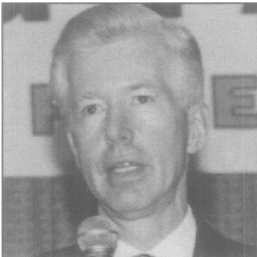
"Will you get out the vote for the most pro-worker, pro-family ticket in America?" she asked. The delegates chorused "Yes!" and cheered her wildly.

"It's good to know you understand the importance of this election," she said, "and I'm very excited about the opportunity we have in November for another great victory."

## Gray Davis Vows to Lead the Way

While introducing Lt. Governor Gray Davis as the next speaker, Secretary-Treasurer Pulaski noted that Davis represented a promise to reverse the last 16 years of anti-worker attacks led by the Governor's office.

Since serving as chief of staff for then-Governor Jerry Brown, then as Assemblyman, as State Controller, and now as Lt. Governor, Davis has been with workers all the way, he said.



**Gray Davis**

He was in all our fights: collective bargaining for farm workers, for state and local government employees, he opposed raids on public pensions, fought to keep tuitions down at our public universities, and allied with us on every ballot initiative from Prop. 97 to Prop. 187, and from Prop. 209 to Prop. 226.

Promising a new partnership with labor following the November elections, Lt. Governor Gray Davis, labor's candidate for Governor, declared in his address to the Convention his intention to give government back to the workers. They are, he said, "the people who drive this

state's economy."

"I want an environment in which every person's work is valued," said Davis, "in which every contribution is recognized as just that: a contribution to our productive society. And I'm not going to tolerate any scapegoating of the working people of this society." Business people, he said, "...cannot succeed unless those who build the roads and the dams and the plants and the cars and who teach your children and heal the sick and take care of the elderly—unless those people do their job well, your family cannot survive, much less succeed, and you can't keep your dreams."

**'We'll have a better environment for working people, we'll be able to put the disputes over the 8-hour day and the prevailing wage behind us ... '**

**—Gray Davis**

Davis thanked the California Labor Federation and its affiliates for endorsing him as Democratic nominee, when he was in third place out of three candidates.

Davis took the lead in denouncing Prop. 226, the initiative crafted to silence working families, calling it a prescription for social disaster. He was also an early supporter of the minimum



## Proceedings

wage initiative, Prop. 210 in 1996, and backed labor's successful restoration of Cal-OSHA in 1988. As Governor, he promised to sign legislation restoring daily overtime when it gets to his desk.

### Prop. 226 Video Shown

At this point, the delegates viewed a video on the Proposition 226 campaign and victory produced by "We Do The Work" television series.

## Sweeney Urges, Don't Rest Now—Pour It On!

In introducing AFL-CIO President Sweeney, Secretary-Treasurer Pulaski credited his leadership and commitment for part of the success labor had over the last couple of years. "The mobilization of resources from international unions and the AFL-CIO in the Prop. 226 campaign was nothing short of stunning," he said.

"That's just one example of how John Sweeney moves the entire labor movement into action on many fronts for many victories."

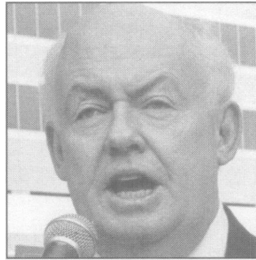
The defeat of the "Paycheck Deception Act," Prop. 226, Sweeney said, "was not the end of something, but the beginning of something, the foundation of a new house of labor in California."

He cited that victory as a base we can use to rebuild our membership strength and regain our political power.

"The news from California went all across the country and the labor movement. Believe me, it ran right up through Capitol Hill in Washington and on to Wall Street like a sizzling burst of electricity," he said.

To continue winning, he emphasized, we have to find new ways of connecting organizing and politics. In order to succeed at one, we must succeed at the other.

"We have to organize from the outside in by



**John Sweeney**

getting entire communities lined up with workers, and then we have to organize from the inside out by getting all of labor behind organizing drives, just as you did with Prop. 226."

California can set the standard in organizing for the entire country, he pointed out.

"The challenge is there. With reapportionment coming up, you have a chance of changing the makeup of the U.S. House of Representatives for the next 20 years." That job begins with the election of Gray Davis as Governor, he concluded.

## Wells Fargo Feels the Heat!

After his keynote address to the Convention, AFL-CIO President John Sweeney led 500 delegates and guests two blocks away to Wells Fargo Bank in solidarity with 1,100 embattled steelworkers of the Oregon Steel Mills at Pueblo, Colorado.

Art Pulaski, executive secretary-treasurer of the California Labor Federation, AFL-CIO, closed nine long-standing Federation accounts worth more than three-quarters of a million dollars. The Federation joined a national boycott of Wells Fargo to protest the bank's financial support for Oregon Steel.

"This is how we can show our solidarity with our distant brothers and sisters in Pueblo, Colorado," said Pulaski, as he ripped up an



**Protester severs Wells Fargo Bank card**

David Bacon Photo

## California Labor Federation

oversized check, representing the Federation's two-million dollar a year account with the bank. "As of this day, our loyalty to Wells Fargo is dead." Pulaski and a dozen other unionists used scissors to cut up Wells Fargo credit and cash cards.

"We're sending a message to Oregon Steel that you can break the bonds of human decency, you can break the law, but you can't break our spirit or our unions," said AFL-CIO President John Sweeney. "Wells Fargo, you are just as guilty as Oregon Steel" for funding their war on workers.



David Bacon Photo

Art Pulaski and Tom Rankin tear up a Wells Fargo check and close the Federation's accounts.

## Sweeney Honors Prop. 226 Volunteers

AFL-CIO President John Sweeney paid special tribute on Monday to more than 80 union volunteers who helped defeat Prop. 226, the anti-worker initiative in the June Primary.

Sweeney praised the volunteers for their hard work. Without the army of union volunteers opposing the initiative, the measure would probably have succeeded in silencing the voice of working families in California.

At a noontime luncheon, Sweeney focused on the work of the volunteers during the campaign. Over 20,000 union members gave up their own

time to staff phone banks, walk precincts, and organize worksite visits and shop floor meetings. Because they did the critical work of educating union voters about Prop. 226, the volunteers were recognized as "honored guests" of the Federation.

Each central labor council recommended several rank and file union members for the special commendation.

During the morning session of the Convention, the Federation screened a 10-minute video on the triumphant war against Prop. 226.

## Convention Committees Approved

All Committees were approved by the delegates in accordance with the Convention's Standing Rules.

### Rules and Order of Business Committee

Eliseo Medina, Chair, Service Employees Intl. Union  
Bob Anderson, San Mateo County Central Labor Council  
James H. Beno, San Joaquin/Calaveras Counties Central Labor Council  
Kenneth Burt, Calif. Federation of Teachers  
Don Crosatto, IAM No. 1546

## Proceedings

Steve Edney, United Industrial Workers - Cannery Division  
John C. Hall, Plumbers No. 78  
Mike Henneberry, UFCW No. 870  
Janett Humphries, Los Angeles City & County School Employees, SEIU  
No. 99  
Jose Moreno, Construction & General Laborers No. 304  
Sonia Moseley, Nurses Assn. of California, AFSCME  
Oscar Owens, Amalgamated Transit Union  
Yolanda Solari, CSEA No. 1000  
Shirley Ware, Health Care Workers No. 250, SEIU  
Serena Williams, Musicians No. 47

## Constitution Committee

Jack McNally, Chair, Electrical Workers No. 1245  
Michael J. Day, Machinists District Lodge No. 141  
Dolores Huerta, United Farm Workers, AFL-CIO  
Walter Johnson, San Francisco Labor Council  
Dallas Jones, LA/Orange Counties Fire Fighters No. 1014  
Leroy King, N. Ca. District. Council Longshore & Warehouse Union  
Bill Lloyd, Service Employees International Union  
Liz Loeffler, Assn of Flight Attendants Council No. 11  
Barry Luboviski, Alameda Bldg & Constr. Trades Council  
Gunnar Lundeborg, Sailors Union of the Pacific  
Oran McMichael, American Federation of State, County & Municipal  
Employees  
Robert Morales, Sanitary Truck Drivers No. 350  
Ken Orsatti, Screen Actors Guild  
Mike Quevedo, Southern California District Council of Laborers  
Leo Valenzuela, Laborers No. 585  
Nancy Wohlforth, Office & Professional Employees No. 3  
Richard Zampa, District Council of Iron Workers

## Credentials Committee

Gladys Perry, Chair, California State Employees Assn. SEIU 1000  
Joe Bobo, East Bay Auto Machinists No. 1546  
Obie Brandon, UFCW No. 588  
Pamela Broderson, Nurses Association of California, AFSCME  
Cindy Chavez, South Bay Labor Council  
Connie Ford, Office & Professional Employees No. 3  
Robert Guillen, Ventura Building Trades Council  
Mickey Harrington, Butte & Glenn Counties Central Labor Council  
Monica Hogan, Communications Workers No. 9415  
Loretta Mahoney, California State Council of HERE  
Jim Murphy, Sac/Sierra Bldg. and Construction Trades Council  
Vicki Rohrig, Nurses Assn. of California, AFSCME  
Laurie Stalnaker, San Bernardino-Riverside Counties Labor Council  
Ray Trujillo, State Building & Construction Trades Council  
Cindy Tuttle, Sacramento Central Labor Council  
Marilyn Wollard Valenzuela, Tri Counties Central Labor Council

## California Labor Federation

### Legislation Committee

Robert Balgenorth, Chair, State Bldg & Construction Trades Council  
Obie Brandon, UFCW No. 588  
Andrea Brooks, AFGE 12th District  
Daniel Curtin, California State Council of Carpenters  
Allen Davenport, SEIU California State Council  
Billy Joe Douglas, Cement Masons No. 814  
Mike Hardeman, Sign & Display No. 510  
Marvin Kropke, Electrical Workers No. 11  
Matthew McKinnon, California Conference of Machinists  
Sonia Moseley, Nurses Association of California, AFSCME  
Dan Terry, California Professional Fire Fighters  
Lawrence Thibeaux, ILWU Northern California District Council  
Margaret Vasey, Electrical Workers No. 302  
Lloyd Williams, Plumbers & Steamfitters No. 393  
Al Ybarra, United Auto Workers

### Resolutions Committee

Dallas Jones, Chair, LA/Orange Counties Fire Fighters No. 1014  
Robert Balgenorth, State Building & Construction Trades Council  
Miguel Contreras, Los Angeles County Federation of Labor  
Shelley Kessler, San Mateo County CLC  
Chuck Mack, Teamsters Joint Council 7  
Owen Marron, Alameda County Central Labor Council  
Larry Martin, California State Conference of Transport Workers  
Ophelia McFadden, Service Employees International Union No. 434  
Joseph A. McLaughlin, Hotel & Restaurant Employees No. 49  
Steve Nutter, Ladies Garment Workers No. 84  
John Perez, UFCW Region 8 States Council  
Mike Quevedo, Southern California District Council of Laborers  
Marcy Schultz, San Mateo Bldg & Construction Trades Council  
Alejandro Stephens, L.A. County Service Employees No. 660  
Billy Joe Douglas, Plasterers & Cement Masons No. 400  
William Waggoner, Operating Engineers No. 12

### Sergeants At Arms

Pamela Aguilar, AFSCME No. 2700  
Robert Burns, Operating Engineers No. 12  
Henry Chavez, Laborers No. 585  
Ramon Duran, Laborers No. 270  
Thomas Montoya, L.A. City, County School Employees, SEIU 99  
Richard Quevedo, Laborers No. 300  
Victor Uno, Electrical Workers No. 595

# Delegates Approve Report of Committee on Rules and Order of Business

Eliseo Medina, chairperson of the Committee on Rules and Order of Business and Committee member Janett Humphries read the Standing Rules to the delegates who voted to adopt them.

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

2. **Rules-Adoption of Standing Rules.** The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. **Amendment of Standing Rules.** No standing rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. **Convening the Convention.** The Convention shall convene at 9:30 a.m. each day after the opening session which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and recess at 5:00 p.m. or earlier 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.

On close of business Tuesday, a separate session of the Convention will be held, the business of which will be devoted to a pre-general election Convention, the business of which shall be confined to consideration of endorsement of candidates and statewide propositions and to appropriate resolutions pertaining to political action as provided in article XIV(a), Section 2(b) of the Federation's Constitution. This particular business of the Convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

5. **Resolutions Defined.** Whenever the

word "resolution" is used in these rules it shall include Constitutional amendments.

6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or nonconcurrence shall be first on the minority report.

7. **Committee Quorum.** A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.

8. **Passage of Resolutions and Committee Reports by Convention.** A majority of the delegates present and voting shall be required to act on a committee report or a resolution except the Constitutional amendment, which shall require a two-thirds vote of the delegates present and voting. No motion shall be acted upon until an opportunity to speak has been given the delegate making or introducing same, if he or she so desires.

9. **Roll Call Vote.** At the request of 30 percent of the delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

10. **Precedence of Motions During Debate.** When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to, or

## California Labor Federation

re-refer to committee; eighth, to divide or amend; ninth, to lay on the table.

**11. Motions in Writing.** Upon request of the Chair, a motion shall be reduced to writing and shall be read to the Convention by the Chair before the same is acted upon.

**12. Contents of Motions.** No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chair.

**13. Motion to Reconsider.** A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

**14. Motion to Table.** A motion to lay on the table shall be put without debate.

**15. Recognition and Decorum of Delegates.**

(A) Delegates, when arising to speak shall respectfully address the Chair and announce their full name and identity of the organization which they represent.

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

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

(D) Any delegate may appeal from a

decision of the Chair, without waiting for recognition by the chair, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.

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

(F) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than 5 minutes at a time without permission by a majority vote of the delegates present and voting.

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

**16. Voting Not to be Interrupted.** When once begun, voting shall not be interrupted. No delegate shall be allowed to change his or her vote, or have his or her vote recorded after the vote is announced.

## Dick Gephardt Challenges Labor to Take Action

President John Sweeney introduced the next speaker, U.S. Congressman Dick Gephardt as the one person in Congress who, as Minority Leader, has done the most to preserve OSHA, the Davis-Bacon Act, the NLRB, and Medicare. These, and many more programs, he said, are vital to workers across the nation.

U.S. Congressman Dick Gephardt praised California labor for its come-from-behind defeat of Prop. 226 in the June primary. "We won," he said, "not because of having money to spend on ads, but because we put people out on the streets. New technology in politics is great," he pointed out, but-old fashioned politics, worker-to-worker,

neighbor-to-neighbor, will never be replaced.

That kind of work can't stop now, he said. "While the economy is better and unemployment is down, it's an economy that doesn't work for everybody.

"We need a majority back in Congress so we

## Proceedings

can begin to address our unfinished agenda that impacts working families.”

He promised that if we get a chance to run the Congress, we can change the law so there will be no further replacement workers at all.

Photo: David Bacon



**Dick Gephardt**

They also want to eliminate the estate tax for the richest Americans while fighting to block an increase in the minimum wage.

The Republican agenda is a disaster for workers, he warned. They want a tax cut in the next two months. About 80 percent of their proposed cut would go to the richest one percent of this country's population.

American workers are the best in the world, he said, but they can't compete if they're not on a level playing field. That's why doing something about NAFTA is a high priority. The fight for fair trade can be won in Congress if we gain more victories in the November elections this year.

“There's a strike going on right now in Flint, Michigan, and it's largely about losing jobs to other countries,” he said. “It's about outsourcing and downsizing. We need to find an infrastructure for capitalism worldwide. If not, corporations will find the cheapest labor they can find in order to make more profits.

“The business world refuses to understand that seeking cheap labor everywhere in the world does nothing but ultimately defeat them.”

If American workers don't stand up for decent labor standards all over the world, they will lose them here, he warned.

## Hilda Solis: Our Victories Give Us Strength

Describing her as the workers' treasure, Secretary-Treasurer Pulaski introduced Hilda Solis, the first Latina to serve in the State Senate. Her influence as Chair of the Senate Industrial Relations Committee benefits millions of workers, he said. Solis spearheaded the effort to raise the minimum wage in California. She is on record for having given \$70,000 to the minimum wage campaign and \$40,000 to help defeat Proposition 226 out of her own campaign funds, he said. He then presented her with a plaque inscribed: “Making California Work for Working Families, Labor Visionary 1998, from the California Labor Federation to our own Hilda Solis.”

We have to continue our struggle as partners to make gains for working families, Senator Solis told the delegates.

“Right now the Legislature is not in a progressive mode. We're on the defense, killing all those bad bills while the Governor is trying to take money out of good programs that help working families,” she said.

**‘I knew we had the get-go, the fire in the belly that makes you want to work hard ... ’**

**—Hilda Solis**

There are those in our Legislature who would take away the right to organize the janitorial industry, long-established prevailing wages, deny our state employees a pay raise, and refuse any kind of

support for our part-time workers.

The multi-billion dollar agribusiness industry in California is Pete Wilson's biggest contributor, she said.

They are the same people who are refusing dignity for farm workers, thwarting their drive for union contracts, sanitary and safe working conditions. We're under attack but we will prevail

in the end, she promised.

The opposition is unable to understand that we make up the majority of the households and voters in this state, she said.

She described how victories like passage of Proposition 210 that boosted the minimum wage and the defeat of Proposition 226, an attempt to silence working families' voices, are inspirations for us to carry on our struggles.



**Hilda Solis**

New immigrants helped to defeat Proposition 226, voting by a 75 percent margin. These were people who voted in their communities for their first time, she pointed out.

After the successful minimum wage campaign, she said “I knew we had the ‘get go, the fire in the belly’ that makes you want to work hard for something you believe in.”

### **Coastal Berry Farm Workers Introduced and Video Shown**

Following Senator Solis's address, several farm workers involved in the UFW's struggle to form a union at Coastal Berry were introduced to the delegates.

A video was shown that depicted the fierce anti-worker campaign mounted by the strawberry grower.

## **Art Torres Predicts November Victories**

Before he became an elected official, Art Torres was an organizer for the UFW, said Secretary-Treasurer Pulaski. After that experience and 22 years in the Legislature, and now as Chair of the California Democratic Party, Torres knows peoples' struggles, he said. He hasn't forgotten the past and today works closely with organized labor in all the campaigns directed at the November elections.

"The same effort, the same energy that we used to defeat Prop. 226 is going to put Gray Davis in the Governor's office and reelect Barbara Boxer to the U.S. Senate," declared Democratic Party chair, Art Torres.



**Art Torres**

How? he asked. "We're going to work in every neighborhood across this state and we're going to reach out to groups that are important to the Democratic Party."

**'You're going to reach out to your members and educate them with the facts so they can tell their neighbors what this election is all about.'**

**-Art Torres**

Labor will do what it does best, he said. "You're going to reach out to your members, educate them with the facts so they can tell their neighbors what this election is about."

"It's about the future of their neighborhood, their families, their children, their schools, it's about crime and access to health care. That's what this election is about," he declared.

In 1996, he said, it was labor that catapulted President Clinton to reelection, and enabled us to take back the Assembly and elect a Latino, Cruz Bustamante, as Speaker.

"It was labor, working men and women, who

were out there in the precincts walking house to house, knocking on those doors to make sure that we organized the neighborhoods for the future."

By registering voters and bringing them out on election day, he said, we can win this election. "But we can't do it without labor's help," he said.

### **Loretta Mahoney Praised for Her Contributions**

On the eve of her retirement as Federation Vice President, Secretary-Treasurer Art Pulaski took a moment to acknowledge Loretta Mahoney's 30 years' service to the state labor body.

He commended her for her many years' work as Chair of the Committee on Credentials.

Vice President Mahoney then thanked the officers and delegates for their recognition.

### **Delegates Approve Report of Credentials Committee, Accept Late Resolutions**

The Report of the Credentials Committee was presented by Chairperson Gladys Perry and approved by the delegates.

Three late resolutions were accepted and assigned to Committee. They were:

No. 14—Solidarity with Puerto Rican Telephone Workers (Presented by San Francisco Labor Council)

No. 15—Condemn Murder of James Byrd (Presented by Plumbers and Pipefitters No. 393, San Jose)

No. 16—Defending the Right to Picket and Act in Solidarity (Presented by ILWU, San Francisco)



## Proceedings

### Address **TOM RANKIN** President

#### **California Labor Federation, AFL-CIO**

Brothers and Sisters, before we move on to the final item of business for today which will be the nominations of officers, I would like to take the opportunity to say a few words. Our Constitution requires me to make a report on the functions of my office. Most of what I've been doing you'll find in these booklets, the voting record will give you a good idea of what's happening in the legislature last year and the Report of the Executive Council and Secretary-Treasurer go into some detail on what's to happen in Sacramento.

As you know, Art and I have worked out a very effective division of labor. I spend most of my time doing the legislative work with the help of our wonderful new lobbyist, Lisa Ecks. I'd like to thank her for all her good work in the last year. It's made my life a lot easier.

I don't want to go into a lot of detail on the legislative program. What I really want to do is talk to you about the major issue of this Convention.

But before that, let me give you an idea about what was happening in Sacramento just before the vote on Proposition 226. And this is an indication of what would have happened had we lost that vote.

We had a simple bill in the Assembly to increase the minimum wage to \$6.50 an hour. That bill went through the Labor Committee, and right before the June election it was supposed to come up in the Assembly Appropriations Committee. That bill did not see the light of day.

#### **Our Democratic Friends Were Worried**

The reason it didn't see the light of day was that certain of our Democratic friends were worried about how it may impact their election if they voted for another minimum wage increase.

But what they were really worried about was us losing Prop. 226 and the increased influence that would have meant for the business lobby in California, in particular the restaurant industry.

As you remember, about that time we got ahold of a memo from the California Restaurant Association explaining to its members why it decided to donate \$125,000 to Pete Wilson for the Yes on 226 campaign.

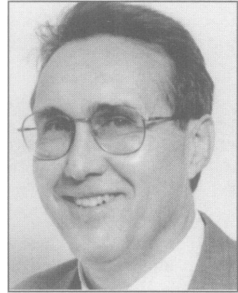
And the main reason revealed in that memo was that the California Labor Federation and California labor movement had put Proposition

210 on the ballot in 1996, and we successfully increased the minimum wage.

They also went on to say that they opposed us and they wanted Prop. 226 to pass in order to shut us up because we were in the Legislature pushing for increases in unemployment insurance, workers' compensation, and state disability benefits, and they did not appreciate that.

Well, thank God we won on 226. I'll tell you, it would have been the worst day in my life if we had not. You heard Senator Gephardt talking about the worst day in his life.

Had we lost 226, it would have been very, very difficult to go back and face that Legislature in Sacramento.



**Tom Rankin**

Our power would have gone down, down, down. I want to thank all of you and the thousands of other Brothers and Sisters who aren't here today who worked so hard to defeat 226 and especially to thank my partner Art who literally worked day and night for months to defeat that proposition. He deserves a special round of applause. (Applause)

We were tested on 226. The will of the labor movement to survive in California was tested. We passed with flying colors. But now as you've heard, we face the second big test of the year. Prop. 226 was just the mid-term exam. The November election is the final exam. And if we fail, we will enter the new century still in a defensive posture in terms of our legislative and political work.

We will no doubt see the end of the prevailing wage as we now know it. Those few workers who retain daily overtime over the Industrial Welfare Commission orders—they didn't get everyone—will no doubt lose those daily overtime protections. More and more employers—we have already seen this happen—will be demanding an end to contract pay in our contract negotiations.

## California Labor Federation

State and local officials will persist in their efforts to contract out public sector jobs. Enforcement of CAL/OSHA and our wage and hour laws, which God knows is bad enough already, will get worse.

Our brothers and sisters who have the misfortune of getting hurt on the job or even off the job, or getting laid off, will continue to try to survive and to make ends meet on social insurance benefits that are totally inadequate. In some cases they haven't been increased since 1982. In the case of unemployment insurance benefits, we have, by one measure, the worst benefits in this whole country.

Pete Wilson portrayed himself as a "defender" of rank and file workers' rights in the video you saw this morning. In the 226 campaign, you heard him talking about us ripping off peoples' union dues.

### No U.I. Benefits from Pete Wilson

Pete Wilson, unless he's suddenly converted, will be the only Governor in the history of this state—and that includes more Republican governors than Democratic governors—not to sign a bill to increase unemployment insurance benefits.

He'll be the only Governor not to sign a bill to increase state disability insurance benefits. That's a program that was started by Republican Governor Earl Warren in 1946.

And looking at his record in Congress, and his record as Attorney General, and his support of 226, there's absolutely no reason to expect Dan Lungren to be any more sympathetic to the needs of California than Pete Wilson. In fact, there's good reason to expect that he will be worse.

If we fail in November, the workers at the bottom of the economic ladder won't see any more increases in the minimum wage, at least none coming from the Legislature and the Governor.

The first thing an anti-labor Legislature and Governor would do would be to cut the minimum wage for tipped employees. They introduce bills to do that every year, and we beat them back.

They'd also continue to fight paying the minimum wage to those individuals who are moving from welfare to work, those who need the money the most.

If we fail, our education system will continue to limp along with funding below that of about

40 other states in this country. School construction and school repair will not get done, nor will any of the other infrastructure projects that we so badly need.

If we fail, our state will continue to be run by those who don't believe in government and that simply doesn't work.

Failure is not a pretty picture, but if we pass the November test and elect Gray Davis and elect a Legislature that cares about the needs of working people, we can finally get off the defensive where we've been for the last 16 years and go on an offensive together to win what we need from our elected officials.

We can preserve the prevailing wage. We can restore daily overtime. We can increase the minimum wage. We can begin to strictly enforce our OSHA and wage and hour laws and we can toughen the penalties against those employers who violate those laws.

We can get those long-delayed increases in social insurance benefits signed into law. We can put a halt to the privatization trend in government and in education. We can rebuild our schools, hire new teachers, counselors, librarians—the latter two have mostly been laid off in this state—

and restore our education system to what it was 30 years ago, the envy of the nation. (Applause)

We can restore our infrastructure and solve our housing problems. We can begin to re-regulate our public utilities so that both residential consumers and utility workers are protected. We can win our battle to provide adequate, accessible health care for all Californians.

Finally, a labor-friendly government can do something for us that we heard President Sweeney talk about today.

We need a lot done *for* us and *by* us if we're going to meet that goal of organizing 200,000 more workers in California by the time the AFL-CIO meets in Convention in Los Angeles next fall.

A labor-friendly government can do more to help us organize than any piece of legislation. Think of the difference, for instance, between the Agricultural Labor Relations Board of the 1970s when it looked like the UFW would soon organize the entire agricultural industry in our state, and the ALRB today.

Think of the difference a Governor who supports union organizing, collective bargaining and also signs the state budget, could make in the unionization of the University of California

**'A labor-friendly government can do more to help us organize than any piece of legislation.'**

**—Tom Rankin**

## Proceedings

where thousands of workers remain unorganized.

Think of a Department of Industrial Relations and what it could do. It could really crack down on the underground economy and on the wage and hour violations of rat contractors. What would that do to the membership in the building trades unions?

After 16 years of Republican governors who frustrated the needs of working people at every turn, who specialized at turning one group of Californians against another, we need a change.

We began the change by beating back Prop. 226, by stopping Pete Wilson's cynical attempt to separate union members from union leaders. We preserved the voice of working people and now we must increase its volume. (Applause)

We must put our issues, especially the economic issues, that so intimately touch the lives of the vast majority of California's workers and voters at the center of this election. We know that works. We did it in 1996 when labor's campaign provided the votes to win back the Assembly. It will work again in 1998.

Together, by mobilizing our members around those issues, we can elect Gray Davis, Bill Lockyer and all of the other state constitutional officers.

We can increase our majorities in the State Assembly and Senate so that we can get those bills signed into law that working people have been waiting for for 16 years. (Applause)

Thank you.

## **Pulaski and Rankin Reelected, Will Lead Labor into the New Millenium**

The Convention voted unanimously to reelect Executive Secretary-Treasurer Art Pulaski and President Tom Rankin to lead the California Labor Federation into the next millennium.

They and the United Slate of Geographical and At Large Vice Presidents were elected when a unanimous ballot was cast in favor of the

nominated officers. No competing candidates were nominated.

Vice President Steve Edney swore in all the newly-elected officers and vice presidents.

The Executive Council vice presidents, led by Pulaski and Rankin are as follows:

## **California Labor Federation, AFL-CIO**

### **THE UNITED SLATE**

#### **For Executive Council Offices of the California Labor Federation, AFL-CIO 1998 Convention**

Executive Secretary-Treasurer . . . . .**ART PULASKI**  
President . . . . .**TOM RANKIN**

#### **Geographical Vice Presidents:**

District No. 1 . . . . .**ALLEN SHUR**  
District No. 2 . . . . .**WILLIAM WAGGONER**  
District No. 3a . . . . .**MIGUEL CONTRERAS**

## California Labor Federation

District No. 3b	KENDALL ORSATTI
District No. 3c	JANETT HUMPHRIES
District No. 3d	DALLAS JONES
District No. 3e	STEVEN T. NUTTER
District No. 3f	JOHN L. SMITH
District No. 4	ARMANDO VERGARA
District No. 5	LEO VALENZUELA
District No. 6	DON HUNSUCKER
District No. 7	BILLY JOE DOUGLAS
District No. 8	DON DOSER
District No. 9	DENNIS B. KIMBER
District No. 10a	GUNNAR LUNDEBERG
District No. 10b	JACK GRIBBON
District No. 10c	MICHAEL DAY
District No. 10d	LARRY MAZZOLA
District No. 11a	OWEN MARRON
District No. 11b	BARRY LUBOVISKI
District No. 12	JACK McNALLY
District No. 13	NANCY WOHLFORTH
District No. 14	JACK LOVEALL

### Vice Presidents at Large:

"A"	EDWARD C. POWELL
"B"	TONY BIXLER
"C"	MARVIN KROPKE
"D"	MIKE QUEVEDO, JR.
"E"	LEE PEARSON
"F"	DEAN TIPPS
"G"	STEVE EDNEY
"H"	OPHELIA A. McFADDEN
"I"	WAYNE A. CLARY
"J"	MARY BERGAN
"K"	ELISEO MEDINA
"L"	CHUCK MACK
"M"	ENRIQUE FERNANDEZ
"N"	BOB BALGENORTH
"O"	DAY HIGUCHI
"P"	DOLORES HUERTA
"Q"	RICHARD ZAMPA
"R"	BILL LLOYD
"S"	SONIA MOSELEY

## Proceedings

"T" .....	OSCAR OWENS
"U" .....	ARCHIE THOMAS
"V" .....	ANDREA BROOKS
"W" .....	AL YBARRA

### Vice Presidents Sworn In

All the newly-elected Executive Council officers of the California Labor Federation, AFL-CIO, were sworn in by Vice President Steve Edney.

A letter from Michael Riley was read

announcing his retirement as a vice president of the Federation.

### It's Anaheim in 2000!

The delegates selected Anaheim as the location of the 23rd Biennial Convention in the year 2000.

---

# Proceedings of the Second Day California Labor Federation Convention July 21, 1998

Chairman Rankin called the Convention to order to begin the Federation's second day of its 22nd Biennial Convention.

Following the morning's invocation, he called on Dallas Jones, chair of the Resolutions Committee, for a report.

## Report of Committee on Resolutions

The delegates adopted the following Policy Statements, Resolutions and amendments recommended by the Committee:

### Policy Statements

- I—The Economy
- II—Taxation
- III—International Affairs
- IV—State Benefits
- V—Women's Rights
- VI—Health Care (as amended)
- VII—Welfare
- VIII—Consumer Protection
- IX—Prevailing Wage, Organizing and Labor Legislation (as amended)

- X—Agricultural Labor
- XI—Public Employees
- XII—Civil Rights
- XIII—Housing (as amended)
- XIV—Education (as amended)
- XV—Environment and Safety and Health
- XVI—Energy
- XVII—Community Concern and Service
- XVIII—Rights of People with Disabilities
- XIX—Immigration
- XX—Working Families

### Amendments to Policy Statements:

Policy Statement VI—Health Care, was amended as follows:

*In the third sentence of the fourth paragraph after the word "profit," insert the phrase "and non-profit."*

## California Labor Federation

*At the conclusion of the first sentence in the sixth paragraph insert the phrase "and other managed health care plans."*

Policy Statement IX—Prevailing Wage, Organizing and Labor Legislation, was amended as follows:

*Amend the text found in the second column of page 20 by adding an Item 6, reading: "Support appropriate legislation requiring prevailing wages on projects in redevelopment areas."*

Policy Statement XIII—Housing, was amended as follows:

*In the first line of the fifth paragraph, correct a printing error by inserting the word "and" between the word "Trust" and the name "Ulico." Also, amend the introduction to the sixth paragraph to read: "With the understanding that all projects and programs will be subject to prevailing wages, the California Labor Federation supports the following:"*

Policy Statement XIV—Education, a motion from the floor amended the Committee's report by deleting the word "increases" following the word "tuition" from the last line of the Digest.

### Resolutions

- 1—Support Han Young Workers
- 2—End Embargo of Cuba
- 3—Establish Public TV/Radio Labor Show
- 5—Support Puerto Rican Telephone Workers
- 6—Support Salvadoran Telephone Workers  
(typographical error corrected)
- 8—AFL-CIO Housing and Building Investment Trust
- 9—Oppose Fechheimer Bros. Anti-Union Practices
- 12—Support for Gray Davis (action on this

resolution was reserved for the Pre-General Election Convention the following evening)

- 13—The John F. Henning Center for Industrial Relations
- 14—Solidarity with Puerto Rican Telephone Workers
- 15—Condemn Murder of James Byrd
- 16—Defending the Right to Picket and Act in Solidarity

### Error in Resolution No. 6 noted:

*The typo in the final Resolved should be "protect," rather than "protest."*

Chairman Rankin next called on Jack McNally, chair of the Constitution Committee, for a report.

### Report of Committee on Constitution

The delegates adopted the following resolution as recommended by the Committee:

- 10—Nomination and Election of Federation Officers

Chairman Rankin then called on Robert Balgenorth, chair of the Legislation Committee, for a report.

### Report of Committee on Legislation

The delegates adopted the following resolutions recommended by the Committee:

- 4—Lift the U.S. Embargo of Cuba
- 7—Normalize Relations with Cuba
- 11—Support for State Employees

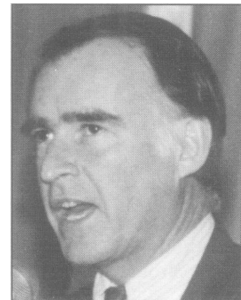
## Our Future Lies in Our Cities, says Jerry Brown

Oakland Mayor-elect Jerry Brown was a great Governor, said Art Pulaski when introducing him as the next speaker. Among his credits, he led negotiations resulting in the progressive Agricultural Labor Relations Act of 1975, supported and signed laws bringing collective bargaining rights to workers in colleges and universities, and the Educational Employee Relations Act which brought bargaining rights to public schools workers.

Throughout his tenure as Governor, said Pulaski, Jerry Brown was our ally in the fight for increases in workers' compensation and disability insurance advances.

Our country rises and falls with our cities, Brown said. "It's the city where we can rejuvenate an active political movement in this country—that's my commitment," he declared.

Neglecting schools, building more prisons and focusing on the



**Jerry Brown**

## Proceedings

global economy isn't what we should be doing.

"We need to create a city that's an inviting, exciting and safe place to live," he said.

"So I see Oakland as the test case for a politics that cares, for a politics that's based on people power and a politics that will not accept the status quo as normal or acceptable."

There have been victories, he stressed, congratulating the labor movement on defeating Proposition 226. Oakland, he pointed out, voted 75 percent against the "paycheck deception act."

There's little time left, he said. We're going to have to break some new ground. The past is

unacceptable, especially in the face of today's balanced budget, a red hot economy, a higher than ever gross national produce and Dow Jones index.

Despite those things, he said, "look at the forgotten places, the urban apartheid embedded within this successful economy, and you will find numbers of people living in neighborhoods where 40 percent of them are below the poverty line. That situation has doubled in the last 20 years."

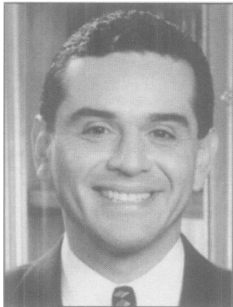
"This is the test of Democratic leadership and the commitment to a society that really works for people. That's what I've been talking about and now I have a chance to deliver," he said.

## Villaraigosa: It's Time to Invest in People Again

Antonio Villaraigosa was introduced by Secretary-Treasurer Pulaski as the first Speaker of the Assembly who understands labor because he comes from labor himself. He's a strong union member, he said, "a former president of AFGE and union representative of the United Teachers of Los Angeles."

"He's great progressive leader with whom we will work closely in the November elections to maintain a majority in the Assembly."

Speaker Villaraigosa told the delegates that he's currently in negotiations with the Governor over the budget. "This budget fight is about the future direction of this state," he said. "We are setting priorities for the future years of California."



**Antonio Villaraigosa**

For the first time in many years, he explained, we are enjoying a budget surplus. We need to put that surplus back in education, that great equalizer in a Democratic society.

The budget, he said, is about investing in children. We're close to the bottom in education and parents are moving their kids into private

schools at great sacrifice.

"So, it's time now to invest in people again, and start building roads, highways and universities," he said. That's what this budget fight is about, he stressed. Just as Prop. 226 was more than "payroll protection," it was really about people like us having a voice.

"We stand on the threshold right now to elect a Democratic Governor," he said. Instead of the politics of hate and divisiveness that we've experience for the last 16 years, he said, "we should be bringing people together and identifying what we have in common. That's the politics of unionism."

"I want to work with you for a better future, to start investing in people. I want California to be the best place in the best nation in the world. The elections are important. We're going to turn the tide from the dark side of California to the sunny side," he said.

## John Hennessy Speaks of Global Unionism

Jack Henning, secretary-treasurer emeritus of the California Labor Federation, introduced the next speaker, John Hennessy, general secretary of Australia's New South Wales Teachers Federation and a New South Wales Labor Council vice president.

Henning explained that since 1982 the Federation conducted an exchange program with the Australian Labor Council as a unifying extension of brotherhood and sisterhood. Hennessy, he said, comes from a great militant labor tradition, a leading force for progressive change in the Pacific.

The struggles of Australian eventually brought us Harry Bridges, who led the rebellion of the Longshore Union here, culminating in the great maritime strike of 1934.

John Hennessy, he said, is the heir of Australian labor traditions of militant unionism.

## California Labor Federation

Justice knows no national boundaries, said John Hennessy, after bringing greetings from nearly one million union members in his state, 'down under.'

We share much of the same history and traditions, "... so it's not surprising that we shared your absolute joy at the success of your campaign against Prop. 226," he said.

There are close ties, he said, between the New South Wales Labor Council and the labor government in his state, resulting in enacting some of the best industrial law in the world.

"We look forward to the reelection of another labor government in March 1999, which will take the country into the union-built 2000 Olympic Games.

The same praise and progressive comment cannot be applied to Australia's federal government, however, he pointed out.

While preaching economic reform, more jobs and increased productivity, the government sent armed guards with dogs onto the docks to oust the unionized dock workers.

All 1,400 maritime workers went on strike but solidarity won in the end, he said. Teachers, nurses, clerical workers, construction workers, miners and metal workers stood by the Australian dock workers.

Solidarity extended to the West Coast of the U.S. and in Europe as well. No ship loaded by non-union replacement workers could be unloaded.

All the displaced strikers are now back in their jobs, he said.

"If there is to be a better world for all, it will be achieved by the working class people of the world," he concluded.

## Welcome and Greetings to Guests and Visitors

The French Democratic Federation Labor and the Finnish Paper Workers Union were welcomed to the Convention by Chairman Rankin.

Secretary-Treasurer Pulaski acknowledged the presence of Don Judge, executive secretary of the Montana State Federation of Labor; Steve Roberti, the U.S. Secretary of Labor's representative to the Western States Region, and Albin J. Gruhn, president emeritus of the California Labor Federation, AFL-CIO.

## Pulaski: Political Organizing is Our Way

I reserve my comments for the afternoon session so we can do what we need to do this morning.

Let me remind you of the great victories that we had in November of 1996 when we pooled our resources in those targeted races that we had to win in order to gain back the majority in the Assembly and hold on to the slim margin that we had in the State Senate.

We did it by member-to-member organizing in concert.

We talked much of Proposition 226. The results of our efforts there, our member-to-member contact, showed that we had a union turnout of 35 percent.

That's 10 percent more than the average union turnout in an election. Normally it's around 25 percent.

Thirty five percent of our union members voted this time. Remember, about half are

registered. Thirty five percent of all our members voted with a 71 percent margin to oppose Prop. 226.

Remember now, it's not enough if we are to gain back the Governor's seat. We must ramp up our turnout from 35 percent to 40 percent. No small feat.

We must improve our vote from 71 percent to 75 percent, even a more difficult feat. We should aim at 80 percent of our members voting the right way when they get to the polls.

Electing Gray Davis will not be enough because, of course, we need to go back and keep those targeted seats that the other side is going after, those seats we won two years ago from Capps to Wildman to Scott to Cardoza to Havice to Davis to Howard Wayne.

We have to remember how we won those. It wasn't just checkbook politics. It was political organizing.

## COPE Plan Presented, Workshop 1 Convenes

The Committee on Political Education Plan was then presented by Letitia Daniels, the Federation's political director.

Following her presentation, the proceedings were recessed while the delegates participated in Workshop 1 - Preparing for November.



## Proceedings

### Address ART PULASKI

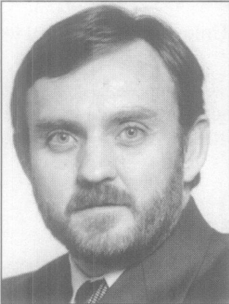
#### Executive Secretary-Treasurer California Labor Federation, AFL-CIO

Thank you, Tom. Brothers and Sisters, the Executive Secretary-Treasurer's detailed report is in your books.

I want to share with you a story that comes to mind. A 94-year-old woman arrived at her lawyer's office and said, "I want you to begin divorce proceedings."

The lawyer was aghast and he said, "You've been married over 70 years. What in the world happened that you would want a divorce at this stage of your life?"

She looked him right in the eye and said, "We wanted to wait until all the children were dead."



**Art Pulaski**

We don't want to wait until all our children are dead before we have a Governor who is responsive to our families and our future! And so if we learn one thing from this Convention, it is how do we as a united labor movement make that happen at the end of this year. More about that later.

Before I go any further, I first want to say thanks to all of you for allowing me to serve as your Executive Secretary-Treasurer for the last two years. These years, I must tell you, have been among the most exciting and rewarding of my life. And I thank you for your confidence and for your support.

I want to say, it's been a great pleasure to work with Tom in terms of our partnership in helping to build this Federation with you, and it's been an honor to work with the executive vice presidents of the Executive Council and the kind of time and commitment they give to also bring leadership to this Federation.

It's because of you that I want to particularly thank the Federation and its unions for making Tom, me and the Executive Council look like naturals when it comes to winning. It's because of your sweat and your sacrifice over these past two years that we passed Prop. 210 and raised the minimum wage; that we forced, finally, the enforcement of the first ergonomic standards in the United States, and with the leadership of the

Building Trades we protected prevailing wage for another fight and another day. And that's not over.

With everyone's help here, we increased the affiliation of the State Federation by nearly 200,000 new per capita dues paying members, and that is very important to us.

Because you were able and willing to answer the bell time and time again, we took back the State Assembly in '96. We strengthened the small toe hold we had on the State Senate, and we won back some Congressional seats in '96.

In '98 we took our measure of the most anti-worker, anti-union Governor in the history of the State of California. Because of your work on Prop. 226, we sent Pete Wilson's presidential campaign packing and he doesn't have a lick of hope.

Brothers and Sisters, I want to tell you I think the real truism of Proposition 226 was not late that night of June 2nd when we were assured a victory on the issue. The triumph of Proposition 226 was every day on the job site, at the front doors, and on the phones every time a union member talked to another, every time we agreed that our union is our voice and our future and our union was worth fighting for. That's what it was about. (Applause)

We won because we organized. We can never forget that. And the numbers as a result of that change look like the report from a massive battlefield: 18,000 worksite visits; 600,000-plus telephone calls; 5,000 precincts walked. We reached 600,000 union members and their families. And the most important thing of all was that we mobilized some 20,000 union members who took some action to protect the future of their union.

Prop. 226 was not just a victory for our Federation and not just a victory for your local union. It was 20,000 victories, one at a time with each member, and even in a brief exchange about the importance of what union members should

**'Because you  
were able and  
willing to answer  
the bell time and  
time again, we  
took back the  
State Assembly in  
'96.'**

**—Art Pulaski**

## California Labor Federation

do and share together.

You know, it did something to people, and we saw it at the doors every time we went into a precinct and talked to people. It became a crusade for many people. People felt a unifying purpose. They decided that their action was worth their time and their union was worth their effort. This work enabled our people, and this work ennobled our people.

We set our sights together on a future and our needs and our dreams as a movement. As we walked precincts, we could feel it. When we went together—and I spoke earlier in a luncheon about Tom and myself and Bob Balgenorth and some of the Executive Council and of you when we decided what precincts we'd walk together on those Saturdays and Sundays. You could feel it in the neighborhoods. And I must tell you, if you did not, you missed something.

When we walked into the neighborhoods and we saw all those signs out there, "No on 226," it was a statement of pride and purpose about their union and participation. And for those precincts that hadn't been hit and people brought there from somewhere else, that was an even greater statement.

We walked in Pico Rivera out of the UAW hall, and I swear, in parts of Los Angeles, you'd think you were in the country. But we went down this country cul-de-sac, down toward the end of a dirt road. Tom and I were walking that precinct, and it was the last house. There were dogs, and I thought there were horses in the back, and I thought there would probably be bears in the woods in the hillside next door. It was at the end, and there were two turtles mating in the front yard.

A tough looking woman came out and I was surprised she didn't have a shotgun in her hand saying, "What are you doing at the end of my cul-de-sac?" But she came out and spotted me from across her front yard. She looked at me like this, and she walked over to me and I thought, "Oh boy, sometimes you just hit those kind of houses."

Before she got three steps she said, "226." She said, "Yeah, of course. Of course. I've been volunteering with my Machinists local down in Long Beach." She was right there.

And so many times the people you would least expect, all we had to do was stop by and say, "I'm a fellow union member and this issue is important to us for this reason," and do you know, it must have been 98 percent of the time people would say, "You're right. I know about that, I heard about that. If I didn't, you're right, thank you for coming."

There was a solidarity that we shared that I have never witnessed before in my life, a common purpose.

That's what I mean when I say a crusade. It became that for us. The most precious moments of these two years for me were those days at the doors when we talked to fellow union members about this issue that was important to their lives.

We need to share that precious experience, each one of us, and I want to tell you, the Executive Council, in our meetings prior to this Convention, each Vice President signed a

**'There was a solidarity that we shared that I have never witnessed before in my life, a common purpose.'**

**—Art Pulaski**

commitment that said, "We will walk a precinct or more. We don't care who we are, how important our position, or how busy we are. We're going to each walk a precinct."

They told me to take this challenge to this body today and insist that you join us in that pledge so that we can build a more powerful labor movement so that we can win in November and we can leave it even greater than we did after 226 in June, as we begin the inaugural ceremonies in January of 1999. That is our challenge to you and you must take that challenge back to fellow brothers and sisters when you go home tomorrow.

In the final analysis, 50 percent of our members in that campaign said that they had been contacted by telephone; 75 percent said they got direct mail from us; 30 percent said they'd been contacted at the worksite, and 20 percent said they'd been influenced by our telephone program.

To accomplish this was a supreme effort on the part of your locals, the support of the AFL-CIO, your state council, and the local labor councils and building trades councils who coordinated this effort county by county, city by city and precinct-neighborhood by precinct-neighborhood.

The anti-worker pillagers of 'paycheck protection' ran into you and they didn't know what hit them. You turned around on them, and those political terrorists got terrorized themselves, and that's how it ought to be. That's the message that you left for every business, every corporation, every politician and every right-wing ideologue in this country and in this state.

If they ever think about attacking or attempting to destroy this union movement,

## Proceedings

you're ready for it and you're going to turn it around on them and you cannot be beaten. That's what this is all about. That effort empowered our members and empowered the momentum of our candidate, Gray Davis.

But Pete Wilson and Dan Lungren—the Wilson-Lungren cabal, have different plans.

Pete Wilson stole our pension funds and Dan Lungren will do the same thing if we let him win.

Pete Wilson stole our 8-hour day and Dan Lungren, if we let him win, will keep it that way.

Pete Wilson decimated the prevailing wage and Dan Lungren will do the same.

Pete Wilson attacked our schools and our public workers, and Dan Lungren will also.

Pete Wilson attacked with no mercy our members who are immigrant workers. He created an atmosphere of bigotry and of hatred that is tearing apart the fabric of our communities across the state.

Our message, Brothers and Sisters, and our mission, must be—and I know it is—that with all their money and all their corporate support and all their wealth, they cannot beat an organized and energized trade union movement. (Applause)

We talked in our workshops today about how we keep that momentum going. The greatest challenge that all of us in this room have is how we keep that momentum going. Because we know momentum does not continue, by its nature. Gravity pulls it down. We must force it from behind and pull it from ahead.

We recognize that we must convince and recruit and motivate even more of our members than we did before, and each one of us in some way sometime fell down on our job when we should not have during the 226 campaign. We learned from that, and all of us must now do

even better.

When we give our money to the candidates, we remember and we should never forget, that checkbook politics alone has lost for us too many times, that we must balance that checkbook activity with a commitment to building our coordinated labor campaigns.

I want to challenge you now—we challenged you on 226 when we needed \$2 a member from every union, and almost everybody in this room came through. We're going to challenge you now again, and I'm going to cut it down, because now we have candidates to support.

But we must have, in terms of labor's coordinated campaign in November, at least \$1 per member from your unions. That doesn't go to candidates' coffers. As much as that's important, it must come to the coordinated campaign so we can continue to do the outreach and the mail and the communications and all that we must do.

Because Brothers and Sisters, Gray Davis cannot win without an organized and energized movement. We can give him all the money that we have and he cannot win until our members are out there again banging on those doors, talking up those sites and making those calls.

Together, Brothers and Sisters, we represent a new approach to politics in California. We are reinvigorating the revolution of American politics. It starts with us. It did and it will continue. It's a coordinated approach and a winning approach.

We will do it if we care enough to reach out to our members. We will do it if we share enough of our money for coordinated campaigns and for the candidates, and we will do it if we dare enough to reach beyond what we did before and recreate the California we had before. (Applause)

Thank you very much.

## NLRB Needs More Funding, Less Politics, says Gould

In his introduction of William Gould IV, chairman of the National Labor Relations Board, Secretary-Treasurer Pulaski noted that in this leadership role, Gould has striven to re-dedicate labor to its original intent of protecting workers' rights, and has frequently done so through an aggressive use of the NLRB's injunctive powers to restrain employers and their unfair labor practices.

This would be his last speech as Chairman of the NLRB, Gould said, having recently submitted his resignation to President Clinton.

He lauded the California labor movement for its stand on Proposition 226, the initiative designed to silence workers' voices.

"Make no mistake, the fight on Prop. 226 was

a fight about whether trade unions, along with other institutions, are going to be able to participate on behalf of working people in a democratic society."

Several months earlier, Gould had spoken out in criticism of Prop. 226, and became a lightning rod for Republican Congressmembers who bashed him for expressing his opinion.

## California Labor Federation

"I have no apologies whatsoever for articulating the deficiencies in this proposition," he said.

The NLRB is now operating with a reduced budget, he pointed out. "I can tell you that our



**William Gould IV**

resources are stretched to the limit. We have been under a hiring freeze for all of 1998 and are unable to hold any hearings in September because of a lack of funds." There have been attempts of Congressional intrusion in the Board's processes during oversight hearings, he charged. Some of these House Republican attempts to interfere with NLRB processes were nothing less than political meddling, he said.

resources are stretched to the limit. We have been under a hiring freeze for all of 1998 and are unable to hold any hearings in September because of a lack of funds."

There have been attempts of Congressional intrusion in the Board's processes during oversight

While there are some procedural problems at the Board, he said, the NLRB has introduced many initiatives to make its work more streamlined. Progress in efficiency is growing, he noted.

"Throughout my tenure at the agency, I have urged the Board and General Counsel to restructure the agency in such a way that resources will be more efficiently utilized."

Still, he observed, it is difficult to promote the rule of law in a hostile political environment. "The congressional intrusion I have witnessed into the Board's quasi-judicial process—combined with budgetary cuts—has impacted adversely on the agency, most apparent in the growing backlog of cases.

"I have pushed for initiatives which take politics out of the law, and that is as it should be," he concluded.

Secretary-Treasurer Pulaski thanked Chairman Gould for his address and presented him with a gift, a rivet from the San Francisco-Oakland Bay Bridge displayed in plastic.

## Splain Calls for a Commitment to Organize

The next speaker, Mark Splain, Western Regional Director of the AFL-CIO, was introduced by Secretary-Treasurer Pulaski. The AFL-CIO uses regions to provide support to unions, federations and labor councils, Pulaski said, as well as drive the program to achieve the lofty goals of organizing in the new century.

After addressing the Convention, he said, Director Splain would focus on the afternoon session's workshop on organizing for the future.

We must add 200,000 new workers to our ranks in California over the next 14 months, Splain said. Organizing must take top priority in this state, he emphasized.

"Two hundred thousand is a large number, basically half of what the entire labor movement did in all of 1997," Splain said. Despite that challenge, it's possible to reach the goal, he stressed.

Our victory over Proposition 226 gave us the energy and momentum we need to organize those members, he said.

"The bosses and the Republican right wing ... fear that the labor movement will do in Colorado what we did to them here."

"Paycheck protection" nationally has been stopped right here, and the labor movement in California has taken the lead," he said.

We mobilized at the worksites, he said. We went from member to member and got the message out to new people to register and vote.

"It's a different way of doing politics, and now we've got to take that and do serious organizing."

In 1997 only 15,000 workers voted for a union in California, he said. That won't do as long as we have 10 million unorganized workers in the state.

The reason we have Proposition 226, attacks on daily overtime and the prevailing wage, he pointed out, is because our enemies are emboldened by our poor organizing numbers.

"They sit around and think not just about 'paycheck protection,' but about right-to-work in California.

"Simply put, we have to build a bigger labor movement in order to defend what we want and in order to represent workers.

"A victory on November 3rd can make this the most important place in the country to create a climate, both locally and nationally—to change the way workers are able to organize and to begin to level the playing field."

## Proceedings

# Union Gives S. F. Marriott Workers New Hope

Ernesto Medrano, Southern California Field Director, introduced Ramon Guevara, a room service waiter at the Marriott Hotel in San Francisco, to tell the delegates about the hotel workers' long struggle to get a contract.

Guevara is on the front lines, said Medrano, and in a battle at the non-union hotel for over 20 months since card-check recognition was obtained. Guevara, he said, is a member of the Negotiating Committee as well as the Organizing Committee at the Marriott.

For a while, Ramon Guevara believed the Marriott Hotel would eventually live up to its promise of fair treatment for workers.

But he and his co-workers experienced poor treatment through routine management practices.

In February 1996, after a seven year legal battle, the workers were allowed to choose union representation by HERE Local 2 through a neutrality card check.

Learning of their rights as workers from the union, they realized they were victims of the hotel's injustices, favoritism and unfair policies.

Workers suffered from impossible workloads, no annual wage boosts, bad room service policies, no retirement for part-timers, and write-

ups for taking sick leave, just to name a few injustices, Guevara told the delegates.

"Our Human Resources director went so far as to tell us at mandatory meetings that we would get raises and back pay as soon as the union was gone," he said.

The workers fought back, he said. "We have overcome these obstacles by standing up together and calling their bluffs. Now we're not afraid to wear our union buttons with pride and vigilance."

"We've stayed focused, passionate, determined and steadfast in our belief that the only way to achieve our goal of dignity and respect is through the union with a strong contract," he said.

## Workshop 2 Underway, Credentials Committee Reports

The Convention proceedings were recessed while the delegates participated in Workshop 2—Changing to Organize. After the Convention reconvened, Gladys Perry, chair of the Credentials Committee, made her final report which was approved by the delegates.

# Video Tells History of State Labor Movement

Fred Glass, Communications Director for the California Federation of Teachers, was introduced by Chairman Rankin to address the delegates and present excerpts from the labor history video "Golden Lands, Working Hands."

Fred Glass thanked everyone for their support over the years to make the film.

The labor history project is nearly completed, but needs another \$40,000 to finish it, said Glass. That's not a great deal of money if we consider that education is always cheaper than ignorance, he pointed out.

If we had educational tools like "Golden Hands," he said, we might not have to endure battles like Proposition 226. And saved a lot of money as well.

He then showed two clips from the film, one

of which portrayed the Oakland General Strike, one of about six general strikes that occurred across the nation in 1946.

The CFT is working for labor education on many fronts, he said.

"We have our Collective Bargaining Institute in Los Angeles. Linda Tubach, a CFT delegate to this Convention, received a \$100,000 grant from the Federal Mediation and Conciliation Service to train teachers in collective bargaining techniques to help them understand that unions and bargaining are a reality."

## Outgoing Vice Presidents, Sergeants-at-Arms Thanked

Secretary-Treasurer Pulaski thanked outgoing vice presidents Sherri Chiesa, Val Connolly, Jim Green, Ted Hansen, Loretta Mahoney, Mike

Riley, Richard Robbins, and Yolanda Solari for their valuable service throughout their tenure.

He also acknowledged the work of the Convention's Sergeants-at-Arms and read their names.

## Ergonomic Standard Weak, But a Beginning

Before moving into the COPE Pre-General Convention session, Chairman Rankin explained the background of the new ergonomic standard and its provisions.

"The Federation was the recipient of a federal OSHA grant last year to do training on the state ergonomic standard, which was a part of workers' compensation reform in 1993.

"We had to go to court to force the OSHA Standards Board to adopt the standard that the law required.

"We got a rather imperfect standard. We're still in litigation trying to improve it. I will now explain it to fulfill the requirements of our grant.

"It applies to employers with only 10 or more employees. That was one of the things we didn't like.

"It applies only when two workers have been injured and have reported repetitive motion injuries within 12 months of each other.

"This is the first OSHA standard that requires workers be injured before an employer has to fix the hazard.

"We ask unions to encourage their members to report repetitive motion injuries and get this standard in effect.

"Hopefully, when we get the next Governor, we'll sort out the situation and get a really effective standard.

"But for now, let's try to make it work as it is. We're the only state in the nation with a repetitive stress OSHA standard.

"Thank you."

## In Memoriam

Secretary-Treasurer Pulaski read the names of brother and sister unionists who had passed away during the two years since the last Convention.

**Philip Baptista**, SEIU No. 535, Oakland

**Alfred Caplan**, ILWU, Los Angeles

**Paul Chown**, California State Federation of Labor, AFL and Alameda County CIO Industrial Union Council

**Jerry Cremins**, State Building & Construction Trades Council of California, Sacramento; California Labor Federation, AFL-CIO, San Francisco; Plumbers No. 78, Los Angeles, and Los Angeles Building Trades Council

**Michael Glanzman**, Oil, Chemical & Atomic Workers No. 1-5, Martinez

**Jimmy Herman**, President Emeritus, ILWU, San Francisco

**Paul Manion**, Sheet Metal Workers No. 104, San Francisco

**Freddie Martin**, Laundry and Dry Cleaning Workers No. 3, Oakland

**Gwen Newton**, Office & Professional Employees International and OPEIU No. 30, Glendale

**Rocky Olivieri**, Sacramento County Central Labor Council; Amalgamated Transit Union No. 256, Sacramento, and California Conference Board of ATU

**Charlie Reiter**, Laborers No. 1268 SETC, Sacramento

**Harold Rossman**, Communications Workers of America

**Art Takei**, UFCW No. 770, Los Angeles; Alliance of Asian Pacific Labor, and Asian Pacific American Labor Alliance (APALA)

**Bill Twohey**, South Bay Labor Council, San Jose; SEIU No. 250, Sacramento, and IBEW No. 1245, Walnut Creek

**Jackie Walsh**, Hotel Employees & Restaurant Employees No. 2, and Waitresses No. 48, San Francisco

**Charles Weers**, Marin County Central Labor Council, San Rafael

**Marie Whipp**, California Federation of Teachers, Burbank

**Tom White**, South Bay Labor Council, San Jose, and Millmen & Industrial Carpenters No. 262, San Jose

## Pre-General Convention Session Gets Underway

Chairman Rankin declared that the Pre-General portion of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was now called to order.

Secretary-Treasurer Pulaski then reported the Executive Council's recommendations as follows:

Proceedings

**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**

**Oakland, July 21, 1998**

The Executive Council of the California Labor Federation, AFL-CIO met at the Marriott City Center, Oakland, July 16, 1998 to consider candidates for election to the offices of United States Senator, Governor, Lieutenant Governor, State Attorney General, Secretary of State, State Controller, State Treasurer, Superintendent of Public Instruction, State Insurance Commissioner, State Board of Equalization, positions on the statewide ballot propositions, and local central body COPE recommendations for election to the United States House of Representatives, the State Senate, and the State Assembly, in a statewide general election on November 3, 1998.

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

- No recommendation was received for the office by the local central labor body COPE with jurisdiction for the district.
- No recommendation was received for the office from one or more local central labor body COPEs that share jurisdiction of a district.
- Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office.

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

The endorsement in the 20th State Senate District is contingent upon the endorsed candidate's success in a recount of the primary vote.

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

**U.S. Senator**  
**Barbara Boxer (D)**

**Governor**  
**Gray Davis (D)**

**Lt. Governor**  
**Cruz M. Bustamante (D)**

**Attorney General**  
**Bill Lockyer (D)**

## Pre-General Election Convention

### Secretary of State

Michaela Alioto (D)

### State Controller

Kathleen Connell (D)

### State Treasurer

Phil Angelides (D)

### Superintendent of Public Instruction

Delaine Eastin

### Insurance Commissioner

Diane Martinez (D)

### Board of Equalization

1. Johan Klehs (D)    3. Mary Christian-Heising (D)

2. Tom Y. Santos (D)    4. John Chiang (D)

### United States Representatives in Congress

#### District

- 1. Mike Thompson (D)
- \* 2. Roberts (Rob) Braden (D)
- \* 3. Sandie Dunn (D)
- 4. David Shapiro (D)
- 5. Robert T. Matsui (D)
- 6. Lynn Woolsey (D)
- 7. George Miller (D)
- 8. Nancy Pelosi (D)
- 9. Barbara Lee (D)
- \* 10. Ellen O. Tauscher (D)
- 11. No Endorsement
- 12. Tom Lantos (D)
- 13. Fortney Pete Stark (D)
- 14. Anna G. Eshoo (D)
- \* 15. Dick Lane (D)
- 16. Zoe Lofgren (D)
- 17. Sam Farr (D)
- 18. Gary A. Condit (D)
- \* 19. No Endorsement
- \* 20. No Endorsement
- 21. John Evans (Reform)
- 22. Lois Capps (D)
- 23. Daniel (Dan) Gonzalez (D)

#### District

- 24. Brad Sherman (D)
- 25. No Endorsement
- 26. Howard L. Berman (D)
- 27. Barry A. Gordon (D)
- 28. Janice M. Nelson (D)
- 29. Henry A. Waxman (D)
- 30. Xavier Becerra (D)
- 31. Matthew G. Martinez (D)
- 32. Julian C. Dixon (D)
- 33. Lucille Roybal-Allard (D)
- 34. Grace Flores Napolitano (D)
- 35. Maxine Waters (D)
- 36. Janice Hahn (D)
- 37. Juanita Millender-McDonald (D)
- 38. Peter Mathews (D)
- 39. A. (Cecy) R. Groom (D)
- \* 40. No Endorsement
- 41. Eileen R. Ansari (D)
- 42. George E. Brown, Jr. (D)
- 43. Mike Rayburn (D)
- 44. Ralph Waite (D)
- 45. Patricia W. Neal (D)
- 46. Loretta Sanchez (D)



Proceedings  
U.S. Representatives in Congress (Cont'd)

**District**

- 47. Christina Avalos (D)
- 48. No Endorsement
- 49. Christine T. Kehoe (D)

**District**

- 50. Bob Filner (D)
- 51. No Endorsement
- 52. No Endorsement

**State Senate**

- 2. Wes Chesbro (D)
- \* 4. Mark DeSio (D)
- 6. Deborah V. Ortiz (D)
- 8. Jackie Speier (D)
- 10. Liz Figueroa (D)
- 12. Sal Cannella (D)
- \* 14. No Endorsement
- 16. Jim Costa (D)
- 18. Jack O'Connell (D)
- 20. Richard Alarcon (D)

- 22. Richard G. Polanco (D)
- 24. Hilda Solis (D)
- 26. Kevin Murray (D)
- 28. Debra Bowen (D)
- 30. Martha M. Escutia (D)
- 32. Joe Baca (D)
- 34. Joseph Dunn (D)
- 36. George M. Swift (D)
- 38. No Endorsement
- 40. Steve Peace (D)

**State Assembly**

- 1. Virginia Strom-Martin (D)
- \* 2. Francie L. Sullivan (D)
- \* 3. Scott Gruendl (D)
- \* 4. Mark A. Norberg (D)
- 5. Linda Davis (D)
- 6. Kerry Mazzoni (D)
- 7. Patricia (Pat) Wiggins (D)
- 8. Helen M. Thomson (D)
- 9. Darrell Steinberg (D)
- 10. Debra Gravert (D)
- 11. Tom Torlakson (D)
- 12. Kevin Shelley (D)
- 13. Carole Migden (D)
- 14. Dion Louise Aroner (D)
- 15. Charles W. Brydon (D)
- 16. Don Perata (D)
- 17. Michael J. Machado (D)
- 18. Ellen M. Corbett (D)
- 19. Lou Papan (D)
- 20. John Dutra (D)
- 21. Ted Lempert (D)
- 22. Elaine White Alquist (D)
- 23. Mike Honda (D)
- 24. Phil Stokes (D)
- 25. No Endorsement
- 26. Dennis A. Cardoza (D)
- 27. Fred Keeley (D)
- 28. Alan D. Styles (D)
- 29. No Endorsement

- 30. Dean Florez (D)
- 31. Sarah Reyes (D)
- \* 32. No Endorsement
- 33. Betty Sanders (D)
- 34. Steven A. Figueroa (D)
- 35. Hannah-Beth Jackson (D)
- 36. Paula L. Calderon (D)
- 37. Rosalind McGrath (D)
- \* 38. No Endorsement
- 39. Tony Cardenas (D)
- 40. Bob Hertzberg (D)
- 41. Sheila James Kuehl (D)
- 42. Wally Knox (D)
- 43. Scott Wildman (D)
- 44. Jack Scott (D)
- 45. Antonio R. Villaraigosa (D)
- 46. Gil Cedillo (D)
- 47. Herb Wesson (D)
- 48. Roderick (Rod) Wright (D)
- 49. Gloria Romero (D)
- 50. Marco Antonio Firebaugh (D)
- 51. Edward Vincent (D)
- 52. Carl Washington (D)
- 53. George Nakano (D)
- 54. Allen Lowenthal (D)
- 55. Richard E. (Dick) Floyd (D)
- 56. Sally M. Havice (D)
- 57. Martin Gallegos (D)
- 58. Thomas M. Calderon (D)

## Pre-General Election Convention

### District

- 59. Christian P. Christiansen (D)
- 60. Ben Wong (D)
- 61. Nell Soto (D)
- 62. John Longville (D)
- 63. No Endorsement
- 64. No Endorsement
- 65. Ray R. Quinto (D)
- 66. Patsy Hockersmith (D)
- 67. Marie H. Fennell (D)
- 68. Mike Matsuda (D)
- 69. Lou Correa (D)

### District

- 70. No Endorsement
- 71. Martha Badger (D)
- 72. No Endorsement
- 73. Robert D. Wilberg (D)
- 74. No Endorsement
- 75. Charlene Zettel (R)
- 76. Susan A. Davis (D)
- 77. Margaret (Marge) Carlson (D)
- 78. Howard Wayne (D)
- 79. Denise Moreno Ducheny (D)
- 80. Joey Acuna, Jr. (D)

## Delegates Approve Recommendations, Act on CD 15, Endorse Mosk

The Executive Council's recommendations for statewide offices, the U.S. Congress, State Senate and State Assembly, were approved by the delegates.

Congressional District 15 was changed following floor debate.

The endorsement for CD 15:

**Dick Lane (D)**

**Open (R)**

The delegates also endorsed the confirmation of Stanley Mosk for Supreme Court Justice.

## Adoption of Resolution No. 12 Adds Support for Gray Davis

Action on Resolution No. 12—Support for Gray Davis, initially presented to the Biennial Convention during the first day's session, had been reserved for the Pre-General Election Convention on Tuesday evening following the

Convention's endorsement of Gray Davis for Governor.

The delegates overwhelmingly adopted Resolution No. 12.

## 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 3, 1998 General Election ballot.**

### PROPOSITION NO. 1

**Property Taxation: Transfer of Base Year Value: Environmental Problems.**

**Recommendation: Vote YES**

**Legislative Counsel's Digest:**

The California Constitution generally limits ad valorem taxes on real property to 1% of the full cash value of that property. For purposes of this limitation, "full cash value" is defined as the

assessor's valuation of real property as shown on the 1975-76 tax bill under "full cash value" or, thereafter, the appraised value of that real property when purchased, newly constructed, or a change in ownership has occurred. As exceptions to this definition, the California Constitution provides, in certain circumstances, for the transfer of the base year value of a real property to a replacement property of equal or lesser value that is located in the same or a different county.

This measure would direct the Legislature to provide that, with respect to a qualified contaminated property, as defined, the base year

## Proceedings

value of the property may be transferred to a replacement property of equal or lesser value, as provided, that is located within the same or, in certain circumstances, a different county, and I acquired or newly constructed within a specified time period as a replacement for the qualified contaminated property. This bill would also direct the Legislature to provide alternatively, in the case in which the remediation of the environmental problems requires the destruction of, or results in substantial damage to, a structure located on the qualified contaminated property, that the term "new construction" does not include the repair or replacement of that structure, provided that the repaired or replacement structure is similar in size, utility, and function to the original structure. This measure would apply these provisions only to replacement property that is acquired or constructed on or after January 1, 1995, or to property repairs performed on or after that date. (ACA 22, Chapter 60)

### **PROPOSITION NO. 2**

#### **Transportation: Funding**

#### **Recommendation: Vote YES**

#### **Legislative Counsel's Digest:**

(1) The California Constitution requires the revenues from taxes imposed by the state on motor vehicle fuels for use in motor vehicles upon public streets and highways, over and above the costs of collection and refunds authorized by law, to be used for public streets and highways and exclusive public mass transit guideways purposes, as specified. Revenues from fees and taxes imposed by the state upon vehicles or their use or operation, over and above the costs of collection and any refunds authorized by law, are required to be used for those purposes and the administration and enforcement of laws regulating the use, operation, or registration of vehicles used upon the public streets and highways.

The California Constitution authorizes the revenues specified above to be temporarily loaned to the State General Fund upon condition that amounts loaned be repaid to the funds from which they were borrowed.

This measure, instead, would authorize the loan of the specified revenues to the General Fund only if a condition is imposed requiring that repayment of any loan be made in full to the fund from which it was borrowed (a) during the same fiscal year in which the

revenues were loaned, except as specified, or (b) within 3 fiscal years from the date on which the loan was made, and the Governor has proclaimed a state of emergency and declares that the emergency will result in a significant negative fiscal impact to the General Fund, or the projected aggregate amount of General Fund revenues for the current fiscal year, as projected by the governor in a report to the Legislature in May of the current fiscal year, is less than the aggregate amount of General Fund revenues for the previous fiscal year as specified in the Governor's Budget as submitted in the current fiscal year.

The measure would require that any loan of the specified revenues to local transportation agencies, cities, counties, or cities and counties be repaid, with interest, as specified, to the fund from which it was borrowed, not later than 4 years after the date on which the loan was made.

(2) Existing law designates the Public Transportation Account in the State Transportation Fund a trust fund and requires that the funds in the account be available, when appropriated by the Legislature, only for transportation planning and mass transportation purposes, as specified by the Legislature.

This measure would authorize the loan of funds in the account to the General Fund only if the amount loaned is repaid in full to the account (a) during the same fiscal year in which the funds were loaned, except as specified, or (b) within 3 fiscal years from the date on which the loan was made, and the Governor has proclaimed a state of emergency and declares that the emergency will result in a significant negative fiscal impact to the General Fund, or the projected aggregate amount of General Fund revenues for the current fiscal year, as projected by the governor in a report to the Legislature in May of the current fiscal year, is less than the aggregate amount of General Fund revenues for the previous fiscal year as specified in the Governor's Budget as submitted in the current fiscal year.

(3) Existing law authorizes a county board of supervisors to establish a local transportation fund in the county treasury for deposit of certain revenues derived from local sales and use taxes imposed under the Bradley-Burns Uniform Local Sales and Use Tax Law. The money in the fund is required to be used for specified local transportation purposes.

This measure would designate all local transportation funds as trust funds and would prohibit a local transportation fund created pursuant to law from being abolished.

## Pre-General Election Convention

The measure would require that money in a local transportation fund be allocated only for the purposes authorized under specified provisions relating to funding of local transportation, as those provisions existed on October 1, 1997. The measure would prohibit both the county and the Legislature from authorizing the expenditure of any of the money in a local transportation fund for any purposes other than those specified above. (ACA 30, Chapter 77)

### **PROPOSITION NO. 3**

#### **Presidential Primary Elections**

#### **Recommendation: Vote YES**

##### **Legislative Counsel's Digest:**

Existing law, as amended by Proposition 198 known as the Open Primary Act, provides that all properly registered voters may vote for their choice at any primary election for any candidate for each office, regardless of political affiliation, and, for that purpose, specifies that each voter at a primary election shall receive an official primary ballot containing the names of all candidates for both nonpartisan and partisan offices. Proposition 198, an initiative measure, provides that no provision of that measure may be changed except by a vote of the people.

This bill would enact the Save the Presidential Primary Act amending the above provisions of the Open Primary Act to revise balloting for direct presidential primary elections.

The bill would require partisan ballots to be used for the selection of delegates to presidential nominating conventions of political parties, and the use of each partisan presidential primary ballot would be restricted to members of the particular political party.

This bill would call a special statewide election to be consolidated with the general election scheduled for November 3, 1998. It would provide for the submission to the voters of the provisions of this bill amending the Open Primary Act, as summarized above, at that election.

This bill would declare that it is to take effect immediately as an act calling an election.

(SB 1505, Chapter 147)

### **PROPOSITION NO. 4**

#### **Wildlife. Body-Gripping Traps Ban. Animal Poisons.**

#### **Initiative Statute.**

#### **No Recommendation**

##### **Official summary:**

Prohibits trapping mammals classified as fur-bearing or nongame with body-gripping traps for recreation or commerce in fur. Prohibits commerce in raw fur of such mammals trapped with body-gripping traps in California. Permits common rat and mouse traps. Prohibits use of steel-jawed leghold traps on wildlife mammals and dogs and cats except for padded steel-jawed traps used by government officials where it is the only way to protect human health and safety. Prohibits poisoning animals with sodium fluoroacetate (Compound 1080) or sodium cyanide. Provides misdemeanor penalties. Summary of estimate by Legislative Analyst and Director of Finance of the fiscal impact on state and local governments: Measure would result in no new additional enforcement costs to the state to carry out its various provisions and minor losses in revenues from the issuance of trapping and fur-dealer licenses. There would be potential minor income tax revenue loss to the extent that the measure would prompt trappers to discontinue trapping and that authorized traps under the measure do not prove effective in preventing damage to livestock and other property.

### **PROPOSITION NO. 5**

#### **Tribal-State Gaming Compacts. Tribal Casinos. Initiative Statute**

#### **Recommendation: Vote NO**

##### **Official summary:**

Specifies terms and conditions of mandatory compact between state and Indian tribes for gambling on tribal land. Mandates Governor to sign compact upon request by tribe. Permits alternative compacts only if consistent with prescribed compact. Permits gambling devices and lotteries as tribal casinos. Amends California law to allow slot machines and banked card games at tribal casinos. Provides for contributions to trust funds benefiting nongaming tribes, statewide emergency medical care programs, and programs benefiting communities near tribes, if tribes retain monopoly on authorized gambling. Provides for reimbursement of state regulatory costs. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and

## Proceedings

local governments: This measure would probably have a limited effect on the state and local revenues in the near term. It would also have a potential longer-term significant positive impact to the extent there is a large diversion of gambling activity from other states to California. It would also result in additional revenues to state and local governments from the trust funds called for under the compact—potentially in the tens of millions of dollars annually.

### **PROPOSITION NO. 6**

#### **Prohibition on Slaughter of Horses and Sale of Horsemeat for Human Consumption. Initiative Statute.**

#### **No Recommendation**

#### **Official summary:**

Adds new section to Penal Code prohibiting any person from possessing, transferring, receiving or holding any horse, pony, burro or mule with intent to kill it or have it killed, where the person knows or should know that any part of the animal will be used for human consumption. State violation is a felony. Also adds a provision making the sale of horsemeat for human consumption a misdemeanor offense, with subsequent violations punished as felonies. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure could result in some increased law enforcement and incarceration costs at both the state and local level. Such costs would be minor, if any.

### **PROPOSITION NO. 7**

#### **Air Quality Improvement. Tax Credits. Initiative Statute.**

#### **Recommendation: Vote NO**

#### **Official Summary:**

Authorizes State Air Resources Board, and delegated air pollution control districts, to award \$218 million in state tax credits annually, until January 2011, to encourage air-emissions reduction through acquisition, conversion, and retrofitting of vehicles, buses, and heavy-duty truck; hearth products; construction vehicles and equipment; lawn and garden equipment; ambient air pollution destruction technology; off-road,

nonrecreational vehicles; port equipment; agricultural waste and rice straw conversion facilities; and through research and development. Requires study of air quality market-based incentive program for prescribed burning projects. Establishes local transportation funds as trust funds. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure would result in a net annual state General Fund revenue loss averaging in the tens of millions to over a hundred million dollars from 1999 to beyond 2010 for tax credits for air quality improvements. The revenue loss could exceed \$218 million in some years. It would also result in an increase in local sales tax revenues, potentially in the millions of dollars annually through 2010-11, from purchases of equipment. State General Fund costs of about \$4.7 million annually through 2010-11 for administration of the tax credit program would also occur. There also may be potential long-term savings to state and local governments, of an unknown amount, in health care expenditures.

### **PROPOSITION NO. 8**

#### **Public Schools. Class Size Reduction. Parent-Teacher Council. Teacher Credentialing. Initiative Statute.**

#### **Recommendation: Vote NO**

#### **Official Summary:**

Creates fund for reduction of kindergarten through third-grade class size. School district eligibility for money from fund requires establishment of school-site governing council of parents/teachers for each school. Council, in consultation with principal, to make all curriculum/expenditure decisions for school; principal responsible for personnel decisions. Pupil performance to be utilized for teacher evaluations. Teachers must pass subject matter examinations for credential and assignment to teach particular subjects. Immediate pupil suspension required for controlled substance possession. Creates Chief Inspector of Public Schools' Office to evaluate quality of schools. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: This measure would result in annual increased state costs for various new school program requirements, offset by redirected expenditures from other activities and fees. There will be annual increased costs to

## Pre-General Election Convention

school districts due to new school-site and teacher credentialing provisions, generally offset by reductions in other areas of operation.

### **PROPOSITION NO. 9**

**Electric Utilities. Assessments.  
Bonds. Initiative Statute.**

**Recommendation: Vote NO**

#### **Official Summary:**

Prohibits assessment of utility tax, bond payments or surcharges for payment of costs of nuclear power plants/related assets. Limits authority of electric companies to recover costs for non-nuclear generation plants. Prohibits issuance of rate reduction bonds and assessments on customers for payment of bond principal, interest and related costs. Provides judicial review of Public Utilities Commission decisions relating to electric restructuring and financing costs by writ of mandate. May provide up to 20 percent electricity rate reduction for residential and small commercial customers of investor owned utilities by January 1, 1999. Restricts customer information dissemination.

Summary of estimate by Legislative analyst and Director of Finance of fiscal impact on state and local governments: The net impact of the measure on state government revenues would be annual revenue reductions potentially in the range of \$100 million per year from 1998-99 through 2001-02, in turn resulting in decline in the minimum funding guarantee under Proposition 98 for K-14 education by about \$50 million after 2001-02. The state would be required to offset a portion of local school district losses in property taxes, resulting from downward assessments of nuclear facilities. Potential state liability for debt service on \$7 billion in bonds previously issued may result from judicial interpretation of applicability of measure to those bonds. Additional workload may increase state administrative, judicial and legal costs of probably less than \$5 million annually. The net impact on local governments would be revenue reductions, potentially in the tens of millions of dollars annually from 1998-099 through 2001-02. State and local governments would realize savings associated with lower

utility rates, in the tens of millions of dollars annually.

### **PROPOSITION NO. 10**

**State and County Early  
Childhood Development  
Programs. Additional Tobacco  
Surtax. Initiative Constitutional  
Amendment and Statute.**

**No Recommendation**

#### **Official Summary:**

Creates state commission to provide information and materials and to formulate guidelines for establishment of comprehensive early childhood development and smoking prevention programs. Creates county commissions to develop strategic plans with emphasis on new programs. Creates trust fund for these programs. Funding for state and county commissions and programs raised by additional \$.50 per pack tax on cigarette distributors and equivalent increase in state tax on distributed tobacco products. Funds exempt from Proposition 98 requirement that dedicates portion of general tax revenues to schools.

Summary of estimate of Legislative analyst and Director of Finance of fiscal impact on state and local governments: This measure would result in increased revenue due to the increase in excise tax of about \$350 million in 1998-1999 and \$700 million in 1999-2000, decreasing gradually in subsequent years. Almost all of these monies would be used to fund the newly created California Children and Families First Program. It will also result in increased state General Fund sales and excise tax revenues on cigarettes and tobacco products of a few million dollars in 1998-1999 and 1999-2000 and a decrease of about \$4 million annually thereafter. It will also result in increased local government sales tax revenues of about \$6 million in 1998-1999 and \$12 million annually thereafter. It will also result in a reduction in the Cigarette and Tobacco Products Surtax Fund (Proposition 99) revenues of \$15 million in 1998-1999 and \$30 million annually thereafter, for certain health and

## **Delegates Adopt Ballot Prop Recommendations**

Following floor debate, all of the Executive Council's recommendations for the ten propositions on the November 3, 1998 General Election ballot were adopted by the Convention.

### **Adjournment**

All business was concluded and the 22nd Biennial Convention was adjourned.

## Proceedings

# *Making California Work for Working Families*

## Special Awards Banquet for 1998 Labor Visionaries

The first awards banquet of the California Labor Federation was held following the Convention's first day.

The banquet honored labor visionaries, seven women and men who embodied the spirit of a reinvigorated labor movement: courageous, passionate, dedicated to the principle of rank and file action, and willing to pursue new directions to improve the lives of working families.

They have been leaders in organizing, political action and legislative change. "Our unions are stronger because of their work," said Art Pulaski.

Photo: SEIU Local 434B



**Verdiana Daniels and Esperanza De Anda**, home care workers and rank-and-file leaders of Service Employees Local 434-B, played an integral role in the eleven-year struggle to win union representation for more than 80,000 home care workers in Los Angeles.

SEIU first began to organize home care workers in 1987 and found that no

single entity served as the legal "employer of record" for collective bargaining. Consequently, the first step in the battle to win union representation was to assist in the successful establishment of a Home Care Public Authority in Los Angeles, which granted organizing rights to home care workers. Ms. Daniels and De Anda were leaders in this successful fight.

**Gil Cedillo** has racked up a long history of serving the labor movement and progressive causes. He led SEIU Local 660 for five years, increasing its membership and PAC funds, protected health benefits, and re-instituted the agency shop.

Cedillo was a key leader in the mobilization against Prop. 187, preventing the dismantling of the L.A. County public health system, stopping massive cutbacks in County services and saving over 25,000 jobs in Southern California.

In 1998, he was elected to the State Assembly, consistently advocating legislation for working people while representing one of the poorest districts in the state.

He recently acted as Director of the Campaign for Dignity and Civic Participation, which works throughout Southern California to assist eligible Latinos in becoming U.S. citizens.



Photo: David Bacon

## California Labor Federation



**Matt McKinnon** has held numerous leadership positions in the Machinists Union since 1979, including director of the California Labor Federation's Cal-OSHA program. He led the CA Conference of Machinists when defense cuts resulted in job exportation. Against the odds, he built an even stronger union, achieving legislative and political success that has been an inspiration to his membership. His leadership at the San Diego-Riverside Counties Labor Council gained victory in 32 of 36 targeted races from 1989 to 1992.

McKinnon's accomplishments in one of the state's most conservative regions were especially notable, resulting in the election of many Democratic candidates in Republican majority districts.

**Meg Vasey** joined the International Brotherhood of Electrical Workers Local 302 to learn a trade and earn fair wages. She became the local's eighth woman to complete the inside wireman's apprenticeship program, and has worked as a journeyman electrician since 1985. Committed to a strong and active union, she was a founding member of Local 302's PAC and served as an IBEW pension trustee since 1988.

Vasey joined the Contra Costa Central Labor Council's Executive Board in 1995. With her union's support, she worked full-time to defeat Prop. 226, actively recruiting and training over 50 volunteers during the campaign.

She now studies law at U.C. Berkeley's Boalt Hall and plans to work with the labor movement as a lawyer.



Photo: David Bacon



Photo: David Bacon

**Max Warren** has served as a Vice President of Laborer's International Union for over twenty years. For over six decades Warren has demonstrated his dedication to labor and his commitment to putting people to work in the labor movement. At age 17 he joined Laborers Local 383 and was quickly recognized for his leadership qualities.

He served as Local 383's Business Manager for 14 years, and was appointed Assistant Western Regional Manager in 1966. Seven years later Warren was elected 8th VP of LIUNA and served in that capacity for the next twenty years.

His career has been marked by pursuit of a progressive agenda of fairness and cooperation between labor, management and government.

**John Wilhelm** has worked for the Hotel Employees and restaurant Employees International Union since 1969 as an organizer, business agent and, since 1996, as the Secretary-Treasurer.

As Western Regional Director of HERE, Wilhelm was a great inspiration for striking workers at the Frontier Hotel in Las Vegas who maintained a picket line 24 hours for six and a half years. He has also served a HERE's Chief Negotiator for citywide hotel contracts in Boston, San Francisco, Los Angeles and Las Vegas. In addition to serving as HERE International Vice President and Regional Director, Wilhelm was appointed by House Minority Leader Richard Gephardt as Commissioner of the National Gambling Impact Study Commission. On Aug. 1, 1998, he will assume his newly elected role as General President of HERE.

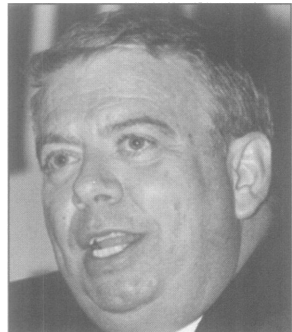


Photo: David Bacon



# 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 1998 Convention.*

### DIGESTS

#### I

#### THE ECONOMY

The U.S. economy is in the fifth year of an expansion that has enriched investors and corporate executives, while doing little to improve real income for most Americans. Increasing numbers of workers are forced into contingent employment at reduced pay and benefits and no job security. We should assure that economic growth rewards working people as well as business owners. The Federation calls for government to invest in education and training, and in rebuilding our public infrastructure. A long-term industrial policy is required to increase America's global economic presence, to restore our industrial base, to convert from military spending, and to guarantee good jobs in the future. Foreign trade agreements must be structured to improve trade union rights and living standards of our trading partners, and not undermine American jobs and incomes.

Adopted, p. 44

#### II

#### TAXATION

The California Labor Federation supports change of our tax system to raise adequate revenues for needed programs and to shift the tax burden back to those most able to pay—the wealthy and the corporations. The Federation reaffirms its opposition to privatization of Social Security cutbacks and supports the efforts of the national AFL-CIO to insulate the system from political decision making and assure beneficiaries of the safety of their benefits. The Federation supports spending the state budget surplus on education, social services and infrastructure projects, and opposes the Republican plan to hand large vehicle fee rollbacks to owners of luxury cars.

Adopted, p. 44

#### III

#### INTERNATIONAL AFFAIRS

Rapacious corporations have created a global economy in which workers and unions are pitted against each other, as corporations seek the lowest wages and the fewest restrictions on their operations. The answer to this global system of exploitation must be global unionism. The Federation advocates alliances with workers and unions throughout the world, who face the same employers and the same problems of unemployment, attacks on wages and unions, and the undermining of social benefits. Our foreign policy should be based on the principle of democracy, including democracy in the economic sphere, as well as on the principles of human rights, self-determination, and respect for core labor standards. The Federation opposes trade pacts like NAFTA and the World Trade Organization, and austerity programs promoted by international financial institutions, which attack the standard of living in other countries and undermine the security of jobs in the U.S.

Adopted, p. 44

# California Labor Federation

## IV STATE BENEFITS

In 1993 Governor Wilson signed the most sweeping workers' compensation reform in a generation. Five years later, employers have fared much better than employees, administrative delays plague the system and claimants still have to resort to litigation to obtain benefits. Further improvement is required so that the system serves the needs of injured workers, not the enrichment of doctors, lawyers, insurers and other third parties. The California Labor Federation is committed to upgrading the system's benefit levels and operating effectiveness.

The Unemployment Insurance system, enacted in 1935, is a social insurance program, which by its own definition, serves hard-working employees who fall on bad economic times through no fault of their own. Unfortunately, because of the program design, California's unemployment insurance program fails to meet the needs of many of the state's workers. The Federation is committed to increasing benefit levels and expanding eligibility.

California's 52 year old Unemployment Compensation Disability Insurance Program (SDI), established by Republican Governor Earl Warren, is one of only five such programs in the nation. It was set up to compensate for wage loss sustained by individuals unemployed because of sickness or injury. The Federation is committed to increasing SDI benefit levels and ensuring that immigrant workers continue to be eligible for this benefit, despite the Governor's attempt to deny them.

Adopted, p. 44

## V WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women to gain equality both on and off the job. Women are still denied full social and economic equality by pervasive sex discrimination and sexual harassment. The Federation supports affirmative action programs designed to overcome past discrimination. Women must be a visible and increasing part of the union movement's face to the public on all issues, not just on a narrow set of "women's issues."

Adopted, p. 44

## VI HEALTH CARE

Our nation's health care system is in a state of collapse. Managed care has boosted corporate profits at the expense of quality of care for patients, and the jobs and rights of health care workers. The private, for-profit health care system is at odds with the welfare of our country. Soaring medical costs have resulted in high premiums that encourage employers to shift the cost burden onto employees. The consequence is almost seven million uninsured Californians and more collective bargaining impasses caused by disputes over health benefits. The Federation continues to support the establishment of a single-payer system and the incremental expansion of access to children, working families and the elderly. We support the California Patient Bill of Rights and similar federal legislation. We oppose proposals to deny or cut access of legal immigrants to basic public health care benefits.

Adopted, p. 44-45

## VII WELFARE

In 1996 President Clinton signed the most sweeping piece of welfare reform legislation yet, sent to him by a Republican Congress. The Federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 changed the structure of all public assistance programs. The Federation opposed Clinton's welfare reform, and we support efforts to mitigate the damages done by this piece of legislation, especially as it relates to immigrant workers. It is crucial that "workfare" participants maintain the same rights—overtime, health care, and health and safety protections – enjoyed by other workers. We also support increases in the current CalWORKS grant levels, which in many counties

## Proceedings

are approximately half the 1998 federal poverty threshold.

Adopted, p. 44

### **VIII CONSUMER PROTECTION**

The California Labor Federation reaffirms its support for a broad range of consumer protection legislation. There is no basis to the conservative claim that the “free market” will insure consumer product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of consumers. The Federation calls for stronger anti-trust laws and stricter enforcement, to prevent corporate mergers which cost thousands of California jobs.

Adopted, p. 44

### **IX PREVAILING WAGE, ORGANIZING AND LABOR LEGISLATION**

The Federation calls for the defeat of all efforts to eliminate or weaken existing prevailing wage requirements in the construction industry. An upsurge in union organizing is going on in California. The Federation supports the new culture of organizing and urges affiliates to commit resources to mobilizing current members and recruiting new ones. Federal labor law, however, has become a tool for union-busting employers, and must be reformed. The Federation supports comprehensive labor law reforms, including severe and immediate penalties for employers who fire workers for union activity or who interfere with employee free choice. Banning permanent replacements for strikers is essential for equitable labor relations. Because conservative politicians have blocked immediate reform, the Federation supports the efforts made by many unions to adopt new and innovative organizing strategies. At the state level, the Federation supports legislation to combat the state’s \$60 billion a year underground economy.

Adopted as amended, p. 44-45

### **X AGRICULTURAL LABOR**

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

Adopted, p. 44

### **XI PUBLIC EMPLOYEES**

Huge federal budget deficits and state revenue shortfalls have led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public workers, while the real inequities in the tax system go unresolved. The Federation opposes attempts to reduce budget deficits by cutting public employees’ pay and benefits. Public employees need protection from the increasing practices of contracting out and privatization. The Federation calls for extending to public employees full collective bargaining rights, including the right to strike, permission to negotiate the agency shop, enforcement of prevailing rate laws, extension of federal OSHA to all public workers and reform of the California Public Employment Relations Board.

Adopted, p. 44

# California Labor Federation

## **XII CIVIL RIGHTS**

The California Labor Federation has historically supported affirmative action programs, which are needed to redress a history of inequality and discrimination in the workplace, in education, and in other areas of public life. We condemn opportunistic efforts by the governor and other intolerant political players to abolish affirmative action at the University of California, harming its existence as a preeminent educational institution. The Federation supports the enactment of legislation to deal with the growing number of hate crimes, the growth of racist militias, and the misuse of the public airwaves for hate radio. We encourage the participation and leadership of women and minorities at all levels of the union movement.

Adopted, p. 44

## **XIII HOUSING**

The American dream of owning one's own home remains out of reach for many American families. Affordable rental housing is becoming scarce, and 3 million Americans are homeless, living in the streets without a roof over their heads. In California, 62 percent of households do not earn enough to buy a median priced home. The California Labor Federation calls on federal and state government to adopt programs to provide decent, affordable housing for everyone. In the meantime, adequate shelters for the homeless must be provided by government.

Adopted as amended, p. 44-45

## **XIV EDUCATION**

California's schools and colleges will require a massive infusion of money to meet the needs of sharply increasing enrollments. The Federation reaffirms its commitment to adequate funding of public education, to universal early childhood education, to adequate child care facilities and its opposition to tuition within California's higher education system.

Adopted as amended, p. 44-45

## **XV ENVIRONMENT AND SAFETY AND HEALTH**

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. We salute the contribution of environmental groups in the struggle for workplace safety and health. The California Labor Federation opposes all attempts to gut environmental protections and workplace safety and health regulations. We need more stringent regulations and greater enforcement. We welcome new standards in workplace safety, and in particular applaud the ergonomics standard adopted by Cal/OSHA—the first and only such standard in the country. Although it has many limitations, the Federation endorses the existence of this new safety standard and will work in court and in the workplace to make it as strong as possible.

Adopted, p. 44

## **XVI ENERGY**

The deregulation of electric and gas utilities in California threatens equal access by the state's residents to these essential services, threatens to greatly increase prices for small consumers while cutting prices for large industrial consumers, threatens the wages, working conditions and unions of utility workers, and threatens irreparable harm to the environment. Industry, agriculture and individual

## Proceedings

consumers need affordable power, but they need safe and reliable power as well. A stable, organized and well-trained work force is essential to high-quality service. The Federation supports increased conservation, development of alternative energy sources, and effective public regulatory oversight of the energy and utility industry as market mechanisms are introduced.

Adopted, p. 44

### **XVII COMMUNITY CONCERN AND SERVICE**

The labor movement must be actively involved in the communities where workers live. Crime, alcoholism, drug abuse and other problems directly affect our society and the lives of wage earning Californians, on and off the job. The California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many of these problems. Public policies must attack the social conditions which are the root of crime, rather than use anti-crime hysteria as an election issue. California has adopted a “three-strikes” policy which victimizes workers, minorities and the poor. The state spends far more on prisons than on ending the conditions which cause crime. The California Labor Federation renews its arguments against “three-strikes” in order to correct its excesses, and calls for the reduction of the prison population through rehabilitation programs.

Adopted, p. 44

### **XVIII RIGHTS OF PEOPLE WITH DISABILITIES**

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

Adopted, p. 44

### **XIX IMMIGRATION**

We are a nation and a labor movement built by immigrants. Although immigrants pay taxes and their work contributes greatly to our state, they are being blamed for California’s economic woes. Thousands of immigrant workers, both with and without documents, have mounted large and effective campaigns to organize into unions in California in the last few years. The Federation stands for the equality of all workers, both in our own ranks and facing our employers. The current immigration bill, however, contains anti-immigrant provisions, which we oppose. Immigration laws must not be used to make immigrant workers vulnerable and cheapen their labor, but must protect their rights as workers and human beings. All workers, regardless of immigration status, must have the right to form unions and effectively demand better wages and working conditions. Only social and economic justice on a global scale will create a world where immigration is not a means of survival for the world’s poor.

Adopted, p. 44

### **XX WORKING FAMILIES**

California workers have the right to earn a decent wage while providing the best possible care for their families. That care may include paying for services such as child care or elder care, or having paid time off from work to care for family members. But too often, workers face a stark trade-off between employment and their families. We support policies to make the workplace more conducive to family life, from expansion of the Family and Medical Leave Act to restoration of daily overtime. We believe that working families have the right to paid parental leave, to high-quality and affordable child care and elder care, and to flexible working schedules that accommodate family life.

Adopted, p. 44

## California Labor Federation

### I THE ECONOMY

California and the United States are in the fifth year of an economic expansion. Official U.S. unemployment stood at 4.3 percent in May 1998, down from a peak of 7.7 percent in June 1992. California unemployment peaked at 10.1 percent in January 1994. By May 1998, it had dipped to 5.8 percent. We are experiencing a combination of declining joblessness and low inflation not seen since the 1960's. Economic exuberance has fueled an historic rally on Wall Street. In three years from 1995 through 1997, the Standard and Poor's 500 Index rose 125%.

California has added 1,534,000 jobs since the low point of the last recession. Economists predict robust job growth for our state. The UCLA business forecast anticipates California's economy to grow at a rate that is 50 percent faster than the national economy until the year 2000.

Glowing reports of limitless expansion gloss over significant dislocations affecting working Americans. The "contingent workforce" has grown rapidly, and far too many workers in expanding industries are independent contractors, or hold part-time or temporary jobs. Employers reduce their wage and benefit costs by converting permanent full time jobs into contingent work. Temporary employees earn lower wages than their full-time counterparts, and are less likely to receive health care benefits, pensions, and training. Employers utilizing independent contractors also avoid costs associated with payroll taxes and workers compensation insurance.

While some workers prefer such arrangements, most accept contingent work only because permanent, full-time jobs are not available. In 1997, 17% of all California workers held part-time jobs. The Teamsters strike against UPS won support by tapping a growing public opposition to the widespread abuses of part-time workers.

Business gurus tell us that the notion of a social contract between management and workers, and between a corporation and the community, in which it generates profits, is as passe as the rusted factories that once formed the industrial backbone of our nation. We are told that we live in a global village where every worker is an entrepreneur selling his or her labor in transitory transactions with industries who scour the planet in search of technological talent.

Polling conducted by our Federation confirms that Californians, union and non-union alike are deeply disturbed by these trends. California voters rank retention of U.S. jobs and creation of permanent jobs at the top of their concerns. Prospects of diminished financial security are also manifested in extraordinary voter concern about protecting pensions.

In recent decades, each recession and boom tends to have a higher unemployment rate than the previous cycle. Government economists endorse the notion that a permanent high unemployment rate is necessary to restrain wage increases that are alleged to increase inflation. Even the current state unemployment rate of 5.8% exceeds the 4 percent goal spelled out in the Humphrey-Hawkins Act of 1978. A one percent decrease in national unemployment would increase national income by about 2 percent or \$150 billion per year.

The fruits of economic recovery have not been equally shared. Far too many of the new jobs are being created in low-paying occupations. 948,000 Californians remain officially jobless. Unemployment in minority communities even during good times is the equivalent of recession-era levels for the general population. Black unemployment in California remains at 11.6%; Hispanic unemployment at 8.3% and youth unemployment stands at 19% in May, 1998.

While corporate profits and CEO pay soar, workers slip further behind. Between 1979 and 1994, U.S. worker productivity rose by 24 percent, while average U.S. worker pay dropped by nine percent in purchasing power. Between 1988 and 1995, corporate CEO compensation rose by 73 percent, and corporate profits were up 50 percent, inflation went up by 26 percent, while factory wages rose only 21 percent.

From 1988 to 1996, the California minimum wage remained stagnant, and low wage workers fell further and further below the poverty line. In 1996 the California Labor Federation launched the Liveable Wage Coalition to place a minimum wage increase, Proposition 210, on the November 1996 ballot. Despite opposition from Republican politicians and billion-dollar fast food, hotel, garment and retail corporations, Proposition 210 won with a 62% yes vote. California's minimum wage rose to \$5.00 an hour in 1997 and to \$5.75 an hour in 1998, and is second in the nation only to Oregon, which also passes a 1996 minimum wage ballot measure. Proposition 210 has added over three billion dollars a year in income to 2.1 million low wage

## Proceedings

workers. Proposition 210 restored all the purchasing power lost since the previous minimum wage increase in 1988.

Our success in qualifying a minimum wage initiative for the ballot put California in the national spotlight early in 1996. As a result, federal minimum wage legislation received renewed impetus, and the 1996 Presidential match up was largely shaped by Bill Clinton's support of and Bob Dole's opposition to the popular measure.

In 1997, Governor Wilson finally achieved a repeal of daily overtime regulations through action of his appointees to the Industrial Welfare Commission. Wilson turned to the IWC after legislation to repeal eight-hour day regulations failed in the state legislature. The IWC eliminated daily overtime in five wage orders covering 8,500,000 California Workers.

An independent study found that California's daily overtime law had the desired result of reducing the number of overtime hours worked in our state without any decrease in workers' earnings. The IWC repeal will cost California workers billions of dollars in overtime pay each year. Overtime pay losses to part-time workers alone is estimated at almost \$900 million annually. Our campaign to restore daily overtime pay is a major priority for the California Labor Federation. We will fight this battle in the legislature, at the ballot box and in the workplace and in the streets.

Our positions on the economy are:

1. Full employment must be the primary objective of national policy. Full employment is a precondition for the health and well being of all Americans. We urge Congress to enact a job creation program through spending on public works projects, on education and training, to build new housing for low-and moderate-income Americans, to aid state and local governments to forestall further public service cutbacks, and to provide extended unemployment benefits.

2. Job growth alone is not sufficient if the bulk of jobs created are low wage, do not pay benefits, or are only temporary or part-time. We support efforts to require employers to provide benefits, such as health insurance, pensions and parental leave. Part-time, temporary and contract workers now make up almost one-third of the work force, yet on average they only earn 60 percent of the hourly wage of full-time workers. We oppose legislative efforts to expand the definition of independent contractors and contingent employees.

The de-industrialization of our nation has

wiped out over 2.5 million well-paid manufacturing jobs. Studies show that for each manufacturing job lost, three more jobs disappear in the surrounding community. The fruits of this job loss include suicide, family breakups, homelessness, drug and alcohol abuse, and the social disintegration of communities.

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

3. California and the federal government must raise the minimum wage. Despite the 35% minimum wage increase under Proposition 210, the current minimum wage still purchases much less than it did during the late 1960's and 1970's. A minimum wage of \$6.56 an hour is required for a full-time worker to support a family of three at the official poverty line. A declining minimum wage is a chief cause of the growing wage gap between America's rich and poor. The California Labor Federation is sponsoring legislation to increase the minimum wage to \$6.50 an hour. We call for a state and federal minimum wage set at no less than 50% of the average manufacturing wage.

4. The Federation calls for democratic controls over the investment decisions of U.S. corporations, restricting their ability to invest in building production capacity outside the country, while reducing it and laying off workers here, or shifting production and jobs within the U.S. to break unions and undermine wages and conditions. Government legislation should prohibit "bidding wars," in which corporations pit communities against each other, extorting subsidies and tax breaks, in return for the location of plants. Government agencies should be required to buy goods produced by workers in the U.S., under union conditions, wherever possible. Corporations that intend to close plants must be required to bargain over alternatives to those decisions. In cases of closure, they must provide ample severance pay and income maintenance programs, extended health benefits, high-quality retraining for real jobs, and early retirement. Local governments must calculate the social cost of closures, and corporations must be required to pay these costs.

Retailers must take corporate responsibility for the treatment of workers who make what these merchants sell in their stores. Retailers must not profit from the sale of products made, at home or abroad, by children, prisoners, or other workers forced to labor for poverty wages or denied internationally recognized labor rights.

We support the cabotage laws of the United

## California Labor Federation

States which a coalition led by Strom Thurmond, Jesse Helms, and John McCain, backed by anti-union lobbyists, is aggressively seeking to repeal. These statutes (the Jones Act and the Passenger Services Act) ensure that vessels engaged in the coastwise, domestic trades are built and crewed by U.S. workers. Without these laws American maritime workers will be driven from the domestic trades and replaced by foreign-labor forced to toil in foreign-flag vessels without the protection of U. S. labor and safety laws. The California Labor Federation strongly denounces the repeal effort as inimical to the interest of the American worker and reaffirms its support for United States cabotage laws.

5. The end of the cold war, while welcome, has battered California's defense-dependent economy. The federal government must provide California with extra retraining and retooling, and income maintenance for unemployed defense workers. Industrial policy must focus on converting defense to civilian production.

At the state level we call upon the legislature to:

1. Crack down on the underground economy, which is a \$60 billion California enterprise. The underground economy deprives the state of \$3 billion in desperately needed tax revenues, and consigns workers to sub-minimum poverty wages, with lack of workers' compensation, disability insurance and unemployment insurance benefits. We support legislation to increase penalties for lawbreakers, to allow workers to sue to recover illegally withheld wages and benefits, and to make employers jointly liable for violations by their subcontractors.

2. Oppose deregulation of protective labor, consumer and environmental laws. Legislators must not cave in to employers who threaten to leave our state unless we impose lower standards.

3. Pursue policies to revitalize our urban areas and provide jobs in inner cities. African Americans, Asians and Latinos will soon together make up the majority of California's population, and they should have the right to participate equally in our economy.

4. Restore state services, and pursue public works projects such as housing development and rehabilitation, and clean water and sewage treatment facilities.

Special legislative efforts should be undertaken to preserve vital industries, including aerospace, manufacturing, and film making, providing such legislation upholds established labor standards, and that recipients of government aid give guarantees to maintain set levels of employment.

Adopted, p. 44.

## II TAXATION

Tax policy was a cornerstone of Reagan-Bush plans to redistribute income away from working people and into the pockets of the very rich. The Reagan Administration undermined popular support for our system of taxation by riddling the tax code with loopholes, then rode a wave of cynicism to cut taxes on the rich by promoting the notion of a flat tax. Corporate income taxes have plummeted. Corporations' share of total federal taxes has fallen from 31 percent in 1953 to nine percent in 1993.

Federal budget negotiations in 1996 resulted in a reduction in the long-term capital gains tax rate from 28% to 20%. Since the wealthiest Americans own most investment assets, this capital gains tax reduction is tax relief for the rich. Republican politicians are pushing flat income tax proposals. These simplistic reform proposals would raise the effective federal income taxes earning between \$30,000 and \$75,000 per year, while lowering federal taxes on high-income earners. The flat tax proposal also targets working people for added tax burdens because it exempts unearned income such as stock dividends and capital gains, which are overwhelmingly the province of the rich.

In 1977 the richest one percent paid an effective federal tax rate of 35.4 percent. By 1990 the effective federal tax rate had dropped to 26.3 percent. Meanwhile, the payroll tax rate on the poorest 20 percent increased by 16 percent.

California is enjoying renewed state tax revenues due to the economic recovery. A state budget surplus of \$4.4 billion is projected for fiscal 1998-99. Republicans, led by Dan Lungren, want to reduce the surplus through a \$3.6 billion-dollar reduction in vehicle license fees. Vehicle license fees reflect the purchase price and age of automobiles. The Republican proposal represents a major tax cut for purchasers of new Rolls Royces and Porsches, while the majority who drive older model economy cars would see only a small reduction in their tax burden. We believe California should invest this state surplus in human services, education and infrastructure programs that serve our residents.

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

1. Ending tax breaks for multinational corporations.

2. Increasing the progressively of the FICA tax.



## Proceedings

3. Opposing any measure to tax employer-paid health care or fringe benefits. The California Labor Federation supports the efforts of the national AFL-CIO to protect the Social Security agency from privatization. We oppose efforts to subject Social Security to the vagaries of the stock market. Social Security is designed to provide guaranteed payments rather than equity investment risk for tens of millions of retired Americans. We oppose Newt Gingrich's proposals to replace Medicare with medical savings accounts invested through private insurance corporations. We must insulate the system from political decision-making and assure beneficiaries that assets accumulating in the trust funds will be used exclusively for their health and economic security.

4. Opposing politically motivated attacks on the calculation of the Consumer Price Index. The CPI affects a range of federal programs including Social Security payments as well as wage negotiations. Rather than face the wrath of retirees and workers by calling for reduced social security adjustments and wage increase, Republicans in Congress are pressuring the Department of Labor to adopt new CPI measurement methodologies to achieve an artificial decrease in the rate of inflation.

5. Improving the benefits formula for those who have worked at substandard wages and for women who have worked in both the home and work force.

6. Repealing the increased age requirement for retirement adopted in 1983, which is scheduled to take effect in the year 2000.

7. Instituting a system to recognize periods of layoff for benefit accrual eligibility purposes.

8. Raising the maximum taxable wage base to reach to the total earnings of high-wage earners. Only about 90 percent of all earnings in Social Security-covered employment is now taxable.

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

1. Creation of a "split-roll" for private residential and business property taxes. This would eliminate Proposition 13 limits on the revaluation of business real estate. Proposition 13 has devastated social services and education funding in California. While the measure was intended to protect residential property owners from tax increases resulting from skyrocketing real estate prices in the 1970's corporations have been the main beneficiaries. A split-roll would protect long-term homeowners from large property tax hikes, while it would eliminate a multi-billion dollar business tax windfall.

2. Increase bank and corporation taxes.

3. Restore the renter's tax credit.

4. Impose an oil severance tax.

We call for the elimination of the 2/3 supermajority vote required to raise local taxes. Majority vote requirements removed by Proposition 13 should be restored.

Federal and state legislators have been too eager to provide corporate tax breaks. Any capital investment tax credits must have guarantees that corporations will provide set numbers of permanent jobs to California residents at prevailing wages. Penalties should be imposed for corporations receiving tax breaks that fail to maintain a long-term job commitment.

Adopted, p. 44.

### III

## INTERNATIONAL AFFAIRS

Rapacious corporations have created a global economy in which workers and unions are pitted against each other. Production and investment are transferred from country to country, as corporations seek the lowest wages and the fewest restrictions on their operations. The answer to this global system of exploitation must be global unionism. We must create and strengthen alliances with workers and unions throughout the world who face the same employers and the same problems we face — of unemployment, attacks on wages and unions, and the undermining of social benefits.

In a world dominated by multinational corporations, communication between unions of different countries is crucial to our ability to bargain and organize. That which harms workers in one country harms workers everywhere. We need increased solidarity between unions in the United States and trade unions in the rest of the world.

In the past two years, the AFL-CIO's international affairs department has ended the cold-war prohibition on contact with unions viewed as too militant or too opposed to U.S. foreign policy. It has created a new Center for International Labor Solidarity, based on broad cooperation. We support this development.

Just as we would object if unions in other countries took it upon themselves to decide which unions in our country are legitimate, and which not, we do not seek to bestow legitimacy only on those unions with whom we agree, and deny it to those with whom we differ. Instead, global unionism is based on a set of principles, among which are:

## California Labor Federation

- mutual respect among unions in different countries;
- the right of each union to determine its own policies;
- cooperation among unions facing common employers, for the mutual benefit of all the workers involved;
- the pursuit of international economic policies which foster the development of each country's workers and standard of living; and
- opposition to policies which seek to subordinate the development of one country for the benefit of another.

We rededicate ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to movements for economic justice, democracy and human rights wherever they occur. We condemn all manifestations of a revival of global anti-Semitism, racism, and ethnic nationalism. We make no excuses for the enemies of human rights. Whether they be capitalist, fascist or communist, a single standard must apply.

There is no longer a cold war to provide an excuse for excessive military spending. But the peace dividend owed to U.S. working families, as a result of decades of sacrifice for high military budgets, has not yet been paid. Military spending creates as many as 20,000 fewer jobs for each \$1 billion spent than civilian production and spending for social needs. The military budget must be reduced to provide for more jobs and higher social spending at home. Defense workers need retraining, defense industries need retooling, and new jobs must be found for the work force at closed military installations.

We oppose U.S. military assistance to countries such as Indonesia, Colombia, Mexico and others, where it is used in the repression of the movements of their own people, including unions, for social and economic justice and national sovereignty. The expansion of cold-war military alliances, particularly NATO, into Eastern Europe, will provide a vast new market for U.S. arms manufacturers. Military spending will siphon off resources desperately needed in those countries for reducing unemployment and increasing wages. U.S. taxpayer dollars used for military assistance abroad should be used instead for economic assistance to raise the standard of living of working families.

Global capital is exploiting the genuine desire of the people of Eastern Europe and the former Soviet Union for greater democracy to transform them into a cheap labor force. Already, unbridled financial speculation threatens economic stability, while millions of workers in these

countries go months without a paycheck. It is in both their interest and ours to support their efforts to maintain and improve their standard of living, their social benefits, and their right to choose their own political system.

Since the passage of the North American Free Trade Agreement, cross-border solidarity has grown between U.S. and Mexican unions. We salute the formation of a new union federation in Mexico, politically-independent and opposed to the government's low-wage policies, the National Union of Workers.

In the last year, workers at the Han Young factory in Tijuana have mounted a valiant effort to organize an independent union. Their efforts have produced a movement among maquiladora workers for better wages and conditions and control over their own unions. They have received support from many unions in California, coordinated by the Support Committee for Maquiladora Workers.

The Federation rejects the claim made by Tijuana authorities that U.S. unions are only interested in preserving jobs in the U.S. We call for cooperation between U.S. and Mexican unions to raise the wages and protect the job security of workers in both countries. Governmental authorities in Tijuana and Mexico, and the Hyundai Corporation which is responsible for the factory's production, must respect the rights of Han Young and other maquiladora workers.

Four U.S. unions, two Canadian unions, and one Mexican labor federation have formed an alliance to encourage mutual support during organizing drives and negotiations at the Echlin Corporation. This alliance is an important step toward the goal of being able to bargain with our common employers across national borders. Echlin has attacked workers at its ITAPSA plant in Mexico City, and is closing its Friction Brake plant in Irvine in retaliation for workers solidarity actions. We condemn these illegal actions, and call on Echlin to respect workers' rights.

Both these two cases and others show the worthlessness of the North American Agreement on Labor Cooperation. The so-called labor "side agreement" has done nothing to maintain, let alone elevate, labor standards in either the U.S., Mexico or Canada. There are no penalties in the NAFTA process for violations of the right of association. NAFTA's real function — creating a favorable investment climate in Mexico for U.S. business — far outweighs its weak enforcement of workers' rights. The minor tinkering proposed by the Clinton administration in its pursuit of fast track authority to negotiate new agreements will not change this.

## Proceedings

United States trade policy should not treat the Mexican people as a cheap labor pool for U.S. business. The North American Free Trade Agreement boosted the profits of corporate investors and cost the jobs of half a million United States workers. Several million Mexicans have lost their jobs as well. The agreement has undermined the wages and welfare of people in all three countries.

We commend Congress for its refusal to pass fast track legislation, which would have been a fast track to job loss and low wages. We oppose the extension of NAFTA, with or without the incorporation of labor protection language, whether through the Free Trade Area of the Americas, or to Africa as in the mis-named African Growth and Opportunity Act. The World Trade Organization extends these misplaced priorities around the globe. We support economic development which lifts the living standards of working people in all countries, but these agreements undermine them instead.

We call for the protection of those parts of trade agreements, like the General System of Preferences, which allow the suspension of trade privileges for governments which violate labor rights. Trade sanctions should be imposed on nations everywhere in accordance with a single uniform standard of internationally recognized labor rights, like that in the General System of Preferences, without regard to criteria left over from a cold war era.

The Federation rejects the Multilateral Agreement on Investments, which would extend to corporations in all countries the unprecedented privileges that NAFTA offers big business within North America. The MAI would prevent countries from placing conditions on investment to protect labor rights, community jobs, people of color, the environment or any other concern, and give corporations the right to sue offending governments in unaccountable international tribunals.

Our government dominates the decision-making process in international financial institutions such as the International Monetary Fund and the World Bank. Through those institutions, U.S. trade policy has imposed austerity programs on countries throughout the world. Economic assistance has been conditioned on enforcing privatization, low wages and high unemployment; restricting credit for rural development; ending subsidies on goods and services for poor people; and dropping restrictions on foreign ownership of land and businesses. We oppose these policies, and condemn especially the threat of sanctions against countries which refuse to adopt them.

The purpose of these policies is the creation of a favorable investment climate for transnational corporations. Workers and unions who challenge these anti-worker investment policies are often subject to repression. We must make every effort to defend them. Democracy cannot exist when union officials and other critics of government are systematically murdered or brutalized.

These misguided policies not only impoverish the people of many countries; they lead to the loss of jobs at home as U.S. companies close plants and move their production abroad. We oppose renewed funding for the IMF and World Bank, and call instead for fundamentally changing their structure and purpose, so that they operate to increase the standard of living of working families around the world, rather than the profits of corporations.

Over the past few years, U.S. unions have exposed the abysmal conditions, especially for children, in the maquiladoras and free trade zones of Central America, the Caribbean and Mexico. These workers produce products for sale in the U.S. The corporations responsible for this production must end these abuses and raise the standard of living of their work force. The Federation supports the boycott efforts which have been effective in bringing pressure to bear on these companies.

At the same time, we condemn the activities of the U.S. Agency for International Development in building the export processing zones where those factories are located. We oppose the economic policies pursued by all the governments concerned, including our own, which have contributed to the poverty of the workers, forcing them through the doors of the sweatshops.

The Federation supports international trade and recognizes that protectionism is not the solution. But the benefits of trade must be equitably distributed and the rules fair to workers and consumers as well as those who profit from trade. We endorse the International Labor Organization's core labor standards as a step towards a fair global economy.

In East Asia, the economic meltdown of 1997 has led to massive layoffs and a steep decline in the standard of living. The resulting popular discontent was successful in forcing the resignation of the Indonesian dictator Suharto. The affected countries, however, seek to make working people pay the cost of a crisis caused by financial speculation and unregulated capitalism. We support the efforts of Asian workers and unions to maintain their jobs and standards of living, especially the unions of South Korea, who have struck repeatedly to keep their government

## California Labor Federation

from ending job security and implementing repressive changes in labor laws.

Unions in California look with concern at the proliferation of sweatshops and the dismal wages paid to workers in China and east and south Asia. This proliferation, encouraged and used by U.S. corporations, calls for solidarity between our labor movement and the unions and workers of Asian countries. In an era of rapidly increasing trade, and conflict over its terms, union solidarity is the basic way workers can keep from being pitted against each other. Solidarity is particularly important with workers in China and Japan, whose economies are the most powerful. Unions representing workers of U.S. manufacturers in the U.S., China, Japan and other countries of the Pacific Rim, must develop relations of mutual support and cooperation, and find common ground for action, regardless of differences of political opinion.

We applaud the establishment of non-racial democracy in South Africa. Decades of sacrifice, armed struggle and union organizing under the leadership of the African National Congress and Congress of South African Trade Unions succeeded in bringing down the racist regime. Throughout the 1980's and 1990's, U.S. labor gave moral, political and material support to the South African black freedom movement. Our concern must extend to the workers of Nigeria, where military dictators only recently freed imprisoned union leaders. We support the efforts of Nigeria's banned unions to resume their activity, and press for a democratically chosen government which will foster the development of Nigeria's people instead of protecting the operations of multinational oil corporations.

We reiterate our historical opposition to imprisonment without trial in Northern Ireland and call for replacement of British troops with a peace-keeping force of the United Nations. We applaud the results of Ireland's referendum on peace, in which the Irish people of both North and South voted for a peaceful resolution to decades of conflict. We support continued political dialogue between the British government and Irish nationalists.

Ethnic cleansing in the former Yugoslavia must be halted through decisive international peacekeeping action. Those responsible for violating human rights must be brought to justice.

The Federation supports the right of national existence for the State of Israel, the right of self-determination for the Palestinian people, and the right of all the people of the Middle East to freedom from terrorism and war. Israel's security can best be guaranteed by the continuation of the

peace process, which must guarantee Israel's right to live in secure borders, and ensure freedom and self determination for Palestinians and all Middle Eastern peoples. We reaffirm our close friendship with Histadrut, call for developing closer relations with Palestinian unions, and support the struggles of the Israeli and Palestinian working people.

We support the reestablishment of the legitimate government of Haiti. The efforts by the International Monetary Fund and World Bank to maintain Haiti's low standard of living by enforced privatization and unemployment, and by holding down the already inadequate minimum wage, must be ended.

The Federation opposes the Helms-Burton bill which imposes harsh economic sanctions on Cuba and countries trading with Cuba. We call for an end of the blockade, which has undermined the welfare of the Cuban people and made the U.S. seem an intolerant bully in the rest of Latin America. We support normalization of relations with Cuba.

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

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

Finally, rebuilding our own economy in the post-cold war era is required to insure that our democratic system continues to inspire the rest of the world. In the end, a sound economy will prove the essential defense of our national security.

Adopted, p. 44.

## IV STATE BENEFITS

### Workers' Compensation

Mandated by the California State Constitution in 1913, the workers' compensation system is the exclusive remedy available to employees seeking monetary compensation for work related injuries. The system was designed to eliminate matters of fault and compensation from litigation and provide for safety in the workplace. Over the

## Proceedings

years, however, the system has fallen into a state of disrepair.

In 1993 the Governor signed legislation that sought to reduce employer costs, raise workers' benefits and provide regular monitoring of the system's performance. Five years after the most sweeping workers' compensation reform in twenty years, employers have fared much better than employees, administrative delays plague the system and claimants still have to resort to litigation to obtain benefits.

The 1993 reforms were designed to benefit employers and employees equally. Employers were expected to save approximately \$1.5 billion and employees were promised benefit increases of half that amount. Employers have saved over \$10.5 billion in the last five years. Insurance premiums alone plunged 35% from 1993 to 1996, dropping from \$8.86 billion in 1993 to \$5.7 billion in 1996. Meanwhile, workers have experienced benefit increases of only about \$513 million.

In the fall of 1997, the Rand Corporation released the results of its 16-month study on the state of California's workers' compensation system. The report concludes that the current statutory benefits for workers with temporary disability and permanent disability are grossly inadequate. Wage replacement rates are abysmal. Over a five-year period, workers with permanent disability rating under 5% lose 30% of their wages but receive benefits equal to just 12% of their wage loss. California's maximum weekly benefit levels for injured workers who are permanently and totally disabled rank 42nd out of 50 states.

The California Labor Federation supports increasing the maximum weekly benefits so that temporary disability benefits reach at least two-thirds of the state's average weekly wage and permanent disability benefits are boosted by about \$1.5 billion to meet uncompensated wage loss. We support workers' compensation premiums based on hours worked as opposed to payroll amounts.

California injured workers must also endure a myriad of obstacles when attempting to recover benefits. Late payments are common, and insurance companies frequently fail to notify employees of their right to receive benefits in a timely manner. Recent audits of the workers' compensation system indicate that during 1996 one out of five first payments for temporary disability were late and one out of three payments for permanent disability were late.

State officials also find that there is an unacceptably high amount of unpaid

compensation due. An audit conducted by the state in 1996 uncovered uncontested and unpaid compensation in one out of every five claims. In 1996 workers lost a total of \$84 million in unpaid compensation.

The Federation supports additional funding for increased audits and higher penalties for insurers who fail to meet statutory mandates regarding payments due.

Governor Wilson, through his regulatory agencies, is attempting to eliminate workers' compensation benefits to immigrant workers who happen to work for illegally uninsured employers. The Governor justifies his restriction by arguing that workers' compensation is a "public benefit" and the Federal Opportunity Work Reconciliation Act of 1996 mandates the elimination of this benefit to immigrant workers. The result of Wilson's initiative would be to let scofflaw employers off the hook for workers' compensation payments, thereby encouraging the underground economy.

The workers' compensation system is designed to compensate all injured workers, regardless of their immigration status. We oppose Wilson's regulatory changes and are sponsoring legislation to invalidate them.

### Unemployment Insurance

The Unemployment Insurance (UI) system, enacted in 1935, is a social insurance program which, by its own definition, serves hard-working employees who fall on bad economic times through no fault of their own. Unfortunately, because of the program's design, California's unemployment insurance program fails to meet the needs of many of the state's workers.

The UI system is funded by state and federal taxes levied on employers. The federal law sets the minimum taxable wage base at \$7,000. While 36 states have a taxable wage base higher than \$7,000, California's taxable wage base remains at the minimum level. The Federation supports legislation that would raise the taxable wage base, providing more monies for the UI Fund, which has a current balance of \$4.53 billion.

California's maximum weekly unemployment benefit amount is only \$230.00. It has not been increased since 1992. California's wage replacement rate is the worst in the nation, replacing only 25% of average weekly wages. Thirty-five states have higher maximum weekly benefits, and thirty-seven states have indexed their maximum weekly benefits to rise with increases in the state's average weekly wage. California has never indexed its maximum weekly benefit amounts.

## California Labor Federation

The Federation seeks to increase weekly benefit amounts to at least 50% of the workers highest quarter of earnings raise California's maximum UI benefits equal to at least two-thirds of the state's average weekly wage (\$300.00). With the UI Fund balance expected to be \$5.24 billion by the end of 1999, there is no justification for such low benefits levels.

The number of eligible people who actually receive benefits is also disgraceful. In California, just over one in three jobless individuals collect UI benefits. High earning requirements and delays in counting earnings toward eligibility hinder the workers' ability to receive benefits.

The number of people who fall through the UI system due to its strict monetary and work history requirements will continue to increase as workers move from welfare to work. The existing base period structure is especially hard on low wage workers since they have to work longer in order to qualify for benefits and are more likely to suffer if their recent earnings are not considered when determining eligibility. The Federation supports a \$300 quarterly earning requirement and a "movable base period", allowing the state to consider earnings from the most recent 52 weeks.

Our Unemployment Insurance code should reflect changes in our workforce and workplace. People deserve unemployment benefits if they leave their place of work because of domestic violence, inability to obtain child care, or mandatory daily overtime. We also support a "dependence allowance" of at least \$25.00 to supplement weekly unemployment benefits for claimants with a dependent child.

Any eligible worker whose employer has paid into the fund should be entitled to benefits, regardless of immigration status. Employers should be severely penalized for not paying into the fund.

Lastly, we support the national AFL-CIO's efforts to reform the UI system by setting minimum federal standards for benefits and financing and reauthorizing the emergency Federal Unemployment Compensation program.

### State Disability Insurance

California's Unemployment Compensation Disability Insurance Program (SDI), established in 1946 under Republican Governor Earl Warren, was set up to compensate for wage loss sustained by individuals unemployed because of sickness or injury. California is one of five states with this special type of disability program.

The Unemployment Compensation Disability Fund, which has a projected 1998 year-end fund

balance of \$866 million, is funded entirely by worker contributions. Unemployment disability taxes are withheld from employees' paychecks, and the revenue is placed in a special fund. In 1997, approximately 600,000 workers received a total of \$1.6 billion in state plan benefits. The average duration of the claim was 12.5 weeks and the average weekly benefit amount was \$227.00.

Historically, SDI benefits have been comparable to workers' compensation benefits; employees who cannot work deserve equivalent benefits, whether they become disabled on or off the job. However, in recent years, an inequity between SDI and workers' compensation benefits has emerged. The Federation supports closing this gap and increasing the maximum weekly disability benefit from \$336.00 to \$490.00. Increased benefits are funded by increasing the amount of wages taxed for those workers who would receive the added benefits. Should Governor Wilson veto a bill providing for an increase in SDI benefits, he will be the only Governor (including many Republicans), to have failed to sign a benefit increase.

The Federation believes that all workers who have paid into the disability fund, regardless of their citizenship, should be entitled to receive SDI. Governor Wilson, however, believes differently. Just as he did with respect to workers' compensation, the Governor has argued that federal welfare reform legislation requires cutting SDI for many immigrants. We believe that SDI is not a "public" benefit but an insurance benefit, funded entirely by workers' contributions. The State should not accept "premiums" from workers and then deny them access to the insurance benefits.

64% of workers cannot take advantage of Federal and State family medical leave laws because they can't afford the time off work. We believe that SDI, the purpose of which is to "mitigate the evils, which fall on the unemployed and disabled worker and his [her] family", should be extended to persons who have been granted family leave pursuant to the California Family Rights Act of 1991 and to employees who would otherwise qualify for the leave except for the fact that their employer has fewer than 50 employees.

The SDI system allows employers to substitute their own private insurance plan for the state-administered system and allows self-employed individuals to apply for their own disability insurance coverage. The Federation opposes the proliferation of voluntary disability plans, many of which often fail to provide adequate benefit levels and safeguards against abuses.

Adopted, p. 44.

## Proceedings

### V WOMEN'S RIGHTS

The California Labor Federation supports the struggle of women for equality both on and off the job. Women are still denied full social and economic equality by pervasive sex discrimination. Jobs that are predominately held by women are generally underpaid when compared to jobs of comparable skill, effort and responsibility traditionally held by men.

We urge all affiliates to work for "pay equity" to raise the pay of traditionally underpaid women's and minority occupations and end all unjust wage disparities.

On an annual basis women earn only 74 percent of what men earn. This is true across the spectrum, from women lawyers, whose median weekly earnings are nearly \$300 less than those of male attorneys, to women secretaries, who earn about \$100 less each week than male clericals.

Low wages condemn many women to a life of poverty. Twenty-four percent of all full-time working women earn less than the sub-poverty level income of \$13,091 calculated by the Census Bureau. This compares to 14 percent of full-time working men. Twenty seven percent of African American women and 37 percent of Hispanic women working full-time earn less than the sub-poverty level.

Women are less likely than men to work a full-time, permanent job. Two-thirds of temp workers are women, and two-thirds of part-timers are women. This translates into unequal access to benefits and pensions. In 1994, women's private pension benefits were less than half those of men – just \$3,000 a year, compared with \$7,800.

Union organization makes a dramatic difference for working women. In 1996, union women earned 84 cents for every dollar earned by union men, compared with 74 cents for women workers overall. On average, women trade unionists earned 38 percent more than non-union women, and out-earned non-union men.

Working women are natural targets for union organizing campaigns. Polls show that women workers are more pro-union than male workers. In 1962, women made up 19 percent of union membership, but by 1996, 39 percent of all union members were women.

We urge all affiliates to vigorously support affirmative action plans that will give women access to higher paying occupations in which they are under-represented. Those plans, however, are doomed under Proposition 209, which in 1996 abolished state-mandated

affirmative action programs.

We supported the Family Medical Leave Act, passed by Congress in 1993, and support efforts to extend it to more workplaces and more workers.

We urge affiliates to increase efforts to organize employees in clerical, service, food processing, electronics, garment and other industries where women workers are predominant, and to bring into the collective bargaining process the issues of pay equity, child care, family leave, flexible work hours and expanded sick leave. To succeed in organizing women, the labor movement must encourage the participation and leadership of women at all levels of union activity and office.

Sexual harassment and sexual abuse of women workers are widespread. Unions must defend women workers who are victims, and must educate their members to help eradicate this problem. Employers must be held accountable for this ugly form of sex discrimination. The Federation supports legislation to establish a "reasonable person of the same gender" standard in determining sexual harassment charges.

The Federation supports coalitions with women's rights groups with the following objectives:

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

Adopted, p. 44.

### VI HEALTH CARE

Forty million Americans, including almost seven million Californians, do not have health insurance. Most of these are workers and their dependents. Health care costs consume over 15 percent of the gross national product. For many years, the cost of medical care has increased at a rate almost twice that of all other goods and

## California Labor Federation

services. Comprehensive health benefits now represent 12 percent of an employer's payroll, up more than 280 percent since 1980. These costs are a major factor in our nation's weakness as an economic power. On a per capita basis, the U.S. spends 40 percent more than Canada and 90 percent more than Japan on health care. These nations provide universal health care, unlike the U.S.

More and more employers shift the burden of health insurance on to their employees, as medical costs skyrocket. The employee's share of premiums for family coverage now averages \$1800 per year. The percentage of uninsured Californians has increased by over 50 percent since 1980. Today, 21 percent of Californians have no health insurance.

Opposition from insurance companies and the health care industry defeated the Clinton health care proposal and the single-payer initiative in California. In 1996, a \$9 million campaign by the HMO industry and hospital association against Prop. 214 reduced voter support to just 42%. Nevertheless, the California Labor Federation continues to support the establishment of a single-payer system and efforts to protect quality of care in the age of managed care.

The health care and insurance industries have introduced the principle of managed care into the nation's health care system. Managed care has boosted corporate profits at the expense of patient care and quality jobs for health care workers. The private, for-profit and non-profit health care system is at odds with the welfare of our country and should be replaced with one which functions for the benefit of people.

The Federation supports legislation to incrementally expand health insurance coverage to all children and working families as well as the lowest income families. The Federation also supports expansion of high-quality health care, such as through the Medicare program, to the near elderly with full subsidies. Ultimately, all incremental expansion should be consistent with a single-payer system uniting the risk pools of working and poor families, people of different ages, and subsidized and employer-based markets.

The Federation also supports managed care patient protections, such as the package of legislation known as the California Patient Bill of Rights and other managed health care plans. Patients need a host of cost-effective quality guarantees to protect them from cost-cutting HMOs. No form of health care delivery or insurance should risk quality of care, patient protection, or the quality of the historic provider-

patient relationship in order to increase profits or reduce costs.

We oppose legislative efforts to tax employee health benefits. We support union-negotiated employee wellness programs, other preventive measures, and early intervention programs which are both cost-effective and reduce the incidence of illness. Any comprehensive health reform legislation must allow exceptions for labor-management negotiated benefits that provide superior coverage.

Legal immigrants work and pay taxes like citizens and should have the same access to basic public health care benefits. Proposals to cut off such benefits for legal immigrants and their children should be opposed as inhumane and a threat to the public health.

Adopted as amended, p. 44-45.

### VII WELFARE

In 1996 President Bill Clinton signed the most sweeping piece of welfare reform legislation yet, sent to him by a Republican-controlled Congress. The Federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 changed the structure of all public assistance programs and sent shock waves throughout the country.

In order to receive federal welfare dollars, states were forced to comply with a barrage of new regulations, including time limits, strict eligibility guidelines, work requirements, anti-immigrant restrictions and others.

The Federation and our affiliates have fought hard to ensure that welfare recipients put to work on temporary work experience would be guaranteed the same rights as other workers on the job site: the right to join a union, overtime pay, health care, and health and safety protections. We oppose efforts by the State Department of Social Services to deny the provisions of the Fair Labor Standards Act to work experience and community service activities under the CalWORKS program.

The Federation opposed the federal welfare reform bill and will continue to support efforts to mitigate the evils of this legislation. We support legislation to ensure that immigrant workers, whether or not they have legal authorization, receive necessary benefits: food stamps, supplemental security income, TANF (formerly AFDC and now Temporary Aid to Needy Families) and pre-natal health care.

We also support an increase in funding for the CalWORKS program. Current grant amounts are



## Proceedings

not enough to cover basic necessities in many counties and are approximately half of the 1998 federal poverty threshold. Without grant restorations and annual COLAs it will be difficult for CalWORKS participants to achieve self-sufficiency.

Currently 28% of California's children live in poverty. Increases in child poverty have resulted from myriad factors including wage depression and cuts in the safety net. In order to keep kids out of poverty we must properly fund the safety net.

We also support policies that:

1. Protect public and private sector workers from displacement by work for welfare schemes that would substitute a captive labor force of welfare recipients for workers who work for real wages.

2. Require public civil service administration and operation of welfare programs.

3. Ensure accountability of employment training funds by prohibiting vouchers for job and training services.

4. Prohibit government funded wage subsidies unless the employee is retained in the job long enough to have paid taxes to pay for the subsidy.

5. Limit the contracting out of welfare reform programs to current state standards for contract work.

6. Increase the minimum wage next year to at least \$6.50/hr. While the Federation was overwhelmingly successful in its Proposition 210 campaign, which raised the minimum wage to \$5.75/hour beginning March 1, 1998, we still need a higher minimum wage. The current minimum wage pays just 84% of the federal poverty level.

7. Foster full employment at good wages, and educational job training programs targeted to the economically disadvantaged.

8. Create federally and state-financed child care centers with educational health and nutritional services for children of working and welfare parents.

9. Provide federal fiscal relief for state and local governments which bear the rising costs due to their current welfare programs, and expand of the Federal Earned Income Credit.

This year the State has a \$4.2 billion surplus. The extra revenues result from an economy that has boosted revenues above previously forecast levels and ongoing savings from spending reductions enacted during the first part of the decade. We oppose the Governor's proposal to

use the extra resources to eliminate the State Vehicle License Fee. With a multitude of unmet socio-economic needs in our state, it is essential that the unanticipated resources be invested in California's families and their future, not given away as a regressive tax break.

Adopted, p. 44.

## VIII CONSUMER PROTECTION

The Federation reaffirms its traditional support for consumer rights under the law. We pledge our best efforts to maintain and expand the fights of consumers, support adequate staffing and budgets for consumer agencies, and seek assurance that agencies will act with independence and integrity in advancing the consumer's interest.

We oppose "regulatory relief" for business that undermines product safety, weakens consumers' rights to full and accurate product information, or reduces penalties for deceptive practices. The "free market" will not insure product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of the consumers.

The California Labor Federation supports efforts to:

1. Abolish false and misleading advertising and require labels to show ingredients, nutritional values, expiration dates, durability and item pricing.

2. Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest.

3. Support expanded consumer education programs in schools and non-profit organizations. We endorse the Consumer Federation of California and support its recent revival.

4. Create boards to represent consumers before the Insurance Commission and Public Utilities Commission. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industry.

5. Support democratization of the media. As the concentration of the media proceeds ever more rapidly, it is increasingly important to support public and community alternatives to the press and to regulate commercial media. We support state supervision of the cable television industry. We endorse expanded public access to

## California Labor Federation

cable TV and the strengthening of public interest and fairness requirements for broadcast media. We oppose corporate domination and privatization of public television and radio. The Federation supports cooperation with community and local labor groups to expand public access to cable TV, public television, and other media.

6. Oppose all attempts to eliminate or restrict lifeline utility rates, and ensure that poor people, working people and minorities have fair access to communications services and technology.

7. Amend the California Constitution to provide for the election of California Public Utility Commissioners and permit appeal of P.U.C. decisions to the California Court of Appeal. We call for an end to the close relationship between public utility commissioners and the utilities they regulate.

8. The Federation supports the continuing regulation of all public utilities in the public interest, and opposes efforts to eliminate regulation in favor of free market forces. Where regulatory efforts fail and utilities consistently operate against the public interest, we support efforts to achieve that goal through public ownership.

9. Encourage the purchase of union-made American goods and require and enforce labeling of goods with their places of origin. We oppose the weakening of the criteria for "Made in USA" labeling.

10. Pass stronger anti-trust laws and strictly enforce them. We oppose the trend toward massive corporate mergers, such as those between Bank of America and Security Pacific Banks, Wells Fargo and First Interstate and Union Pacific and Southern Pacific Railroads, which cost the jobs of thousands of workers.

11. Enact stronger regulations covering the insurance industry, especially auto and earthquake insurance.

Adopted, p. 44.

### **IX PREVAILING WAGE, ORGANIZING AND LABOR LEGISLATION**

The efforts of workers to join unions have mushroomed in California in the last few years. Many unions have given a new and greater priority to these efforts, and increased the percentage of their budgets spent on organizing. Local officers and active members have formed organizing committees, and are creating a new culture of organizing among affiliates. The Federation supports these efforts and urges our

affiliates to increase them. The national AFL-CIO has called for unions to devote 30% of their budgets to organizing efforts.

Larger budgets and more organizers are needed to provide muscle. Organizing drives in recent years have become battle zones, and unions must have adequate resources to fight successfully. But resources alone are not enough. To maintain the same percentage of union membership nationally, unions must organize half a million members a year. To grow by one percent, we must organize a million. That can be done only with the active participation and commitment of our rank-and-file membership. We must be organized internally to encourage our own members to step forward and act in their own interest. At the same time, we must inspire the commitment of workers far beyond our own ranks, by defending the interests of all workers and acting as a social movement.

Some of our most successful experiences have involved challenging the traditional limitations of organizing drives to a single workplace, a single industry or a single union. We urge the cooperation of our affiliates in multi-union efforts, which can effectively pool resources and eliminate jurisdictional disputes. The Federation has strongly supported campaigns like those of the strawberry workers in Watsonville, and home care, building service and university workers throughout the state, which have been carried out on a large scale involving entire industries. Their success will greatly increase the economic and political power of the state labor movement, and we urge affiliates to continue to support these efforts.

Permanent alliances of mutual support between unions and community organizations help us to overcome enormous obstacles. Only labor-community cooperation can produce the economic and political leverage necessary to beat those employers who are willing to do anything in their power to remain "union-free."

In the last two years, unions in California have become better at concentrating our own resources and bringing the activism of our members to bear in the defense of workers in organizing drives. The mobilization of labor councils and the Street Heat and Union Cities programs are instrumental in providing a structure in which unions can support each other. Successful organizing means building a culture of solidarity.

Our hard won laws to protect the rights of workers to organize into unions and bargain collectively have been eroded over the decades by the Taft-Hartley Act, and hostile rulings of the National Labor Relations Board and federal

## Proceedings

courts. Employers violate labor laws with impunity, knowing that procedural delays prevent enforcement for years and that the price of settling will be cheap.

The 1994 Fact Finding Report of the Dunlop Commission pointed out the failure of federal labor law to protect workers' rights. In the late 1980's the NLRB found unlawful firings of union supporters occurred in one out of four union certification election cases, compared to one out of twenty cases in the early 1950's. The increase in the number of union supporters fired increased from one out of 700 in the early 1950's to one out of 50 in the 1980's.

These statistics understate the true dimension of these unfair labor practices, since they only reflect organizing campaigns that advance to the stage of election petitions. Many more organizing attempts are snuffed out by employer coercion and retaliation.

Faced with the lack of effective enforcement of workers' rights and the perversion of the certification process, many unions have sought other means to empower workers and win representation rights. Unions are using tactics of civil disobedience, corporate campaigns, community mobilizations, Construction Organizing Member Education and Training (C.O.M.E.T.), boycotts, strikes, salting and other forms of direct action to win recognition and contracts.

The Federation supports all these efforts, and opposes moves in Congress to outlaw certain forms of corporate campaigns or other strategies not based on traditional NLRB elections. But while seeking new strategies, we must continue and increase our efforts to make labor law into an instrument which protects workers' rights, rather than an obstacle to them.

We therefore call for the renewal of the campaign to ban the permanent replacement of strikers, to restore balance to labor-management relations. We also call for restoring the right of workers to use such weapons as the secondary boycott, hot cargo agreements, sit-down strikes, intermittent strikes, and mass picketing, which were all legal under the original National Labor Relations Act.

We also support comprehensive labor law reforms, including:

- severe and immediate penalties for employers who fire workers for union activity or who interfere with employee free choice, with immediate reinstatement of fired workers while their cases are pending;
- prompt resolution of representation questions;

- prohibition on corporate reshuffling, including double breasting, bankruptcy and ownership changes, which are used to evade contract terms and end union representation rights;

- union certification based upon determination of majority support through card checks;

- arbitration of unresolved first contracts at the request of the union involved;

- prohibition of public contracts for labor law violators;

- the extension of federal and state labor law to foreign-flag vessels calling at U.S. ports; and

- an end to the misclassification of workers as independent contractors to deny them their right to organize.

Pro-employer politicians have trumpeted the idea that corporate-run schemes for labor-management cooperation increase job security by boosting productivity and competitiveness. They have used this argument as a pretext for introducing the TEAM Act, which would end legal prohibitions on such programs, which are used to weaken unions where they exist, and to function as modern versions of company unions during organizing drives.

While it was vetoed once by President Clinton, after being passed by Congress, Republican politicians have not given up efforts to enact it into law. Their efforts have been supported by a string of anti-labor hearings conducted for two years in Washington by Representative Pete Hoekstra's Government Operations Committee. Those hearing have been used to support employers in California who have opposed the organizing efforts of their own workers.

The Federation opposes the TEAM Act. Should it become law, company unions will proliferate and undermine our bargaining ability. Industries such as electronics and high-tech manufacturing would be much harder to organize.

We also oppose proposals in Congress to deny back-pay awards to undocumented workers in FLSA, NLRA, and other cases, which would, if enacted, encourage recruitment of such labor, undermine the workplace rights of all workers, and reward employers who break the law.

At the state level, attacks have stepped up against labor's right to exist. A "No Rights at Work" initiative for public employees was briefly rumored in 1997, which would have outlawed security clauses for public sector workers. A "No Rights at Work" bill was introduced in 1998 in the state Assembly. Prop. 226 amounted to the

## California Labor Federation

most serious frontal assault yet on the California labor movement's capacity to engage in politics. Although we defeated the initiative, such attacks on working families will recur.

The governor moved to end the prevailing wage requirement on state construction projects, despite evidence that low-ball, non-union construction is actually more costly to the taxpayer. Tens of thousands of building trades workers and their supporters mounted massive demonstrations in rejection of the governor's move. The Federation calls for the defeat of all efforts to eliminate or weaken existing prevailing wage requirements.

Building trades unions in California continue to fight the erosion of prevailing wage provisions. The Federation calls for the defeat of all efforts to eliminate or weaken existing prevailing wage requirements. We also support legislation and/or administrative action to:

1. Combat the state's \$60 billion a year underground economy, by increasing penalties on wage and hour law violators, and to allow workers a private right of action against employers violating these laws.

2. Strengthen apprenticeship laws.

3. Prevent the process of utility deregulation from being used to dismantle unions, or from interfering with collective bargaining in the rate making process.

4. Increase funds for job training provided by the Employment Training Panel and the Job Training Partnership Act.

5. Oppose non-union parallel programs in apprenticeship.

6. Support appropriate legislation requiring prevailing wages on projects in the redevelopment area.

We oppose the outside contracting of prison labor and its use to compete with "free" labor.

The virtual imprisonment and enslavement of Thai workers in El Monte exposed the growing abuse of sweatshop labor in California's garment industry, which now employs more than 130,000 workers. We call for legislation making manufacturers and retailers jointly liable for labor law violations in the shops of their sewing sub-contractors, and for increased resources to wipe out violations in these sweatshops.

Adopted as amended, p. 44-45.

### **X AGRICULTURAL LABOR**

For the last two years, the United Farm Workers and Teamsters have been locked in an

epic struggle to organize strawberry workers in Watsonville and Salinas, both in the fields and the coolers. Workers wanting a union have faced an all-out campaign by growers to defeat them, including the use of illegal threats, firings, blacklists, and the formation of a company union. Despite the intense opposition, the union has succeeded in winning a neutrality agreement from Watsonville's largest grower, Coastal Berry. Nevertheless, even in that company's crews, anti-union forces organized by the company union and its grower patrons have tried to create a climate of fear and violence.

The Federation and its affiliates have mobilized a strong effort to support the strawberry workers' organizing drive. A high point of that campaign was the march through Watsonville by 30,000 workers and their supporters in March of 1997. Unions and labor councils throughout the state have also organized repeated actions at supermarkets, winning the pledge of major chains to support the rights of workers.

The Federation considers this campaign a key to building the strength of our labor movement statewide, and an important demonstration of the power of large-scale, industry-wide organizing. We will continue to do everything in our power to ensure its success.

Over the past four years, the United Farm Workers has won representation rights for 4,000 workers, and successfully negotiated new contracts for 4,500 others. After two decades of violent opposition to the union efforts among its own workers, the Bruce Church Corporation, one of agribusiness' largest, signed a new contract with the union. The UFW has successfully raised the wages of grape workers for the first time in many years.

The UFW merged two years ago with the United Farm Workers of Washington State, winning a long-sought contract at the Chateau San Michelle winery. Important organizing efforts are also underway by farm workers' organizations in Oregon, Ohio and the midwest.

Farm workers have always needed the support of other California workers and the public at large to redress the gross imbalance in power between workers and growers in rural areas. California's unique Agricultural Labor Relations Act of 1975 was the culmination of years of struggle in the fields and on the boycott picket lines. Under this law, scores of elections were held and farm workers overwhelmingly chose union representation with the United Farm Workers of America, AFL-CIO.

Yet, through staff cuts and the domination of the ALRB by pro-grower members and a General

## Proceedings

Counsel hostile to the interests of farm workers, the Deukmejian and Wilson administrations succeeded in converting the Board from a protector of workers' interests to a protector of growers' interests. In return, both Deukmejian and Wilson accepted enormous campaign contributions from agribusiness. We must achieve a new state administration in California, and press it to make appointments to rebalance the Board and provide a fair General Counsel.

We also support the boycott of table grapes, which underscores the union's demands for safe, healthful working conditions and its efforts to ban dangerous pesticides from the fields. Agribusiness interests have successfully prevented the prohibition of the use of methyl bromide, an extremely dangerous pesticide which is also environmentally harmful. Communities and schools surrounding fields where the chemical has been used have experienced severe health consequences in residents and students. Methyl bromide and chemicals like it must be banned, in the interest of farm workers, public health, and the environment.

Growers and their allies in the legislature have continuously tried to weaken state regulations requiring adequate sanitation and healthy work conditions for field workers. The Federation opposes these efforts and notes that they can endanger the public through contamination of farm products.

Conditions in the fields have been worsened by the reemergence of large numbers of farm labor contractors in this state who in many instances insulate the grower from liability for payment of good wages, benefits and social insurance. The Federation supports legislation to make growers liable for labor law violations committed by farm labor contractors.

Adopted, p. 44.

### **XI PUBLIC EMPLOYEES**

Public employees—federal, state and local—number over two million in California and comprise 17 percent of the state's wage and salary work force. Public employees are the largest group of union members in the state.

Public employees have come under attack for well over a decade. Popular frustration with taxes and a declining standard of living has led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees, while the real inequities in the tax system are ignored. Even in the absence of direct

attacks, public employees find their wages undermined by successive years without cost-of-living raises.

Balancing government budgets on the backs of public employees is totally unacceptable. Public employees are not responsible for the deficits, and their pay and benefits are not legitimate targets for the budget-cutting axe.

The Federation supports a fair and equitable system of taxation, so that the cost of government falls on those most able to pay: the corporations and wealthy individuals. We oppose corporate-led efforts to "improve the business climate" through business tax loopholes and tax breaks. We also reject the property tax shift from local to state government which has seriously threatened the ability of local governments to fund basic services.

Public employees continue to contend with attempts to contract out or privatize work they have traditionally performed to private, for-profit firms. Contracting out is often a not-so-covert way to crush public sector unions. The practice also often results in higher costs and poorer quality of services, decreased accountability, and increased potential for corruption.

To secure greater protection for public employees, the California Labor Federation supports:

1. The extension of full collective bargaining rights to all public employees, including the inviolate right to strike and the right to use dues deducted from wages for political purposes.
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees.
3. Adoption of legislation prohibiting the contracting out or privatization of work traditionally performed by public employees.
4. Strict enforcement of prevailing rate laws in work performed under public contracts.
5. Extension of federal OSHA to cover public employees where they are not covered by state programs.

Adopted, p. 44.

### **XII CIVIL RIGHTS**

The California Labor Federation has historically supported affirmative action programs, which are needed to redress a history of inequality and discrimination in the workplace, in education, and in other areas of public life. Civil rights struggles have made

## California Labor Federation

important progress in reducing discrimination against African-Americans, Latinos, Asian-Pacific Islanders, Native Americans and other minority people, and against women. The labor movement has a proud history of participating in many of these struggles.

Nevertheless, discrimination has not been eradicated. The average income of minority families lags substantially behind that of the population as a whole, and unemployment in minority communities is still much higher. The gender gap between wages for men and women is still real. Affirmative action is necessary to make progress towards equality. We cannot end discrimination by pretending that it no longer exists.

Affirmative action is under a determined assault in California and nationally, by conservative politicians who seek to maintain economic and social discrimination. Governor Wilson, in his failed presidential bid, undermined affirmative action in admissions and hiring at the University of California. By betraying the principle of inclusion, he and other regents not only harmed minorities and women, but reduced access to education for the children of working families generally. The Federation calls for a reversal of the regents' anti-affirmative action policy.

Prop. 209, which passed in the 1996 elections, was a huge blow to civil rights in California. The initiative outlawed affirmative action in education, government contracting and government hiring. Drastically declining minority admissions at UC schools and Boalt Law School are evidence of the impact of such laws.

The California Labor Federation vehemently opposed Proposition 209, and seeks to reverse the damages it has already wrought.

Immigrants continue to be blamed for California's budgetary woes.

Today, as racial antagonism is on the upswing, it is crucial for the future of the labor movement and our country that we strengthen our efforts to ensure equal rights for all.

The Federation calls on all affiliates to make a renewed, committed effort to organize women and minority workers. To succeed, the labor movement must increase the participation and leadership of minorities and women at all levels of union activity and office.

Jobs that are predominantly held by women and minorities are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. To address this problem, we urge all affiliates to work for "pay equity."

Gays and lesbians deserve protection from discrimination as workers and as citizens. There is no place in this country for racism, sexism, anti-semitism, anti-gay prejudice or discrimination against immigrants. All manifestations of bigotry must be condemned.

The Federation supports the enactment of legislation to deal with the growing number of hate crimes, and the active prosecution of extreme right-wing and racist organizations and militias. The spread of hate radio talk shows is creating a political climate which encourages hate crime by legitimizing racism, sexism, anti-union hysteria, xenophobia and homophobia. Television and radio stations which air hate radio for profit should have their licenses revoked because of their gross violation of the public interest, and we should not patronize advertisers who support it.

In addition to the above policies, we support the following:

1. Full economic, social and political justice, for all persons irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, age, or physical disability. The adoption of the Employment Non-Discrimination Act (ENDA) pending before Congress and supported by the AFL-CIO.

2. Continuing efforts to pass the Equal Rights Amendment.

3. Legislation guaranteeing the civil rights of persons who have tested HIV positive and banning discrimination in employment, housing, credit, public accommodations and public service.

4. Additional resources for schools located in depressed areas to insure equal educational opportunities for all.

5. Increased support for and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, the Asian Pacific American Labor Alliance, Pride at Work, Coalition of Black Trade Unionists, the National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women, National Organization for Women, and similar community organizations that have visions of a just and fair society.

6. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors, National Council of Senior Citizens and the continued efforts by the Federation's senior action program in organizing retired workers on issues reflecting the concerns of the aging.

## Proceedings

7. Defense of women's health clinics from attack by extreme rightists.

Adopted, p. 44.

### XIII HOUSING

For far too many, the dream of owning a home is beyond reach. An estimated 62 percent of California households and 47 percent of households nationwide, cannot afford a median priced home. This trend will only worsen as California home prices continue to skyrocket.

Homelessness has become a national disgrace, a threat to every working family in California. In our state, as many as 250,000 are homeless. An additional 6 million poverty level households in the U.S. spend more than one-half of their incomes on housing.

Housing starts are inadequate to fill the need. Rational housing policy is needed to stop the boom and bust cycle in home construction, eliminate speculation and furnish an adequate and steady supply of new housing.

Our Federation urges the implementation and funding of the federal Homeownership Trust, enacted in 1990 but never funded. Funding at \$500 million a year would provide aid to 50,000 moderate-income families who would otherwise be unable to buy a home.

We support the AFL-CIO Housing Trust and Ulico which funds homebuilding constructed by union craftsmen. In California, we support efforts to assist migrant farm workers through the provision of state-supported housing.

With the understanding that all projects and programs will be subject to prevailing wages, the California Labor Federation supports the following:

1. Increase state funding for low-income housing through housing bonds, long term funding for the California Housing Trust Fund, and other methods.

2. Restore federal funding to low-income housing assistance programs.

3. Restore and increase the amount of the renter's state income tax credit.

4. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.

5. Remove the onerous, costly and unnecessary requirement of holding a referendum before low-income public housing

can be developed.

6. Expand the use of employee pension funds for housing construction.

7. Prohibit discrimination in housing against single parent households, students, families with children, the elderly, minorities, and people with disabilities.

8. Provide that renters cannot be evicted without just cause. In cities with rent control, we support vacancy control so landlords do not have an economic incentive to evict tenants in order to raise rents. We oppose state legislation to eliminate local rent control ordinances.

9. Require strict building, safety, health and plumbing codes enforcement in construction and rehabilitation.

10. Expand resources for the homeless, from shelters to substance-abuse programs to support services.

Adopted as amended, p. 44-45.

### XIV EDUCATION

The California labor movement has long recognized the primary role that public schools play in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education as the privileged preserve of the rich alone to that of education as the right of all citizens, and has consistently worked to expand and improve the public education system.

Education is an investment in the future of America, with a better trained, more productive work force and a well informed citizenry. The goal of the California Labor Federation is to insure equal access to all levels of education for every person who seeks and can benefit from that education. We seek further to eradicate forever all barriers of race, sex, ethnicity, economic status and neighborhood in order to provide equality of access.

All public school personnel should have the right to organize and bargain collectively, and all school reform programs should recognize the collective bargaining rights of school personnel. The California Labor Federation firmly opposes any employment discrimination in our public schools based on age, sex, sexual orientation, race, ethnicity or political belief.

Quality education needs adequate funding. Fifty-four percent of local school funding for most districts is derived from the state budget. California schools, however, have been shortchanged. California ranks 50th in average

## California Labor Federation

class size, and 43rd in per pupil spending on a wealth-adjusted basis. Schools have been robbed of ten percent of the money due them under Proposition 98.

The average California teacher has one-third more students than the typical teacher in the United States. Thousands of new classrooms and new teachers are needed to house and teach new students. Salaries must be increased to a level that will attract and retain teachers.

The Federation calls for a more progressive state income tax system to fund education at an adequate level.

The Federation urges local central labor council COPEs to participate actively in local school board races, and to vigilantly monitor and expose "stealth" candidates of the radical right.

Vocational education must be related to actual employment and training needs, for high skill, high wage jobs. These programs must consider local economic conditions and be developed in cooperation with the labor movement. Transition from school to work should be an integral part of the curriculum of the last two years of high school. Labor needs to participate fully in planning and implementation of local school-to-career programs and curricula to insure inclusion of strong labor rights components.

The Federation applauds President Clinton for his administration's emphasis on education, especially for the Goals 2000 program designed to raise academic standards and foster student achievement, and for the school-to-career initiative to bring together and focus the nation's myriad work preparation programs.

Cutbacks in college financial aid and the rising costs of university education are turning public higher education into a haven for the well-to-do. The Federation supports free public higher education to assure equal opportunity to all youth.

The California Labor Federation recognizes that to succeed in school, children need parental involvement in their education. Programs to encourage parental volunteer activities are vital to our schools. However, parent volunteers must never become a substitute for the employment of full-time teachers, counselors and paraprofessionals.

We acknowledge the crucial role that non-certificated classroom personnel play in the educational process and believe that California should consider the certification of these employees. It is also the policy of the California Labor Federation that all non-certificated employees be included in staff development programs generated by both the federal and state

governments.

In reaffirmation of our support of quality education for all citizens as a civil right, we also endorse:

1. Adult and life-long education, increased funding to expand arts education, and presentation of organized labor's contribution to this nation's history.

2. Programs designed to further reduce the rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services and services to students' families.

3. Opposition to the growing tendency by educational institutions, especially higher education institutions, to "casualize" the jobs of teachers and support staff.

4. Bilingual education, and adequately funded programs to meet the educational needs of limited English speaking students.

5. The separation of church and state in public education.

6. Opposition to efforts to deny education to children of undocumented immigrants.

7. The Bill of Rights and Responsibilities for Learning promulgated by the American Federation of Teachers to promote high standards of achievement and behavior for students, high standards of professional performance by teachers and educational support staff, and active family and community support to assist student achievement. We reaffirm our strong opposition to vouchers and to other privatization schemes based on the erroneous premise that market competition is the key to educational success.

Adopted as amended, p. 44-45.

## **XV ENVIRONMENT AND SAFETY AND HEALTH**

The California Labor Federation salutes the contribution of environmental groups to the struggle for workplace safety and health. We oppose attempts by the industry to pit workers' jobs against environmental policies. We can protect the environment and have full employment. Short-sighted, environmentally destructive policies cannot be the basis of a health economy. Sound environmental programs benefit society as a whole. Studies show that strengthening environmental regulations and standards for public health creates jobs and stimulates a healthy economy. Organized labor must be involved in shaping environmental programs.



## Proceedings

In areas of public health and workplace safety, the interests of labor and environmentalists are clearly congruent. All workers have an interest in clean water, breathable air, safe schools and – most of all – safe workplaces.

Labor must continue to play a key role in Cal/OSHA reforms. As part of the 1993 workers' compensation reform, Cal/OSHA was mandated to adopt an ergonomics standard, a mandate the Federation was forced to go to court to enforce. The Cal/OSHA Standards Board adopted a standard two years after its statutory deadline and the standard has been in effect since July 1997. Designed to prevent repetitive motion injuries in the workplace, California's ergonomics standard is the first and only such standard in the nation. Unfortunately, however, the standard fails to adequately protect the health and safety of workers.

The current standard applies only to workplaces with 10 or more employees and only when two or more workers performing identical work suffer a repetitive motion injury within twelve months of each other. The diagnosis must be made by a physician. If these conditions are met, the employer must establish a program to minimize repetitive motion injuries through worksite evaluation, control of exposures which have caused repetitive motion injuries and training.

The Federation filed a federal lawsuit against the Cal/OSHA Standard Board. We won some important changes in the standard, e.g. the elimination of the small employer exemption. But employer groups have appealed.

The Federation will also fight to ensure that the Targeted Inspection and Consultation Program, another of the few concessions given to labor during the 1993 workers' compensation reform, continues to exist. These separate yet complimentary programs have provided Cal/OSHA inspectors additional time and resources to focus their inspections on "high hazardous" workplaces, thereby insuring that the most dangerous industries receive adequate attention. The programs have successfully provided employers in these industries with adequate tools—training, education and materials—to comply with health and safety laws.

We also support tougher environmental and health and safety laws, better enforcement of these laws and stronger penalties for violators, including:

1. Reform of the Cal/OSHA penalty adjustment scheme so that the Division of Occupational Safety and Health may not reduce

penalties imposed against employers who repeatedly safety standards.

2. Increased liability for employers who permit serious injuries or deaths in the workplace.

3. Comprehensive statewide standards for lead hazard prevention, identification and abatement in pre-1978 rental housing.

4. Tougher public standards for air pollutants, toxins and drinking water to protect infants and children, who are at increased risk of environmental hazards.

5. Reform of federal OSHA to extend coverage to all workers, expand enforcement authority, and mandate employer safety programs.

6. Faster progress by the EPA in cleaning up hazardous waste sites, while maintaining adequate worker training and health and safety.

7. Strengthening the federal pesticide law requiring full testing of pesticides and restriction of products which pose adverse health and environmental effects.

8. Increase in funds for wastewater treatment projects to the level of the late 1970's and early 1980's.

9. Implementation of strict enforcement of rules to regulate releases of hazardous chemicals from chemical plants.

10. Inclusion of provisions in all trade agreements, including the World Trade Organization, that guarantee the sovereignty of US environmental and workplace safety laws from attack by foreign nations with lower standards.

11. Increased assistance from developed countries and international lending institutions to less developed countries for ecologically sound development.

Adopted, p. 44.

## XVI ENERGY

The deregulation of electric and gas utilities in California threatens equal access by the state's residents to these essential services; threatens to increase prices for small consumers while cutting prices for large industrial consumers; threatens the wages, working conditions and unions of utility workers; and threatens to do irreparable harm to the environment. There is a continuing and urgent need for regulatory mechanisms to prevent such abuses.

## California Labor Federation

Regulatory mechanisms are needed to protect the public interest from potential abuses from energy service providers. The state's utility local distribution companies have established unregulated, non-union affiliates. These affiliates pay substandard wages and benefits. Additionally, some out-of-state energy service providers produce power by using polluting technologies banned in California.

AB 1890, passed in 1996, contained important first steps in protecting the reliability of our state's electric infrastructure and providing some protections to displaced workers. However, reliability safeguards and worker protections are still under attack by large consumers whose only concern is the corporate bottom line, and by some misguided consumer groups who fail to understand that reliable service for consumers depends on adequate investments in human and capital infrastructure.

Deregulation is a threat to the entire economy. Industry, agriculture and individual consumers need affordable power, but they also need safe and reliable power. A stable, organized and well-trained work force is essential to high-quality service. Recent history has taught us that excessive cuts in personnel at private utilities will cause unnecessary outages and delays in restoring service during storms, heat waves, and other natural events, with serious economic consequences for those affected.

The California Public Utilities Commission and the state legislature have a continuing responsibility to safeguard the public interest in these essential utility services.

As restructuring continues in the gas and electric industries in California, the following principles should guide public policy:

1. Safe, reliable and affordable gas and electricity are essential services, and access to these services must be regarded as a universal right. An "obligation to serve" the public must remain an integral part of any restructured utility industry.

2. As the CPUC continues to introduce competitive mechanisms into the utility industry, its first responsibility must be to safeguard the reliability and safety of gas and electric service.

3. Any cost savings from the introduction of competition should benefit small business and residential ratepayers to the same extent that it benefits large industrial energy users.

4. Lifeline rates are essential to low income consumers and must be protected.

5. To assure that reliability is not

compromised in the transition to competitive markets, the jobs of utility employees should be guaranteed during the transition process.

6. Safeguards against California becoming totally dependent upon out-of-state generation must be established, both to assure continued reliable service and to prevent loss of jobs in construction, maintenance, and operation of future power plants in California. Power generated out of state by environmentally destructive technology is a source of grave concern that should be addressed by the California Public Utilities Commission and by the California Legislature. Incentives should be used to encourage generating power by environmentally beneficial means.

7. Non-regulated utility generators, all newly formed public power agencies, and other energy service providers must be required to meet the same level of training, safety and skills for their operations and maintenance employees that has historically been provided by energy utilities through collective bargaining.

8. Performance-based rate-setting must guarantee that utilities maintain a sufficient work force to deal with natural disasters and to maintain and expand the state's gas and electric transmission and distribution systems.

To encourage energy conservation the California Labor Federation supports:

1. Conservation programs at California utilities, through true least-cost energy planning and putting conservation providers on the same footing as power providers, giving priority to the use of renewable resources for the production of energy.

2. Increased government funding of research on effective energy-conserving technologies, products and services.

3. Temperature, lighting and ventilation standards to improve energy conservation and prevent indoor air pollution.

4. Strong automobile efficiency standards, the expansion of subsidized mass transit and the retooling of industry to build more mass transit, and development of non-polluting transportation systems, including an electric and natural gas car industry and the U.S. flag Jones Act fleet of ferries, tankers and dry-cargo vessels.

5. Efforts to encourage water conservation.

6. Lower energy prices through government intervention to cut oil company profits, and a permanent ban on Alaskan oil exports.

Adopted, p. 44.

## Proceedings

### **XVII COMMUNITY CONCERN AND SERVICE**

The labor movement must be actively concerned with the welfare of the poor and with issues such as crime, alcoholism and drug abuse. These issues affect trade unionists on the job and in the communities in which they live. Thousands of our own members have become homeless and unemployed because of two decades of economic attacks on working people. Hunger is no stranger at the table of many working families.

Achievement of full employment for all at a just wage with good working conditions is necessary to alleviate many social ills. Studies show that when workers lose their jobs, families can become victims of domestic violence, drug and alcohol abuse, suicide and murder.

Crime is a product of unemployment, poverty, racism, social inequality and easy access to guns. It cannot be stopped by quick-fix political sloganeering. Poverty, declining living standards, and joblessness, combined with media glorification of violence and glamorization of the lifestyles of the rich, all help to breed a culture of despair and irresponsibility that fosters crime.

Public policies must attack the social conditions which are the root of crime. Instead, right wing politicians have created anti-crime hysteria and made it an election issue. One of the results of this hysteria has been the enactment through initiative of a "three-strikes" policy. The implementation of this policy has already proved the extreme nature of this law, leading as it has to the lifelong incarceration of petty thieves whose crimes happen to be classified as felonies.

The building and maintenance of the prisons necessary to house all the inmates sentenced under tough-on-crime laws threaten to devour the state budget. The sad irony is that the discretionary funds that get squeezed are now used for higher education, job training and other social programs that provide alternatives to criminality.

The Federation opposed, and continues to oppose, the three-strikes legislation. We support programs designed to reduce crime, including community self-policing and early intervention with at-risk children.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions. The Federation supports programs which focus on prevention and rehabilitation rather than punishment. Workplace drug testing should be based on

evidence of impairment, and any worker who is tested must be provided with adequate opportunity to check the accuracy of results.

Charity is no substitute for justice. We oppose the effort to cut public funding of social services and community organizations, and substitute for it inadequate funding from private sources. It is the ethical obligation of government to assist the less fortunate, whether in chronic distress or suffering the temporary effects of natural disasters or human-caused chaos. Labor has a rich history of helping those in need, and we will continue to contribute to relief for victims of earthquake, drought, hurricane, famine, and civic unrest around the world.

As a supplement to government's role, labor unions should cooperate with charitable organizations including the United Way, International Guiding Eyes, and others of similar merit. Such support is contingent upon these organizations' active support of the right of workers in non-profit social service agencies to organize unions and bargain collectively.

Workplace fundraising efforts must be non-coercive and must contain safeguards to assure that workers' contributions are strictly voluntary. The distribution of funds must be made without corporate interference. Workers, unions and community-based organizations should control the decision-making process.

We support the Clinton Administration's National Youth Service program, the National Council on Alcoholism and other drug and alcohol-abuse programs, and joint AFL-CIO-American Red Cross programs.

Adopted, p. 44.

### **XVIII RIGHTS OF PEOPLE WITH DISABILITIES**

People with disabilities and sensory impairments make up nearly 20 percent of our nation's population, yet unfair social policies, and prejudicial paternalistic attitudes oppress them and exclude them from full participation in American society.

Historically, persons with disabilities have faced discrimination based on the general public's misconception that disabled persons are sick and unable to work or are not intellectually capable of participating in the mainstream of life. These prejudices have resulted in massive unemployment and underemployment.

Organized labor strongly supported passage of the Americans with Disabilities Act. This law

## California Labor Federation

provides basic civil rights to people with disabilities. We urge the vigorous enforcement of ADA.

In order to promote the full employment of people with disabilities, the California Labor Federation will continue to support legislation removing institutional barriers and discriminatory practices in all phases of employment and non-work related activities. In addition, we specifically support:

1. Legislation prohibiting discrimination against individuals with disabilities by local transit providers.

2. Expanded state and county support of community programs for the mentally and developmentally disabled to ensure that those individuals have adequate licensed professional medical services to continue to live outside of institutions.

3. Expanded state and federal funding of rehabilitation and vocational rehabilitation programs so that individuals with disabilities have the maximum opportunity of entering or reentering the work force.

4. Accessibility by qualified individuals with disabilities to union employment and apprenticeship programs.

5. Expanded funding for county operated personal assistant services programs so that individuals employed as personal assistants can earn a decent wage and provide quality care to individuals with disabilities. The personal assistant work force must have the right to unionize.

6. The right of job applicants and workers to know the contents of pre-employment medical examinations. For those with disabilities, such examinations should be conducted in accord with the Americans with Disabilities Act.

7. Legislation to remove work disincentives from the SSI, SSDI, Medicare and Medicaid programs.

8. Legislation to insure that people with disabilities have full access to medical benefits including health care insurance, HMO plans and all health care procedures.

9. Vigorous enforcement of existing federal, state and local legislation and administrative mandates that eliminate architectural barriers for people with disabilities. Further, people with disabilities shall have, as a right, the same accessibility as people without disabilities.

On general principle, the federation opposes employment in sheltered workshops, since it constitutes segregated employment. If someone is so severely impaired that they cannot function

in the mainstream workplace, they should have the right to a guaranteed income, and a voluntary opportunity to contribute their skills in the manner of their choosing. Otherwise, disabled workers have the right to be incorporated into the mainstream employment workplace, with appropriate steps taken to ensure their ability to function productively and safely.

While sheltered workshops exist, however, the federation supports the expansion of efforts to bring union representation to workers who work in them, and to workers at community group homes and private convalescent facilities housing and caring for persons with disabilities.

Adopted, p. 44.

## XIX IMMIGRATION

The labor movement and this country were built by immigrants, including those from Africa who were kidnapped and forced into slavery. Public concern about immigration rises and falls with our economy, and our immigration laws reflect this. Our laws have also historically reflected public attitudes about race, with bans and discriminatory limits on legal immigration from Asia, Africa, and Latin America which have only recently been rectified.

In 1994, California unions campaigned vigorously against Proposition 187, which unfairly and falsely blamed immigrants for all the budgetary and economic woes that face the state. In 1998, our unions campaigned against Proposition 227, which sought to make it more difficult for immigrant children to learn English and receive a quality education.

Both initiatives were the products of the political ambitions of Republican politicians. Governor Wilson boosted his reelection through inciting anti-immigrant hysteria in 1994. Software tycoon Ron Unz hopes to fashion a political career through simplistic solutions to the complicated problem of a diverse population speaking many languages. Other conservative legislators continue to fan the flames of this hysteria in the current election campaign.

Most provisions of Proposition 187, denying education to undocumented children and preventing their families from receiving medical care, were declared unconstitutional. The federation has joined in a legal challenge to the constitutionality of Proposition 227. Nevertheless, the anti-immigrant sentiment which they embody continues to pose a major threat to the human and civil rights of all of California's working people.

## Proceedings

That sentiment was responsible for the inclusion of anti-immigrant provisions in federal welfare-reform legislation, unfairly disqualifying almost a million immigrant families from needed social benefits. These anti-immigrant measures are a threat to the rights of all working people, and our federation opposes them.

Thousands of immigrant workers, both with and without documents, have mounted large and effective campaigns to organize into unions in California in the last few years, including among others, janitors, hotel and restaurant workers, carpenters, farm workers, machinists, manufacturing and food processing workers, garment workers and health care workers. These efforts have created new unions, and strengthened and revived many others. All labor in California has benefited as a result.

The Federation stands for the equality of all workers. Our unity is our strength. Immigration legislation which divides workers undermines that strength.

To protect that unity, the Federation resolved in 1994 that employer sanctions, because they cause discrimination against anyone who looks or sounds foreign, should be repealed. The rise in discrimination following the passage of Proposition 187 confirms this danger. Employer sanctions also provide a weapon employers have used repeatedly to fire and threaten immigrant workers who organize unions.

Immigration laws must not be used to make immigrant workers vulnerable and cheapen their labor, but must protect their rights as workers and human beings. All workers, regardless of immigration status, must have the right to form unions; file complaints against illegal and unfair treatment without fear of reprisal; receive unemployment insurance, disability insurance, workers' compensation benefits; and enjoy the same remedies under labor law as all other workers.

Workers can only use their legal rights to organize and enforce worker protection laws if they are not subject to reprisals because of their immigration status when they do so. Therefore, the memorandum of understanding must be rescinded between the U.S. Department of Labor and the Immigration and Naturalization Service in which DoL inspectors called to remedy violations of worker protection laws must investigate and refer for deportation workers whose immigration status is in question. During organizing drives, strikes and other periods of union activity, the INS must not intervene to conduct raids, document checks or other acts

which make it impossible for workers to exercise their union rights.

Immigrants come here for jobs, not for free education or health care. They are driven from their homes in their countries of origin by hunger, poverty, unemployment, political repression and the lack of economic opportunity. These conditions are often exacerbated by trade and economic policies which use them as lures for corporate investment.

We therefore call for an end to programs of austerity and structural adjustment, which create the pressure for immigration by impoverishing workers. There are over 100 million people in the world today who have left their countries of origin. Only social and economic justice on a global scale will create a world where immigration is not a means of survival for the world's poor.

Attacks on immigrants have led hundreds of thousands of legal immigrants to exercise their constitutional right to become naturalized citizens. All budgetary and bureaucratic bottlenecks to realization of their American dream must be eliminated. Organized labor strongly supports the right to naturalize. The separation of the right to a job and the right to vote only promises to promote division among working people, create a two-tiered society, and reduce working conditions for all.

As the percentage of California's population which was born outside the U.S. rises, the importance of the voting power of new citizens has grown. New citizen voters have already provided the margin of defeat for some the state's most anti-labor politicians, particularly Rep. Bob Dornan in Orange County. The votes of immigrants were a key factor in the defeat of Proposition 226, which would have irreparably silenced labor's political voice.

California demographics are undergoing a fundamental change. People of color will be a majority of the state's population within a decade. A political alliance between California's labor movement and its immigrant and minority communities can provide the base for ending the era of right-wing initiatives and the politicians who have sought to profit by them. That alliance can make a basic progressive change in our state's political direction, benefiting all of our working population. In the political work of California's unions, we need to campaign jointly on the issues that will bring together our unions and communities.

Adopted, p. 44.

## California Labor Federation

### XX WORKING FAMILIES

California workers have the right to earn a decent wage while providing the best possible care for their families. That care may include paying for services such as child care or elder care, or having paid time off from work to care for family members.

But too often, workers face a stark trade-off between employment and their families. As real wages continue to stagnate, earning a living wage may require working long or inconvenient hours and often multiple jobs. U.S. workers already work record hours of overtime; we work a longer work-week than any other industrialized nation. As a result, family life is often shortchanged and sometimes damaged.

The California Labor Federation believes that a good work environment is one that is conducive to family life.

We support the restoration of daily overtime pay for the millions of California workers who lost it this year. The elimination of overtime pay after eight hours worked amounted to a billion dollar pay-cut for eight million employees in the state. Those who rely on daily overtime are typically the most disadvantaged employees, who can ill-afford to lose even a few dollars a week. Employers claimed to be concerned with workplace flexibility, but in fact the new rules allow bosses to impose mandatory twelve or fourteen-hour days on workers, without paying a penny of overtime.

The Federation also opposes federal efforts to replace weekly overtime with compensatory time, unless there are strong assurances that employees have the right to use these options as they see fit. Proposed legislation rightly alarms employees and women's organizations because it threatens to permit employers to overwork workers in times of business crunch, without paying overtime, and then lay workers off in times of slow-down. For people who rely on a steady income, augmented by overtime pay, this could be a huge hardship.

We believe that scheduling flexibility is important to employees so they can balance the needs of home and employment. We will

continue to support efforts to allow reasonable policies for flextime.

We support equal pay for women. If we ended pay discrimination against women, family incomes would rise and working parents would have more time to spend with their children.

The Federation believes the family-friendly policies listed below are more than just a policy wish-list; they are fundamental rights related to work and family. They should apply to all employees, in unions and non-profit organizations as well as in corporations.

The Federation endorses the following policies:

1. Paid maternity and paternity leave for all parents, including adoptive parents.
2. Paid time off to care for sick family members, and the right to use sick leave to care for ill relatives.
3. Flexible scheduling. Workplace rules should allow working parents to devise schedules that accommodate child-care needs, as well as permitting occasional time-off for non-emergencies such as family medical appointments or school activities.
4. Increased funding for quality, affordable and accessible child care.
5. Higher wages, benefits and training for child care workers.
6. Increased funding for affordable, high-quality services for seniors.
7. Expansion of the Family Medical Leave Act. The legislation should provide paid leave through the expansion of temporary disability insurance. Coverage should be expanded to all workplaces with 15 or more employees and all workers who have worked for 26 weeks. FMLA should also provide up to 24 hours a year off work for medical appointments and school activities.
8. Health coverage for all families.
9. Pay equity for women on the job.
10. No mandatory overtime.

Adopted, p. 44.

## Proceedings

# RESOLUTIONS

### Support Han Young Workers

**Resolution No. 1**—Presented by the San Francisco Labor Council, San Francisco.

Whereas, The workers at the Tijuana factory of Han Young formed an independent union a year ago; and since then have sought by every legal means to force the Conciliation and Arbitration Board for Baja California to grant their union the right to bargain and strike—a right guaranteed under Article 123 of the Mexican Constitution and Mexico's Federal Labor Law, and

Whereas, On May 22, they finally began the first legal strike by an independent union in the history of the maquiladoras; and

Whereas, Instead of respecting those rights, the Tijuana Labor Board and other city and state authorities have joined together with the maquiladora owners association and officials of government-affiliated unions to break that strike, bringing in strikebreakers and issuing arrest warrants for leaders of the Han Young workers; and

Whereas, The U.S. government's "free trade" policy and agreements like NAFTA require the Mexican government to pursue a policy of creating favorable conditions for foreign investment through low wages and deregulation of Mexico's Federal Labor Law; and

Whereas, The problems of the workers at Han Young provide ample demonstration that NAFTA protects the rights of investors to make profits in Mexico, the U.S. and Canada, but has been a complete failure in protecting the rights of workers to freely form unions and bargain, despite the promise that the treaty's labor side agreement would do so; therefore be it

Resolved, That the 1998 Biennial Convention of the California Labor Federation, AFL-CIO, supports the Han Young workers in their struggle and calls on all its affiliates to assist these workers in any way possible; and be it further

Resolved, That this Convention calls on the authorities in Tijuana to stop their actions in breaking the strike and repressing the independent union and its leaders, and calls on Mexican President Ernesto Zedillo to ensure that workers' rights are respected by overruling and stopping the illegal actions of the Labor Board in Tijuana and of the city's police and municipal authorities; and be it finally

Resolved, That this Convention calls on the Clinton Administration to halt its attempts to expand the NAFTA process, and instead to take steps to ensure that the rights of Han Young workers are protected, along with those of all other workers in the three countries.

Referred to Committee on Resolutions

Adopted, p. 45.

### End Embargo of Cuba

**Resolution No. 2**—Presented by the San Francisco Labor Council, San Francisco.

Whereas, All countries of the Western Hemisphere have diplomatic and economic relations with Cuba, hence, the United States has no basis in continuing its embargo against Cuba; and

Whereas, The continued position of the United States against Cuba has been deemed unjustifiable and is viewed as an attack against the innocent people of Cuba by the United Nations and Pope John Paul II; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in Convention, does not support the embargo against the people of Cuba, and will work toward ending the embargo against Cuba; and be it further

Resolved, That the California Labor Federation supports the United States Labor Movement's participation in fact-finding tours to Cuba and publicizing its findings; and be it finally

Resolved, That the California Labor Federation does not support the military intervention against Cuba by the United States, or the imposition of United States foreign policy towards Cuba upon other nations of the world, which we consider an attack upon the sovereignty and self-determination of the people and nation of Cuba.

Referred to Committee on Resolutions

Adopted, p. 45.

### Establish Public TV/Radio Labor Show

**Resolution No. 3**—Presented by the San Francisco Labor Council, San Francisco.

Whereas, Labor represents a vital sector of the

## California Labor Federation

United States; and

Whereas, PBS and NPR receive public funding and tax deferments because of their educational role; and

Whereas, PBS and NPR have regular shows on the corporate and business community, but no regular labor shows; and

Whereas, Labor is now under political attack by corporate America and the major media monopolies; therefore be it

Resolved, By this Convention of the California Labor Federation, AFL-CIO, that we call on national PBS and NPR to establish a regular weekly labor show for television and radio which will provide a labor perspective and serve as an educational vehicle for all people in the United States; and be it further

Resolved, That we call upon all trade unionists and affiliated organizations to send letters to the media and the management of all PBS/NPR stations on Labor Day 1998 with these demands and we support public protests at all PBS/NPR affiliates in California on Labor Day 1998 calling on the establishment of such regular labor programming on these public broadcasting stations.

Referred to Committee on Resolutions

Adopted, p. 45.

### Lift the U.S. Embargo of Cuba

**Resolution No. 4**—Presented by Letter Carriers Branch 214, San Francisco.

Whereas, Pope John Paul II on his visit to Cuba charged that millions of innocent Cubans, including children, are suffering as a result of the U.S. embargo; and

Whereas, The people of Cuba have been denied the right to buy such necessities as food and medicine from the United States because of the U.S. embargo, which has been condemned as violating international law by the United Nations, the Organization of American States, and by all the major allies of the United States; and

Whereas, The South Bay, San Francisco, and Alameda Central Labor Councils, and numerous other central labor bodies, state labor federations, and international and local unions—as well as the European Community, the Organization of African Unity, and public opinion throughout Latin America and worldwide—have called for the normalization of human, diplomatic and

commercial relations with Cuba, and an end to the U.S. embargo against Cuba; and

Whereas, The U.S. labor movement, in its fight against the offensive of corporations which seek to close plants and shift production offshore to avoid paying union wages, needs the support and solidarity of the workers of Latin America who are victims of the same corporations; and

Whereas, Opening up trade with Cuba, our close neighbor and a natural trading partner, would help create thousands of jobs for U.S. workers and restore the constitutional right of Americans to travel to Cuba; and

Whereas, The United Auto Workers International Executive Board, International Longshore and Warehouse Union, United Electrical Workers, National Council of Catholic Bishops, U.S. Chamber of Commerce, American Baptist Church, World Council of Churches, United Methodist Church, United Church of Christ, National Council of Churches, United Presbyterian Church, American Public Health Association, American Farm Bureau Federation, and Grocery Manufacturers of America have all stated opposition to the U.S. embargo against Cuba and support for the Torres-Dodd bill (HR 1951), which would exempt food and medicine from the embargo; therefore be it

Resolved, That the California Labor Federation, AFL-CIO goes on record in favor of lifting the U.S. embargo against Cuba, and in support of the Torres-Dodd bill (HR 1951) which would allow trade with Cuba in food and medicine.

Referred to Committee on Legislation

Adopted, p. 45.

### Support Puerto Rican Telephone Workers

**Resolution No. 5**—Presented by Communications Workers No. 9423, San Jose.

Whereas, Globalization of the Telecommunications Industry is not in the best interest of workers, consumers and their communities; and

Whereas, The privatization of the Puerto Rican Phone Company is being used as a pretext for union-busting; and

Whereas, The unions of telephone workers have been on strike in opposition to privatization of the Puerto Rican Phone Company; and

Whereas, The full force of state violence by



## Proceedings

police have been brought to bear against the striking union members who have a right to strike and defend the Puerto Rican people's telephone assets against GTE and other multinational corporations; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, goes on record against the privatization of the Puerto Rican telephone system and in support of the striking telephone workers of the Independent Union of Telephone Workers UIET, and Independent Brotherhood of Telephone Workers HIETEL.

Referred to Committee on Resolutions

Adopted, p. 45.

### **Support Salvadoran Telephone Workers**

**Resolution No. 6**—Presented by Communications Workers No. 9423, San Jose.

Whereas, The CTE/ANTEL is the privatized phone company of El Salvador; and

Whereas, The government of El Salvador with the help of CTE/ANTEL management has fired all the telephone union leaders and decertified the telephone unions without the approval of the workers themselves; and

Whereas, The unions, including ASTTEL, have reformed and are still representing the workers; and

Whereas, The new Secretary-General of ASTTEL, Camilo Antonio Acosta Lopez, has received numerous death threats directed at him and his family; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, goes on record opposing the union-busting in the telephone industry in El Salvador; and be it finally

Resolved, That the California Labor Federation urges the U.S. government and the Salvadoran government to enforce workers' rights and to protect union leadership against death threats.

Referred to Committee on Resolutions

Adopted, p. 45.

### **Normalize Relations with Cuba**

**Resolution No. 7**—Presented by Communications Workers No. 9423, San Jose.

Whereas, The visit of the Pope to Cuba serves to again focus attention on the inhumane and

illegal U.S. blockade against Cuba; and

Whereas, The U.S. Labor Movement, in its fight against the offensive of corporations which seek to close plants and shift production offshore to avoid paying union wages, needs the support and solidarity of the workers of Latin America who are victims of the same corporations; and

Whereas, The people of Cuba have been denied the right to buy such necessities as food and medicine from the U.S. by the imposition of the U.S. Embargo which has been condemned as violating international law by the United Nations, the Organization of American States, and by all of the major allies of the United States; and

Whereas, A recent poll showed that 55 percent of the United States public thinks normal diplomatic relations should be established with Cuba; and

Whereas, Only the most extreme, ultra-right conservative enemies of labor still support the embargo; and

Whereas, A bill (HR 1950) has been introduced in Congress by Representative Esteban Torres, which has the endorsement of 80 congress members, the American Farm Bureau Federation, the Grocery Manufacturers of America, and many religious and business groups; and

Whereas, It would strengthen our ties with all Labor in Latin America as well as open up new job opportunities in the food and pharmaceutical industry for United States Labor to support the passage of the Torres bill; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urges our congressional delegation to endorse and support the Torres bill and that they call for immediate opening of diplomatic relations with the independent nation of Cuba; and be it finally

Resolved, That this resolution be sent to the national AFL-CIO for adoption.

Referred to Committee on Legislation

Adopted, p. 45.

### **Commend and Participate in AFL-CIO Housing and Building Investment Trust**

**Resolution No. 8**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

## California Labor Federation

Whereas, The AFL-CIO Housing and Building Investment Trust, with combined assets of \$2.5 billion have a proven record of performance investing the pension funds of union members in productive, job generating real estate projects; and

Whereas, The Trust has consistently provided pension plan investors a high degree of security and competitive returns, while promoting union jobs, the production of affordable housing and community developments; and

Whereas, The Housing and Building Investment Trust has had a significant impact in California through investments in 60 multi-family housing projects and 12 commercial development projects throughout the State, generating thousands of union jobs in construction and related industries; and

Whereas, The AFL-CIO Housing and Building Investment Trust is working to establish lasting partnerships with local labor organizations, developers and governments in California to bring needed jobs and development to communities throughout the state; therefore be it

Resolved, That this 22nd Biennial Convention of the California Labor Federation, AFL-CIO, commends the AFL-CIO Housing and Building Investment Trust for its success in helping secure the retirement of union members and their families while promoting important labor movement objectives; and be it further

Resolved, That all affiliates of the California Labor Federation be urged to join with the four public employee retirement funds and 58 Taft-Hartley pension plans in California that participate in the AFL-CIO Housing and Building Investment Trust in supporting the Trust's efforts to secure sound and prudent investments of their pension funds, increased work opportunities for their members, and new development in their communities.

Referred to Committee on Resolutions

Adopted, p. 45.

### **Oppose Fechheimer Bros. Anti-Union Practices**

**Resolution No. 9**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Fechheimer Brothers is a manufacturer of uniforms that are mostly worn

by union members; and

Whereas, Fechheimer recently closed a unionized manufacturing operation, throwing 80 loyal employees out of work, so the company could ship their jobs to low-wage, non-union shops; and

Whereas, At one of those shops, the company's non-union San Antonio plant, Fechheimer recently refused to recognize the union after a majority of workers signed union cards; and

Whereas, Fechheimer proceeded to use typical union-busting tactics, including threatening San Antonio workers with a possible plant closing; and

Whereas, Fechheimer has been caught subcontracting work, in violation of its union contracts, to non-union shops, including poverty wage sweatshops; and

Whereas, Fechheimer promotes itself as a union-made company, and has been caught attaching union-made labels to goods produced in non-union factories; and

Whereas, If Fechheimer is allowed to continue shipping its work to low-wage shops, more union factories will close; and

Whereas, The labor movement cannot allow a company to pretend it's union-friendly while it destroys union jobs and busts union campaigns; therefore be it

Resolved, That the California Labor Federation, AFL-CIO:

1) Warns the Fechheimer company that the member unions of the California Labor Federation are united in determination to fight Fechheimer's new anti-union plan;

2) Demands that Fechheimer guarantee in writing that it will not close any more union plants;

3) Demands that Fechheimer immediately cease contracting out work to non-union shops, and that the company provide a written guarantee that it will not resume this practice;

4) Demands that Fechheimer agree to recognize, by card-check, the wishes of a majority of workers in its non-union San Antonio plant to have a union, and that the company provide a written guarantee that it will recognize a union majority at any future non-union site.

Referred to Committee on Resolutions

Adopted, p. 45.

## Proceedings

### Nomination and Election of Federation Officers

**Resolution No. 10**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, In the vast majority of recent conventions, the Executive Council has acted pursuant to its constitutional authority to set the dates for the nomination and election of officers for the second and third day of the Convention; and

Whereas, The practice of conducting nominations and elections on the second and third days of the Convention produces significant cost savings by avoiding an additional fourth day of the Convention; and

Whereas, It is appropriate to reflect this common practice in the Constitution while maintaining the authority of the Executive Council; now therefore be it

Resolved, By this Twenty-second Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation's Constitution be amended as follows:

Article V, Part (A) (2), Section 3 at pages 12-13 shall be amended by; deleting "Third Day" on line two and substituting "Second Day"; deleting the word "the" on line three and substituting "any contested"; deleting "Fourth Day" on line four and substituting "Third Day". As amended Article V, Part (A) (2) Section 3 shall read:

"Section 3. Nominations for officers for a succeeding term shall be made on the Second Day of such convention and any contested election shall be held on the Third Day of such convention. Should the holding of nominations and/or the election on said days of the convention be impossible or impractical, the Executive Council is authorized to set other days of the convention for nominations and/or the election with prompt notice of any such change to be given to the convention."

Article V, Part (A) (3) Section 3 page 15 shall be amended by deleting "Third Day" on line four and substituting "Second Day". As amended Article V, Part (A) (3) Section 3 shall read:

"Section 3. To be eligible to vote for officers of the Federation a delegate must have been seated by the convention prior to the adjournment of the Second Day of such convention."

Article V, Part (B) Section 2 pages 17-18 shall be amended; by deleting "Third Day" on line two

and substituting "Second Day", by deleting "the" on line three and substituting "any contested", by deleting "Fourth Day" on line four and substituting "Third Day". As amended Article V, Part (B) Section 2 shall read:

"Section 2. Nominations shall be made on the Second Day by any accredited delegate of such convention and any contested election shall be held on the Third Day of such convention."

Referred to Committee on Constitution  
Adopted, p. 45.

### Support for State Employees

**Resolution No. 11**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Governor Pete Wilson's political career is based on dismantling rights and protections of working people; and

Whereas, He raided the Public Employees' Retirement System twice in three years before being forced by the courts to pay back \$1.3 billion; and

Whereas, He unsuccessfully tried to unilaterally cut state employee pay by 5 percent and sought to privatize 50 percent of state services; and

Whereas, Wilson unsuccessfully fought to pass Prop. 226—the anti-worker initiative—which would have silenced the political voice of working people; and

Whereas, State workers played a vital part in California's economic recovery, but their last pay raise was for 3 percent in January 1995; and

Whereas, With thousands of state positions vacant because of Governor Wilson's hiring freeze, state workers continue to work harder and longer without fair compensation; and

Whereas, In April Governor Wilson accepted a 25.9 percent pay raise from a commission made up of his appointees, boosting his pay from \$131,000 to \$165,000 annually and making him the highest paid governor in the country; and

Whereas, Governor Wilson reneged on a promise to give state employees a pay raise if he got a balanced budget; and

Whereas, Governor Wilson wants to eliminate cost-of-living adjustments and impose a so-called "pay-for-performance" system which would foster favoritism and discrimination in the workplace; therefore be it

## California Labor Federation

Resolved, That the California Labor Federation supports the California State Employees Association and all other AFL-CIO affiliates in their fight to obtain fair contracts and pay raises for state employees; and be it further

Resolved, That the California Labor Federation supports AB 2462, legislation which would give state workers a 6 percent pay raise retroactive to July 1, and an additional 3 percent raise on January 1, 1999.

Referred to Committee on Legislation

Adopted, p. 45.

### Support for Gray Davis

**Resolution No. 12**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The working men and women of California have suffered an erosion of their benefits, rights and protections under succeeding Republican administrations; and

Whereas, The Republican candidate for Governor, Dan Lungren, has pledged to further dilute protections for workers including reductions in Cal-OSHA appropriations, elimination of prevailing wages, blocking health care reforms, etc.; and

Whereas, Lieutenant Governor GRAY DAVIS has for more than thirty years demonstrated his commitment to protect and serve California's working families and bettering their lives; and

Whereas, He has pledged to continue and strengthen that commitment; therefore be it

**RESOLVED** and **DEMANDED** as follows:

That the California Labor Federation, AFL-CIO, and its affiliates resolve to support the election efforts of GRAY DAVIS, with the same vigor, energy, commitment of resources and generosity they brought to bear upon the recent campaign to defeat Proposition 226.

Referred to Committee on Resolutions

See p. 45; adopted, p. 57.

### The John F. Henning Center for Industrial Relations

**Resolution No. 13**—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, John F. Henning devoted his entire life to the labor movement; and

Whereas, From 1970 through 1996, John F. Henning served as the Executive Secretary-Treasurer of this Federation; and

Whereas, A John F. Henning Center for Industrial Relations could provide a unique international support, communications and educational training Center to maximize global economic opportunities for working people; and

Whereas, There is a potential to locate such a Center at the Presidio in San Francisco, but money is needed to undertake an initial proposal for such a Center; therefore be it

Resolved, That this Twenty-second Biennial Convention of the California Labor Federation, AFL-CIO, urges each affiliate to donate a minimum of \$500 each for the exclusive purpose of establishing an initial fund to create The John F. Henning Center for Industrial Relations; and be it finally

Resolved, That the incoming officers are instructed to transmit a copy of this resolution to each affiliate of the California Labor Federation.

Referred to Committee on Resolutions

Adopted, p. 45.

### Solidarity with Puerto Rican Telephone Workers

**Resolution No. 14**—Presented by San Francisco Labor Council, San Francisco.

Whereas, The sale of the 7,900 employee telephone company for \$1.9 billion to GTE is the most ambitious part of Governor Rosello's plan to privatize everything from utilities to health care to the once mighty sugar industry of Puerto Rico; and

Whereas, Consumers who still remember the time when the local phone company was privately owned by the International Telephone and Telegraph agree unequivocally that under government ownership the Puerto Rico Telephone Company (PRTC) has provided better and efficient service than its private predecessor; and

Whereas, If the privatization plan is carried out, at least 2,700 workers will lose their jobs in the immediate future, and many more will lose jobs over the medium term; and

Whereas, This has sparked one of the most militant labor struggles in the Western

## Proceedings

Hemisphere; and

Whereas, Over five thousand delegates of the "Broad Committee of Trade Union Organizations", voted on Sunday, June 28, 1998, to approve a national strike of all workers of Puerto Rico against the privatization of the PRTC; and

Whereas, The executive committee of the "Broad Committee of Trade Union Organizations" has set the date of the general strike for July 7, 1998 at 6 a.m.; and

Whereas, We in the United States labor movement know privatization is a tool for union busting; therefore be it

Resolved, We, the California Labor Federation, pledge our solidarity with the labor movement of Puerto Rico, supporting their fight against privatization; therefore be it

Resolved, We encourage the United States labor movement to also give their solidarity and to build public support for the labor movement of Puerto Rico.

Referred to Committee on Resolutions

Adopted, p. 45.

### **Condemn the Murder of James Byrd**

**Resolution No. 15**—Presented by Plumbers and Steamfitters No. 393, San Jose.

Whereas, There is an increase in the display of fascist groups and actions in many countries and here in the United States, evidenced by the growth of apartheid conditions for immigrants, so-called "workfare," replacing decent jobs with virtual slave labor, prison labor replacing union jobs, police violence and brutality and other forms of racist terror; and

Whereas, The recent torture and murder by dragging and dismemberment of James Byrd by KKK-type Nazis in Jasper County, Texas, is a monstrous violation of human rights and democratic sensibilities and an atrocious example of a fascist act; and

Whereas, "An injury to one is the concern of all," is an historic working class principle and meeting the outrage in Jasper County, Texas with silence would give a green light to the growth of fascism; and

Whereas, We in UA Local 393 and the California Labor Federation, AFL-CIO, in the face of such a racist attack and murder, feel a

responsibility not to stand idly by, but to raise our voices in protest and in readiness to join forces against the rise of fascism; therefore be it

Resolved, That the California Labor Federation strongly condemns the brutal murder of James Byrd and calls for the swift and severe punishment of the racist criminals involved; and be it further

Resolved, That we rededicate ourselves, along with all fair-minded elements of the community and the trade union movement, to the cause of affirmative action and against racism; and be it further

Resolved, That a copy of this resolution be sent to the family of James Byrd with a letter of consolation and support; and be it further

Resolved, That this resolution be forwarded to the national AFL-CIO urging them to speak out in a similar manner.

Referred to Committee on Resolutions

Adopted, p. 45.

### **Defending the Right to Picket and Act in Solidarity**

**Resolution No. 16**—Presented by International Longshore and Warehouse Union, San Francisco.

Whereas, The California Labor Federation, AFL-CIO, has always resisted attacks on organized labor's freedom of association, its First Amendment rights of free speech and assembly, the right to picket and honor picket lines and the right to act in solidarity for social justice and workers' rights; and

Whereas, The International Longshore and Warehouse Union has consistently held high labor's banner, "an injury to one is an injury to all," implementing this basic labor principle, by supporting oppressed workers internationally, whether under the gun of South African apartheid or the right-wing military dictatorships of Chile and El Salvador; and

Whereas, Presently, the ILWU is currently under legal attack from the Pacific Maritime Association, the employer organization representing global shipowners and stevedoring companies, because longshore workers here in the Port of Oakland refused last year to cross a picket line of labor activists (against the containership Neptune Jade with scab cargo from England) in support of the Liverpool dockworkers, themselves waging an

## California Labor Federation

international struggle against unionbusting; and

Whereas, Before the court hearing the California Labor Federation passed a resolution in support of the Neptune Jade defendants; and

Whereas, The California Labor Federation helped turn out Bay Area organized labor in force to downtown Oakland on February 26, 1998 to demand the charges be dropped and to protest the PMA's strategy of harassment and intimidation, using McCarthyite tactics to demand defendants "name names" of individuals and unions involved in the protest; and

Whereas, In the wake of this mass labor demonstration, Judge Henry Needham Jr., on March 4, dismissed the charges against all but picket captain Robert Irminger, citing their right to exercise the First Amendment; and

Whereas, The PMA, intent on halting future ILWU actions of international labor solidarity and as part of a campaign by global maritime

employers to break dockworkers' unions around the world has raised the ante, adding new plaintiffs and going to court on July 22, 1998, to compel the ILWU International and ILWU Locals 10 and 34 to turn over internal union documents to gather evidence against Irminger and other possible defendants; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, condemns PMA's anti-union attack and its witch-hunt tactics with the full weight of the organized labor movement and demands that this case be dropped once and for all; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, reaffirms its support of workers' First Amendment rights and the right to picket and honor picket lines in solidarity with other workers.

Referred to Committee on Resolutions

Adopted, p. 45.

## Proceedings

# Roll of Delegates

**This comprises the completed Roll of Delegates to the Twenty-second Convention of the California Labor Federation, AFL-CIO**

### **ACTORS & ARTISTES OF AMERICA, ASSOCIATED**

Screen Actors Guild (2,849)  
Ken Orsatti, 713  
Greg Krizman, 712  
Barry Gordon, 712  
Catherine York, 712

### **AUTO WORKERS, UNITED**

United Auto Workers, Reg. 5  
C.A.P. (2,000)  
Al Ybarra, 400  
James Perez, 400  
Dwayne Lamothe, 400  
Gus Billy, 400  
Carl Jaramillo, 400

### **CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF**

Carpenters No. 22 (1,000)  
Jim McPartlan, 1,000  
Pile Drivers No. 34 (600)  
Jerry Foster, 300  
Harrie Yager, 300  
Carpenters No. 35 (100)  
Paul Cohen, 100  
Lathers No. 68-L (428)  
Craig M. Oleson, 428  
Cabinet Makers and Millmen  
No. 721 (521)  
Daniel Curtin, 521  
Carpenters No. 751 (831)  
Ken Slavens, 277  
Mac McCormick, 277  
Al Semmler, 277  
Carpenters No. 1506 (821)  
Robert Milewsky, 411  
Michael Magallanes, 410

### **COMMUNICATIONS WORKERS OF AMERICA**

Newspaper Guild No. 98 (938)  
Win Canavan, 469  
Luther Jackson, 469  
Communications Workers  
No. 9400 (500)  
Robert Shamas, 250  
Richard Bepler, 250  
Communications Workers  
No. 9404 (642)  
Bernie Chiaravalle, 321  
Carol Whichard, 321  
Communications Workers  
No. 9410 (1,369)

Margie Marks, 1,369  
Communications Workers  
No. 9415 (2,041)  
Kathleen Kiinchius, 681  
Monica Hogan, 680  
William B. Harvey, 680  
Communications Workers  
No. 9421 (1,571)  
Tom Ramirez, 786  
Jerry Briggs, 785  
Communications Workers  
No. 9423 (2,152)  
Louie Rocha, 1,076  
Val Afanasiev, 1,076  
Communications Workers  
No. 9505 (2,038)  
Joan Gifford, 1,019  
Linda Luna, 1,019  
No. Calif. Media Wkrs.  
Guild/Typo  
No. 39052 (1,244)  
Richard Holober, 1,244

### **ELECTRICAL WORKERS, INT'L BROTHERHOOD OF**

Electrical Workers No. 6 (864)  
Derek Green, 288  
John Walsh, 288  
Dan Whooley, 288  
Electrical Workers No. 11  
(4,500)  
Marvin Kropke, 2,250  
Marshall Goldblatt, 2,250  
Electrical Workers No. 18  
(1,525)  
Brian D'Arcy, 1,525  
Electrical Workers No. 302 (750)  
Michael W. Yarbrough, 375  
Margaret Vasey, 375  
Electrical Workers No. 332 (958)  
Steve G. Wright, 320  
Paul Shaimas, 319  
M. Jay James, 319  
Electrical Workers No. 340 (350)  
Roy Ridley, 350  
Electrical Workers No. 441 (981)  
Doug Chappell, 327  
Dave Tschann, 327  
Paul Rich, 327  
Electrical Workers No. 47 (938)  
Steve Doyle, 313  
Scott Hankon, 313  
Stan Stosel, 312

Electrical Workers No. 569  
(429)

Joseph C. Heisler, 215  
Allen Shur, 214

Electrical Workers No. 595  
(1,338)

Victor K. Uno, 335  
Earl Hampton, 335  
Clinton D. Furr, 334  
David E. Corvello, 334

Electrical Workers No. 1245  
(17,604)

Jack McNally, 2,201  
Howard Stiefer, 2,201  
James McCauley, 2,201  
Ed Mallory, 2,201  
Mike Davis, 2,200  
Landis Marttila, 2,200  
Eric Wolfe, 2,200  
Richard Robbins, 2,200

### **ENGINEERS, INT'L UNION OF OPERATING**

Operating Engineers No. 3  
(10,000)

Dan Senechal, 1112  
Carl Goff, 1111  
Myron Pederson, 1111  
Joe Tarin, 1111  
Gilbert Ruiz, 1111  
Fred Herschbach, 1111  
Jay Bosley, 1111  
Bob Baroni, 1111  
Roger Wilson, 1111

Operating Engineers No. 12  
(10,000)

William C. Waggoner, 1250  
Robert W. Burns, 1250  
Mickley J. Adams, 1250  
John Spaulding, 1250  
Jim Church, 1250  
Jim Pribyl, 1250  
Bob Waggoner, 1250  
Patrick W. Henning, 1250

Operating Engineers No. 39  
(1,687)

Art Viat, 422  
Robert Hydorn, 422  
Jerry Kalmar, 422  
Don Vincent, 421

Operating Engineers No. 501  
(1500)

James J. McLaughlin, 500  
Sandra Acosta, 500  
Larry Dolson, 500

## California Labor Federation

### **FARM WORKERS OF AMERICA, AFL-CIO, UNITED**

United Farm Workers, AFL-CIO (6,350)  
 Dolores Huerta, 635  
 Arturo Rodriguez, 635  
 Eva Royale, 635  
 Sara Flocks, 635  
 Connie Lara, 635  
 Pierre Stroud, 635  
 Jason South, 635  
 Mireya Torres, 635  
 Roman Pinal, 635  
 Jose Gutierrez, 635

### **FIRE FIGHTERS, INT'L ASSN OF**

Los Angeles City Fire Fighters No. 112 (2,769)  
 Michael K. McOsker, 1,385  
 Jerry R. Hall, 1,384  
 Sacramento Area Fire Fighters No. 522 (1,195)  
 Jim Luttrell, 299  
 Michael D. Johnson, 299  
 Richard L. Mayberry, 299  
 Svend "Skip" Nance, 298  
 San Francisco Fire Fighters No. 798 (1,285)  
 James M. Ahern, 1,285  
 L.A. County Fire Fighters No. 1014 (2,360)  
 Dallas Jones, 2,360  
 Santa Clara County Fire Fighters No. 1165 (2,10)  
 Arthur Marshall, 2,10  
 Berkeley Fire Fighters Assn. No. 1227 (115)  
 Gilbert Dong, 115

### **FLIGHT ATTENDANTS, ASSN OF**

Assoc. of Flight Attendants Council 11 (1094)  
 Liz Loeffler, 1094  
 Assoc. of Flight Attendants Council 12 (815)  
 Charlie Costello, 815

### **FOOD AND COMMERCIAL WORKERS INT'L UNITED**

U.F.C.W. No. 101 (1000)  
 Robert A. Brisbee, 1000  
 U.F.C.W. No. 120 (1,178)  
 Dan Rush, 1,178  
 U.F.C.W. No. 324 (5,417)  
 John A. Perez, 5417  
 U.F.C.W. No. 428 (9,243)  
 Ronald J. Lind, 4,622  
 Stephen J. Stamm, 4,621

### **U.F.C.W. No. 588—No. CA (2738)**

Obie Brandon, 1369  
 Adam Loveall, 1369  
 U.F.C.W. Retail Clerks No. 870 (1125)  
 Leonard Konecny, 375  
 Michael Henneberry, 375  
 James Liggins, 375

### **GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS INT'L UNION**

Glass, Molders & Pottery Workers No. 141 (221)  
 Flora Williams, 111  
 Dorothy Jackson, 110  
 Glass, Molders & Pottery Workers No. 177 (277)  
 Mary "Peach" Laccoarce, 139  
 Becky Severson, 138

### **GOVERNMENT EMPLOYEES, AMERICAN FEDERATION OF**

A.F.G.E. No. 490 (129)  
 Andrea Brooks, 129  
 A.F.G.E. No. 1122 (353)  
 Dave C. Mack, 177  
 Bennie R. Bridges, 176  
 A.F.G.E. No. 1406 (135)  
 Thomas Stevens, 135  
 A.F.G.E. No. 1764 (413)  
 Sherry J. LaFrance, 413  
 A.F.G.E. No. 1200 (10)  
 Patrick Flaherty, 5  
 R. Michael Magee, 5  
 A.F.G.E. No. 1202 (14)  
 Joanne Holland, 14  
 AFGE/DOD No. 1533 (3)  
 Zelma L. Sophus, 2  
 Philip R. Hines, 1  
 AFGE/NBP/INS No. 1616 (12)  
 Mike McGee, 6  
 Pat Flarety, 6  
 AFGE/NBP/INS No. 2805 (24)  
 R. Michael Magee, 12  
 Patrick Flaherty, 12

### **GRAPHIC COMMUNICATIONS INT'L UNION**

GCIU Pressmen & Platemakers No. 4-N (532)  
 Ed Rosario, 532  
 Graphic Comm. No. 583 (954)  
 Lee E. Lahtinen, 954

### **HOTEL EMPLS & RESTAURANT EMPLS INT'L UNION**

Hotel & Restaurant Employees No. 2 (3000)  
 Mike Casey, 429  
 Sherri Chiesa, 429  
 Jack Gribbon, 429  
 Gary Kozono, 429  
 Judy Gonzalez, 428  
 Dave Glaser, 428  
 Kevin O'Connor, 428

Hotel & Restaurant Employees No. 11 (1591)  
 Maria Elena Durazo, 319  
 Pearl Daniels, 318  
 Ron Garcia, 318  
 Jennifer Skurnik, 318  
 Manuel Pascual, 318

Hotel & Restaurant Employees No. 19 (3111)  
 Judy Busch, 389  
 Rose Connor, 389  
 Art Fernandes, 389  
 Enrigue Fernandez, 389  
 John LaTour, 389  
 Ken Paulsen, 389  
 S. Paulsen, 389  
 Richard Sawyer, 388

Hotel & Restaurant Employees No. 49 (1142)  
 Ted Hansen, 286  
 Joseph McLaughlin, 286  
 Karl Neubuerger, 285  
 Rebecca Garcia, 285

Hotel & Restaurant Employees No. 340 (2048)  
 Jessica Hinckel, 342  
 Ignacio Contreras, 342  
 Geo. Valdes, 341  
 Matthew Mullany, 341  
 Harry Young, 341  
 Valentine Connolly, 341

Hotel & Restaurant Employees No. 483 (1626)  
 Leonard P. O'Neill, 326  
 Julius de Vera, Jr., 325  
 Ivana Krajcinovic, 325  
 Maya Holmes, 325  
 Yolanda Serna, 325

Hotel & Restaurant Employees No. 681 (3696)  
 Jose R. Gomez, 462  
 Elaine Patrikas, 462  
 Irayda Torres, 462  
 Steve Valkenburg, 462  
 Armando Cortez, 462  
 Christina Paniagua, 462  
 Mary Ann Mahoney, 462  
 Emilio Castillo, 462

Hotel & Restaurant Employees No. 2850 (1250)  
 Wei-Ling Huber, 313  
 Jim Du Pont, 313



## Proceedings

Stephanie Ruby,312  
Donna Collins,312

### **IRON WORKERS, INT'L ASSN OF BRIDGE, STRUCTURAL & ORNAMENTAL**

Iron Workers No. 118 (300)  
Jim Murphy,150  
Brian Tracy,150  
Iron Workers No. 377 (104)  
Daniel Prince,104  
Iron Workers No. 378 (143)  
James K. Pruett,143  
Shopmen's No. 509 (805)  
Sam Martinez,805

### **LABORERS' INTERNATIONAL UNION OF NORTH AMERICA**

Laborers No. 67 (353)  
Jerry Rodarte, 353  
Laborers No. 73 (750)  
Raymond Recinos,750  
Laborers No. 89 (2,178)  
Harry Jordan, 2,178  
Laborers, Hod Carriers No. 139  
(580)  
Albin Gruhn,580  
Laborers, Hod Carriers No. 185  
(583)  
Mason Warren,583  
Construction & Gen. Laborers  
No. 261 (1250)  
Mario De La Torre,313  
Oscar De La Torre,313  
Fausto Guzman,312  
Robert McDonnell, 312  
Laborers, Hod Carriers No. 270  
(2679)  
Ramon Duran, Jr.,1340  
Teferi Gebre,1339  
Laborers, Hod Carriers No. 291  
(589)  
Harry C. Harris,295  
Don W. Buffington,294  
Laborers, Hod Carriers No. 300  
(3120)  
Sergio Rascon,390  
Jaime Hernandez,390  
Herbert Barton,390  
Willie Robinson,390  
Seferino Reyes,390  
Richard Quevedo,390  
Sergio Ramos,390  
Frank Zavala,390  
Construction & Gen. Laborers  
No. 304 (1586)  
Jose A. Moreno,318  
Rick L. Smith,317  
Alvaro R. Reynoso,317

Art Plant,317  
Marco A. Sanroman,317  
Laborers, Hod Carriers No. 326  
(383)  
Ronald G. Puls,383  
Construction & Gen. Laborers  
No. 389 (600)  
Joseph L. Bates,300  
Anthony Dimas,300  
Laborers No. 507 (511)  
Carl Salazar,511  
Laborers No. 585 (1088)  
Leo Valenzuela,363  
Henry Chavez,363  
Anthony Mireles,362  
Laborers No. 591 (175)  
Kenneth Casarez,175  
Laborers No. 777 (50)  
Fred Lowe,50  
Laborers, Hod Carriers No. 783  
(560)  
Jerry Rivera,280  
Ernie Angel,280  
Laborers No. 802 (960)  
Joaquin Santos,960  
Shipyard & Marine Laborers  
No. 886 (347)  
Don E. Hightower,174  
James W. Collins,173  
Laborers No. 1082 (923)  
Jeffrey Lyles, 923  
Laborers, Hod Carriers  
No. 1184 (1891)  
John L. Smith,1891

### **LETTER CARRIERS, NATIONAL ASSN OF**

Letter Carriers Branch No. 214  
(125)  
Dave Welsh,63  
Richard Becker,62

### **LONGSHORE AND WAREHOUSE UNION, INT'L**

San Francisco Inlandboatmen-  
Marine Division/ILWU  
(86)  
Marina Secchitano, 86  
Warehouse No. 6 ILWU (1000)  
Larry De Gaetano,500  
Leon Harris,500  
Longshore & Warehouse  
No. 10 (87)  
Lawrence Thibaux, 44  
Jack Heyman, 43  
Ship Clerks Assn., ILWU No. 34  
(200)  
Eddie Gutierrez,200

### **LONGSHOREMEN'S ASSN., AFL-CIO, INT'L**

Masters, Mates and Pilots (238)  
Frank Medeiros, 238

### **MACHINISTS & AEROSPACE WKRS, INT'L ASSN OF**

Machinists Lodge No. 389 (634)  
David A. Card, Jr., 634  
Machinists No. 504 (981)  
Sam M. Saiu,327  
Freddie Shackelfoot,327  
Ellis Brown,327  
Machinists Lodge No. 726 (120)  
Carl Cobb, 120  
Machinists Lodge No. 755 (229)  
Wayne Ihrig, 229  
Machinists Lodge No. 946 (102)  
Lee Pearson,51  
Charles Toby,51  
Machinists Lodge No. 1125  
(172)  
Carl Cobb, 86  
Wayne Ihrig, 86  
Machinists No. 1186 (957)  
Edward Shubin,319  
Ernest R. Vega,319  
Jesse Figueroa,319  
Machinists No. 1213 (98)  
Steven Yothers,98  
Peninsula Auto Mechanics  
No. 1414 (2417)  
Art Pulaski,403  
Shelley Kessler,403  
Glenn Gandolfo,403  
Steve Gatto,403  
Lee Stafford,403  
Don Barbe,402  
Automotive Machinists  
No. 1484 (572)  
George A. Bioletto,572  
East Bay Auto Machinists  
No. 1546 (2392)  
Michael J. Day,798  
Joe D. Bobo,797  
Donald D. Crosatto,797  
I.A.M. Electronic Production  
Lodge No. 1584 (1406)  
Marge Kolb,1406  
Machinists No. 1596 (652)  
Don Whitaker,326  
Thomas J. Brandon,326  
I.A.M. Air Transport Empls.  
No. 1781 (8500)  
Raymond Perry,2834  
Peter Zachos,2833  
Horst Berger,2833  
Mechanics and Machinists  
No. 1824 (140)  
Sam M. Saiu,140

## California Labor Federation

Air Transport Lodge No. 1932  
(1,844)

Martin Chavez, 1,844

Machinists Mechanics Lodge

No. 2182 (694)

James H. Beno, 347

Howard D. Hays, 347

### **MUSICIANS OF THE U.S. & CANADA AMERICAN FEDERATION OF**

Musicians No. 6 (500)

Earl Watkins, 500

Musicians No. 47 (1000)

Serena Kay Williams, 1000

San Jose Federation of

Musicians No. 153 (50)

Wally Malone, 25

David Winters, 25

### **NEEDLETRADES, INDUSTRIAL & TEXTILE EMPLOYEES, UNION OF**

UNITE! No. 512 (809)

Steve Nutter, 809

### **OFFICE & PROFESSIONAL EMPLS INT'L UNION**

Office & Prof. Empls. No. 3  
(1757)

Marta Ames, 352

Nancy Wohlforth, 352

Bill Klinke, 351

Conny Ford, 351

Lindy Chris, 351

Office & Prof. Empls. No. 29  
(2787)

Elizabaeth Alonso, 1394

Portia Marks, 1393

Office & Prof. Empls. No. 30  
(3050)

Royal Hale, 1525

Clayton J. Beaver, Jr., 1525

### **PAINTERS & ALLIED TRADES OF THE U.S. & CANADA, INT'L BROTHERHOOD OF**

Painters No. 4 (477)

Dennis Bergh, 239

Lucho Mauricio, 238

Sign and Display No. 510 (844)

Michael Hardeman, 282

L. Michael Pointer, 281

Robert L. Owen, 281

### **PAPERWORKERS INT'L UNION, UNITED**

United Paperworkers No. 307  
(511)

Xochitl Hernandez, 256

Preston Stanley, 255

### **PLASTERERS' & CEMENT MASONS' INT'L ASSN OF THE US & CANADA, OPERATIVE**

Plasterers & Cement Masons

No. 300 (294)

Steven Scott, 147

George Brown, 147

Cement Masons No. 400 (228)

Billy Joe Douglas, 228

### **PLUMBING & PIPEFITTING INDUSTRY OF THE US & CANADA**

Plumbers & Pipefitters No. 38

(1190)

Larry Mazzola, 595

Bill Fazande, 595

Plumbers & Fitters No. 78 (970)

John C. Hall, 970

Plumbers No. 159 (523)

Edward K. Anschutz, 262

Aram Hodess, 261

Plumbers & Steamfitters

No. 393 (250)

Ray Lancaster, 125

Fred Hirsch, 125

Plumbers & Fitters No. 442

(249)

William Taylor, 249

Plumbers & Steamfitters

No. 467 (708)

Gary Saunders, 708

### **POLICE ASSOCIATIONS, INT'L UNION OF**

Los Angeles Police Officers

No. 612 (3228)

Dennis Slocumb, 1614

Sharon Lawin, 1614

### **PROFESSIONAL AND TECHNICAL ENGINEERS, INT'L FEDERATION OF (I.F.P.T.E.)**

Fed. of Prof. & Tech. Engineers

No. 21 (2,518)

Bob Britton, 840

JoAnne Lawrence, 839

Carol Ison, 839

### **ROOFERS, WATERPROOFERS AND ALLIED WORKERS**

Roofers No. 40 (343)

Stanley Warren, 172

Larry Hamilton, 171

### **SCHOOL ADMINISTRATORS, AMERICAN FEDERATION OF**

United Administrators of S.F.

No. 3 (212)

James Dierke, 106

### **SEAFARERS' INT'L UNION OF NORTH AMERICA**

Pacific Coast Marine Firemen  
(500)

Henry Disley, 250

Robert Iwata, 250

Sailors Union of the Pacific  
(2344)

Bill Berger, 391

David Connolly, 391

Sam D'Alisio, 391

Colin Dewey, 391

Duane Hewitt, 390

Gunnar Lundeborg, 390

Seafarers—Atlantic & Gulf  
(1000)

George Mc Cartney, 334

Nick Marrone, 333

Chet Wheeler, 333

Sugar Workers No. 1 (290)

Charles L. Gover, 145

Thomas E. McClure, 145

United Industrial Workers—

Cannery Div. (4183)

Gene Chasman, 1,395

Frank Crespo, 1,394

Steve Edney, 1,394

### **SERVICE EMPLS INT'L UNION, AFL CIO**

Los Angeles County School

Employees No. 99, SEIU

Janett L. Humphries, 689

Cecilia Duarte, 689

Ray Osugi, 689

Tomas Montoya, 689

Alice Craft, 689

Joanne Carrillo, 689

James Kidd, 689

Samuel Gonzales, 689

Health Care Workers No. 250,  
SEIU (1948)

Sal Rosselli, 487

Shirley Ware, 487

Dan Martin, 487

Gladys Perry, 487

Service Employees No. 415  
(1221)

Cliff Leo Tillman, Jr., 1221

Social Services No. 535 (7,631)

Jerry Fillingim, 1,908

David Kramer, 1,908

Kerry Newkirk, 1,908

Damita Davis-Howard, 1907

Service Employees No. 616  
(1873)

Frances Jefferson, 375

Joanne Golden, 375

Kasmir Zaratkiewicz, 375

Edith DeWitt, 374

John Morgan, 374

## Proceedings

Los Angeles County Service  
Employees No. 660  
(12,320)  
Alejandro Stephens,12,320

Sonoma County Public  
Employees No. 707  
(2047)

Noah Henderson,512  
Sue Howell,512  
Joelouis Hoffman,512  
Jean Hutchins,511

Service Employees No. 715  
(6716)

Kristina M. Sermersheim,  
3358  
Harry Adams,3358

Service Employees No. 790  
(10,166)

Marshall Walker III,1695  
Josie Mooney,1695  
Bill A. Lloyd,1694  
Steve Bristow,1694  
Roxanne Sanchez,1694  
John Lee,1694

Service Employees No. 998  
(736)

Tom Johnston,246  
Steve Wood,245  
Darrel Moon,245

Calif. State Empls. Assn., SEIU  
No. 1000 (4000)

Perry Kenny,500  
Paul Gonzalez-Coke,500  
Gwen Hooker-Patrick,500  
Jim Hard,500  
Cathy Hackett,500  
Yolanda Solari,500  
Steve K. Alari,500  
Barbara Wilson,500

Solano Assn. Gov. Empls/SEIU  
No. 1280 (124)

Becky Flanigan,124

Service Employees No. 1877  
(4763)

Tom Csekey, 1,588  
Allen Davenport, 1,587  
Ben Monterroso, 1,587

Service Employees No. 2028  
(1372)

Lois Balfour, 458  
Kay Ryan,457  
Eliseo Medina,457

### **SHEET METAL WORKERS INT'L ASSN**

Sheet Metal Workers No. 206  
(314)

Steve Chadwick,314

### **STAGE EMPLS & MOVING PICTURE TECHNICIANS, ARTISTS & ALLIED CRAFTS OF THE**

Theatrical Stage Employees  
No. 16 (650)

Brad L. Jerrell,650  
Theatrical Stage Employees  
No. 107 (124)  
Claire Ferreira,62  
Leonard LeClear,62

M.P. Costumers No. 705 (1450)  
April Howard,725  
Rudolph Garcia,725

### **STATE, COUNTY & MUNICIPAL EMPLS, AMERICAN FEDERATION OF**

A.F.S.C.M.E. No. 206 (428)  
Robert Weinmann, 214  
Gary Robinson, 214

A.F.S.C.M.E. No. 377 (189)  
Oran McMichael, 189

Contra Costa Co. Prof. Tech.  
Empls. No. 512 (99)  
Richard Cabral,50  
Nadine Peyrucain,49

UNAC Health Care Workers  
No. 1199 (3410)

Sonia Moseley,488  
Barbara Blake,487  
Sandy Oleson,487  
John Uliasz,487  
Robert Bargas,487  
Pamela Broderson,487  
Vicki Rohrig,487

Metro. Water Dist. Empls.  
No. 1902 (713)

Robert A. Reeves, Sr,713

East Bay Regional Parks Empls.  
No. 2428 (254)  
Tom Rankin,254

A.F.S.C.M.E. No. 2620 (1511)  
Henry A. Carreon,1511

Contra Costa Clerical  
Employees No. 2700  
(945)

Lidia Hernandez,315  
Melanie Smith,315  
Maria Velez,315

All City Empls. No. 3090 (2478)  
Willie Pelote,2478

Bar Superv. & Prof. No. 3993  
(131)

E. Norma del Mercado, 66  
Sylvia Hemmerich, 65

### **STEELWORKERS OF AMERICA, UNITED**

United Steelworkers No. 1304  
(234)

Wayne A. Clary,117  
Donald A. Santos,117

### **TEACHERS, AMERICAN FEDERATION**

San Jose Federation of Teachers  
No. 957 (106)

Forrest Nixon,53

Berkeley Faculty No. 1474 (88)  
Laurel Burley,44  
Kirstin Spaulding,44  
Ken Burt,53

United Teachers of Los Angeles  
No. 1021 (5714)  
Linda Tubach,5714

San Mateo CC Federation of  
Teachers No. 1493 (395)  
Dan Kaplan,395

Peralta Federation of Teachers  
No. 1603 (408)  
Ellen M. Starbird, 408  
Michael Nye,151

Placer-Nevada Teachers  
No. 2267 (20)  
Thomas A. Romero,20

Calif. Fed of Teachers  
No. 8004 (302)  
Mary Bergan,151

### **TEAMSTERS, INT'L BROTHERHOOD OF**

Teamsters Auto Truck Drivers  
No. 70 (702)  
Chuck Mack, 702

Teamsters Automotive Empls.  
No. 78 (716)  
Steve Mack,239  
John Kiikes,239  
Ron Paredes,238

Freight, Construcion, General  
Drivers No. 287 (525)  
Raymond R. Corrie,263  
Douglas O'Neal,262

Sanitary Truck Drivers No. 350  
(207)

Robert Morales,104  
James Payton,103

Food, Indus., Bev. Wrhse  
Drivers No. 630 (142)  
Duncan Anderson,142

Misc. Warehousemen, Drivers  
No. 986 (286)  
Michael J. Riley,286

### **TRANSIT UNION, AMALGAMATED**

Amalgamated Transit No. 192  
(1592)

Christine A. Zook,319  
Claudia D. Hudson,319  
Brenda J. Benson,318  
Robert J. Wooden,318  
William M. McCombe,  
Sr., 318

Amalgamated Transit No. 256  
(528)

Barry Broad, 528

## California Labor Federation

Amalgamated Transit No. 1027  
(163)  
Richard K. Steitz, 163

Amalgamated Transit No. 1555  
(764)  
Robert F. Smith, 255  
Jayne Faria, 255  
Colleen McCann, 254

Amalgamated Transit No. 1589  
(437)  
Willie Wheeler, Jr., 437

### **TRANSPORT WORKERS UNION OF AMERICA**

S.E.A.M. Transport Workers  
No. 200 (150)  
Alice Fialkin, 75  
Curtis Taylor, 75

Transport Workers No. 250-A  
(1533)  
Ray J. Antonio, 511  
Claire Caldwell, 511  
William Jung, 511

Air Transport Workers No. 502  
(1,486)  
Roland Culhno, 496  
Pual E. Hunt, 495  
Enrique Gonzales, 495

Transport Workers No. 505  
(400)  
Alfred Mayes, 200  
Stephen Stetler, 200

### **UTILITY WORKERS UNION OF AMERICA**

Utility Workers No. 132 (3,563)  
Armando Olivas, 3,563

Utility Workers No. 246 (983)  
Jim Turner, 492  
Bernardo R. Garcia, 491

### **BUILDING & CONSTRUCTION TRADES COUNCILS**

Alameda Bldg. Const. Trades  
Cncl (2)  
Barry Luboviski, 1

Contra Costa Bldg. Const.  
Trades Cncl CNCL (2)  
Greg Feere, 1

Los Angeles/Orange Bldg.  
Const. Trades Cncl (2)  
Richard N. Slawson, 1

Monterey/Santa Cruz Bldg.  
Const. Trades Cncl (2)  
Mark Gonzalez, 1

Napa/Solano Bldg. Const.  
Trades Cncl (2)  
John T. Miller, 1

San Francisco Bldg. Const.  
Trades Cncl (2)  
Stanley M. Smith, 1

San Diego Bldg. Const. Trades  
Cncl (2)  
Art Lujan, 1

San Joaquin Bldg. Const. Trades  
Cncl (2)  
Gene Hollingsworth, 1  
Paul Martino, 1

San Mateo Bldg. Const. Trades  
Cncl (2)  
Marcy Schultz, 1

Santa Barbara/San Luis Obispo  
Bldg. Const. Trades  
Cncl (2)  
Steven M. Weiner, 1

Santa Clara/San Benito Bldg.  
Const. Trades Cncl (2)  
John E. Neece, 1  
William A. Nack, 1

Sonoma/Mendo/Lake Bldg.  
Const. Trades Cncl (2)  
James Shugrue, 1

Ventura Bldg. Const. Trades  
Cncl (2)  
Robert A. Guillen, 1

### **CALIFORNIA STATE COUNCILS**

Bldg. Const. Trades, Calif. State  
Cncl (2)  
Robert L. Balgenorth, 1  
David Sickler, 1

Carpenters, Calif. State Council  
of (2)  
Daniel M. Curtin, 1

H.E.R.E., Calif. State Council of  
(2)  
Loretta Mahoney, 1  
Joseph McLaughlin, 1

Machinists, Calif. State Council  
of (2)  
Richard Cota, 1  
Matthew McKinnon, 1

Operating Engineers,  
Calif./Nevada  
Conference of (2)  
Joe Oxendine, 1  
Tim Cremins, 1

Retiree, Calif. State Council (3)  
William Price, 1  
Bob Martin, 1  
Anne Mack, 1

Service Employees, Calif. State  
Council of (2)  
Dean C. Tipps, 1  
Eliseo Medino, 1

Teachers, Calif. Federation of (2)  
Marty Hittelman, 1  
Laura Rico, 1

Transport Workers, Calif. State  
Conference of (2)  
Lawrence B. Martin, 1

### **CENTRAL LABOR COUNCILS**

Alameda County Central Labor  
Council (2)  
Owen A. Marron, 1  
Judith M. Goff, 1

Butte and Glenn Counties  
Central Labor Council (2)  
Mickey Harrington, 1

Contra Costa County Central  
Labor Council (2)  
John Dalrymple, 1  
Pamela Aguilar, 1

Fresno/Madera/Tulare/Kings  
Counties Central Labor  
Council (2)  
Kirk Vogt, 1  
Tom Rotella, 1

Los Angeles County Federation  
of Labor (2)  
Fabian Nunez, 1  
Miguel Contreras, 1

Marysville Central Labor  
Council (2)  
A. C. Steelman, 1  
Frank Herrera, 1

Merced/Mariposa Counties  
Central Labor Council (2)  
Jerry Martin, 1

Monterey County Central Labor  
Council (2)  
E. R. (Ed) Brown, 1

Napa/Solano Central Labor  
Council (2)  
Dino Poolos, 1

North Bay Labor Council (2)  
Richard Hargreaves, 1  
Alex Mallonee, 1

Orange County Central Labor  
Council (2)  
Bill Fogarty, 1

San Bernardino/Riverside Cos.  
Central Labor Council (2)  
Laurie Stalnaker, 1

San Joaquin/Calaveras Cos.  
Central Labor Council (2)  
James H. Beno, 1

Sacramento County Central  
Labor Council (2)  
Thomas J. Lawson, 1  
Cindy Tuttle, 1

San Mateo County Central  
Labor Council (2)  
Robert Anderson, Jr., 1  
Joe Brenner, 1

Santa Cruz County Central  
Labor Council (2)  
David Winters, 1

## Proceedings

South Bay AFL-CIO Labor

Council (2)

Amy B. Dean,1

Cindy Chavez,1

Stanislaus/Tuolumne Cos.

Central Labor Council (2)

Jim Biever,1

Tri-Counties Central Labor

Council (2)

Marilyn Wollard Valenzuela,1

### **COUNCILS (REGULAR)**

Bay Cities Metal Trades Council  
(2)

Richard E. Harden,1

Calif. Professional Fire Fighters  
(2)

Dan Terry,1

No. Calif. Allied Printing Trades  
Council (2)

Frank Martinez,1

Lynette Neidhardt,1

San Francisco Maritime Trades

Port Council (2)

Gunnar Lundeberg,1

U.F.C.W. Region 8 States

Council (2)

John A. Perez,1

### **DISTRICT COUNCILS**

Carpenters, Gold Coast Dist.

Council of (2)

J. D. Butler,1

C.W.A. Council Dist. No. 9 (2)

James B. Gordon,Jr.,1

Marie Malliett,1

Iron Workers, Dist. Council of (2)

Richard Zampa,1

Ray Trujillo,1

Laborers, No. Calif. Dist.

Council of (2)

Archie Thomas,1

Don R. Payne,1

Laborers So. Calif. Dist. Council  
of (2)

Mike Quevedo, Jr.,1

Tony R. Hoffman,1

Longshore, No. Calif. Dist.

Council of (2)

LeRoy King,1

Fred Pecker,1

Machinists Dist. Lodge No. 94 (2)

Richard Sanchez, 1

Machinists Dist. Lodge

No. 141 (2)

Jerry Nelson,1

Machinists Dist. Lodge

No. 777 (2)

Janet M. Wright,1

Sally Osburn,1

Painters, Bay Counties Dist.

Council of No. 8 (2)

Rodney V. Reclus,1

Painters, So. Calif. Dist. Council

No. 36 (2)

Walt Petrovich,1

Public Employees Pacific S.W.

Reg. (2)

Shari Jones,1

Bob Purcell,1

UNITE!, Pacific N.W. Dist.

Council (2)

Katie Quan,1

### **JOINT BOARDS**

Calif. Conference Board of

ATU (2)

Oscar Owens, 1

Anthony R. Withington, 1

No. Calif. Joint Council Service

Empls. No. 2 (2)

Kerry Newkirk, 1

# California Labor Federation

## INDEX

### A

**A. Philip Randolph Institute (APRI)** . . . .85  
**AFDC**, see **Temporary Aid to Needy Families (TANF)**  
**Affirmative Action** . .6, 65, 67, 78, 84-85, 100  
     **SEE ALSO Civil Rights**  
**African-American Workers**, see **Civil Rights**;  
     **Coalition of Black Trade Unionists**;  
     **Minorities**; **NAACP**  
**Agency for International Development** . . .74  
**Agency Shop** . . . . .62, 66, 84  
**Agricultural Labor** . . . . .44, 66, 83-84  
     **SEE ALSO Farm Workers**  
**Agricultural Labor Relations Act** . . . . .83  
**Agricultural Labor Relations Board** 41, 83  
**Air Quality** . . . . .60  
**Alcoholism and Drug Abuse** . . . . .90  
**American Red Cross** . . . . .90  
**Americans with Disabilities Act** . . . .90, 91  
     **SEE ALSO Disabled**  
**Apprenticeship** . . . . .63, 83, 91  
**Asian Pacific American Labor Alliance (APALA)** . . . . .85  
**Asian Pacific American Workers**,  
     see **Civil Rights**; **Minorities**  
**Australia** . . . . .20, 46  
**Awards Banquet** . . . . .62-63

### B

**Ballot Propositions**  
     **Pre-General Election Convention** . . . .57-61  
     **Pre-Primary Election Convention** . . . .16-20  
     **Prop. 187** . . . . .62, 91-92  
     **Prop. 226** . . . .5-10, 19, 20, 21, 31, 32-33,  
         38, 40-42, 46, 47, 48-50, 51, 52, 82-83,  
         92, 98, 99  
     **Prop. 227** . . . . .19, 91  
**Bankruptcy** . . . . .82  
**Banquet, Special Awards** . . . . .62-63  
**Biennial Convention, 22nd** . . . . .30-108  
**Bilingual Education** . . . . .87  
**Boxer, Barbara** . . . . .15, 31, 54  
**Boycotts** . . . . .32-33, 66, 74, 82, 84  
**Brown, Jerry** . . . . .45-46  
**Brown, Willie** . . . . .5  
**Buy American** . . . . .81  
**Byrd, James** . . . . .45, 100

### C

**Cable Television** . . . . .80-81  
**Cabotage Laws** . . . . .70-71  
**CalWORKS** . . . . .65, 79-80  
**California Labor Federation**  
     **22nd Biennial Convention** . . . . .30-108  
     **Pre-General Election Convention** . . . .53-61  
     **Pre-Primary Election Convention** . . . .5-29  
     **Election of Federation Officers** . . .42-44, 98  
     **SEE ALSO Executive Council, California Labor Federation**; **Pulaski, Art**;  
     **Rankin, Tom**  
**California State Employees Association** . .99  
**Cal/OSHA** . . . . .20, 41, 67, 88  
     **SEE ALSO Safety**  
**Cedillo, Gil** . . . . .14, 56, 62  
**Child Care** . . . . .67, 68, 77, 78, 80, 93  
**Children** 19, 46, 61, 65, 70, 74, 79-80, 85, 86,  
     87, 88, 91  
**China** . . . . .75  
**Civil Rights** . . . . .44, 67, 84-86, 91  
     **SEE ALSO Affirmative Action**  
**Coalition of Black Trade Unionists** . . . .85  
**Coalition of Labor Union Women** . . .78, 85  
     **SEE ALSO Women's Rights**  
**Coastal Berry Farm Workers** . . .39, 81, 83  
**Collective Bargaining** . .7, 45, 52, 65, 66, 78,  
     80, 83 84, 86, 89  
**Committee on Political Education (COPE)** . . . .9, 11, 47, 54, 87  
     **SEE ALSO Standing Committee on Political Education**  
**Committees (of the Convention)** . .9-10, 21,  
     33-35, 36, 39, 44-45, 47, 52, 54  
**Community Concern and Service** .44, 68, 90  
**Comparable Worth** . . . . .93  
**Congress of California Seniors** . . . . .85  
**Constitution, Committee on**  
     **Committee Members** . . . . .34  
     **Committee Report** . . . . .45  
**Constitutional Amendments**  
     **Resolution No. 10** . . . . .98  
**Construction Organizing Member**  
     **Education and Training (COMET)** . . .82  
**Consumer Federation of California** . . . .80  
**Consumer Price Index** . . . . .72  
**Consumer Protection** . . . . .44, 66, 80  
**Contingent Workers** . . . . .64, 69, 70

## Proceedings

<b>Contracting Out</b> . . . . .	.66, 80, 84, 97
<b>SEE ALSO Privatization</b>	
<b>Convalescent Facilities</b> . . . . .	.91
<b>Convention City</b> . . . . .	.44
<b>Cost of Living Adjustment (COLA)</b> . . . . .	.80
<b>Credentials, Committee on</b>	
Committee Members . . . . .	.10, 34
Committee Reports . . . . .	.10, 39, 52
<b>Crime</b> . . . . .	.39, 67, 68, 85, 90
<b>Cuba</b> . . . . .	.45, 75, 94, 95, 96

### D

<b>Daily Overtime</b> . . . . .	.6, 20-21, 31, 32, 40, 41, 51, 68, 70, 77, 93
<b>Daniels, Verdia</b> . . . . .	.62
<b>Davis, Gray</b> . . . . .	.15, 20-21, 31-32, 45, 50, 54, 57, 99
<b>Delegates, Roll of</b> . . . . .	.23-29, 102-108
<b>Deregulation</b> . . . . .	.67, 71, 83, 88-89, 94
<b>Disability Insurance, see Unemployment</b>	
<b>Compensation Disability Insurance</b>	
<b>Disabled</b> . . . . .	.44, 68, 76, 77, 90-91
<b>Discrimination</b> . . . . .	.90, 91
<b>SEE ALSO Racism</b>	
<b>Dock Workers</b> . . . . .	.20, 47, 100
<b>Double-Breasting</b> . . . . .	.82
<b>Drug Abuse, see Alcoholism and Drug Abuse</b>	

### E

<b>Economic Conditions</b> . . . . .	.44, 64, 67-69
<b>Education</b> .17-18, 41, 44-45, 60-61, 67, 86-87	
<b>Eight Hour Day, see Daily Overtime</b>	
<b>Election of Federation Officers</b> . . . . .	42-44, 45, 98
<b>Elections</b> . . . . .	.59
<b>SEE ALSO Pre-General Election Con-</b>	
<b>vention; Pre-Primary Election Convention</b>	
<b>Embargo</b> . . . . .	.45, 94, 95, 96
<b>Employment Non-Discrimination Act</b>	
<b>(ENDA)</b> . . . . .	.85
<b>Employment Training Panel</b> . . . . .	.83
<b>Endorsements, see Pre-General Election Con-</b>	
<b>vention; Pre-Primary Election Convention</b>	
<b>Energy</b> . . . . .	.44, 67-68, 88-89
<b>Environment</b> . . . . .	.44, 57, 67, 71, 74, 84, 87-88
<b>Equal Pay</b> . . . . .	.78, 93
<b>Equal Rights Amendment</b> . . . . .	.78, 85
<b>Ergonomics Standard</b> . . . . .	.6, 48, 53, 67, 88
<b>Executive Council, California Labor</b>	
Federation, AFL-CIO—See Inside Front	
Cover and Pages 42-44, 52	

<b>Report and Recommendations</b> . . . . .	11-20, 54-61
<b>SEE ALSO Election of Federation</b>	
<b>Officers</b>	

### F

<b>Family Leave</b> . . . . .	.77, 78, 93
<b>Farm Workers</b> . . . . .	.5, 31, 38, 39, 66, 83-84
<b>Fast Track</b> . . . . .	.73-74
<b>Fechheimer Bros.</b> . . . . .	.45, 97
<b>Federation of Retired Union Members</b>	
<b>(FORUM)</b> . . . . .	.85
<b>Flextime</b> . . . . .	.93
<b>Foreign Flags</b> . . . . .	.71, 82

### G

<b>Gaming (Gambling)</b> . . . . .	.59-60, 63
<b>Gays and Lesbians</b> . . . . .	.85
<b>General System of Preferences</b> . . . . .	.74
<b>SEE ALSO Trade</b>	
<b>Gephardt, Richard</b> . . . . .	.37-38, 63
<b>Glass, Fred</b> . . . . .	.52
<b>Global Economy</b> . . . . .	.46, 64, 70, 72, 73, 74
<b>Global Unionism</b> . . . . .	.46, 64, 72
<b>Goals 2000</b> . . . . .	.87
<b>Goff, Judy</b> . . . . .	.30
<b>Gould, William IV</b> . . . . .	.50-51
<b>Guests and Visitors</b> . . . . .	.47

### H

<b>Haiti</b> . . . . .	.75
<b>Han Young Workers</b> . . . . .	.45, 73, 94
<b>Harris, Ehilu</b> . . . . .	.30
<b>Hazardous Substances</b> . . . . .	.88
<b>Health and Health Care</b> . . . . .	65, 67, 78-79, 87-88
<b>Health Maintenance Organizations</b> . . . . .	.79, 91
<b>Hennessy, John</b> . . . . .	.46-47
<b>Henning, John F.</b> . . . . .	.7, 45, 46, 99
<b>HIV</b> . . . . .	.85
<b>Homelessness</b> . . . . .	.67, 70, 86, 90
<b>Horses</b> . . . . .	.60
<b>Housing</b> . . . . .	.7, 41, 44, 45, 67, 70, 71, 85, 86, 96-97
<b>Housing Trust, AFL-CIO</b> . . . . .	.86, 96-97
<b>Human Rights</b> . . . . .	.64, 73, 75, 100

### I

<b>Immigrant Workers</b> . . . . .	.50, 65, 68, 76, 79, 85, 92, 100
<b>Immigration</b> . . . . .	.44, 68, 91-92
<b>In Memoriam</b> . . . . .	.53

## California Labor Federation

**Independent Contractors** ..... 69, 70, 82  
**Industrial Welfare Commission 20-21, 40, 70**  
     **SEE ALSO Minimum Wage; Daily Overtime**  
**Interest Rates** ..... 80  
**International Affairs** ..... 44, 64, 72-75  
**International Guiding Eyes** ..... 90  
**International Labor Organization** ..... 74  
**International Monetary Fund** ..... 74, 75  
**Ireland** ..... 75  
**Israel** ..... 75

### J

**Job Training Partnership Act** ..... 83  
**Johnson, Walter** ..... 5  
**Joint Liability** ..... 71, 83

### L

**Labor Council for Latin American Advancement (LCLAA)** ..... 85  
**Labor History** ..... 52  
**Labor Legislation (Federal)** .. 66, 79, 81-83  
**Labor Legislation (State)** ..... 66, 81-83  
**Leadership Conference on Civil Rights** .. 85  
**Legislation, Committee on**  
     Committee Members ..... 35  
     Committee Report ..... 45

### M

**Mahoney, Loretta** ..... 39  
**Maquiladoras** ..... 73, 74, 94  
**Marriott Hotel Workers** ..... 52  
**McKinnon, Matt** ..... 63  
**Medicare** ..... 7, 37, 72, 79, 91  
**Methyl Bromide** ..... 84  
**Mexico** ..... 73, 74, 75, 94  
**Military Spending** ..... 64, 73  
**Minimum Wage** .. 6, 9, 31, 38, 40, 41, 48, 69, 70, 75, 80  
**Minorities** ..... 85  
     **SEE ALSO Civil Rights**  
**Multilateral Agreement on Investments** ..... 74

### N

**National Association for the Advancement of Colored People (NAACP)** ..... 85  
**SEE ALSO Minorities**

**National Council of Senior Citizens, see Retirees**  
**National Council on Alcoholism** ..... 90  
**National Labor Relations Board (NLRB)** ..... 37, 50-51, 81-82  
**National Organization for Women** ..... 85  
     **SEE ALSO Women's Rights**  
**National Urban League** ..... 85  
**National Youth Service** ..... 90  
**Natural Disasters** ..... 89, 90  
**Neptune Jade** ..... 100-101  
**Nigeria** ..... 75  
**North American Free Trade Agreement (NAFTA)** ..... 20, 31, 38, 64, 73-74, 94

### O

**Occupational Safety and Health Act (OSHA)** .. 6, 20, 32, 37, 41, 53, 63, 66, 67, 84, 88, 99  
     **SEE ALSO Safety**  
**Oil** ..... 72, 75, 89  
**Oregon Steel Mills** ..... 32-33  
**Organizing** .. 8, 32, 41, 44, 45, 47, 51, 52, 62, 66, 73, 78, 81-83, 85, 92  
**Overtime, see Daily Overtime**

### P

**Palestinians** ..... 75  
**Part-Time Workers** ..... 38, 52, 69, 70, 78  
**Pay Equity, see Comparable Worth**  
**Pensions** ..... 31, 69, 70, 78, 86, 97  
**Pesticides** ..... 66, 84, 88  
**Picketing** ..... 39, 45, 63, 82, 83, 100  
**Policy Statements**  
     I. The Economy ..... 44, 64, 69-71  
     II. Taxation ..... 44, 64, 71-72  
     III. International Affairs .. 44, 64, 72-75  
     IV. State Benefits ..... 44, 65, 75-77  
     V. Women's Rights ..... 44, 65, 78  
     VI. Health Care ..... 44-45, 65, 78-79  
     VII. Welfare ..... 44, 65-66, 79-80  
     VIII. Consumer Protection .. 44, 66, 80-81  
     IX. Prevailing Wage, Organizing and Labor Legislation 44-45, 66, 81-83  
     X. Agricultural Labor ... 44, 66, 83-84  
     XI. Public Employees ..... 44, 66, 84  
     XII. Civil Rights ..... 44, 67, 84-86  
     XIII. Housing ..... 44-45, 67, 86  
     XIV. Education ..... 44-45, 67, 86-87  
     XV. Environmental Safety and Health ..... 44, 67, 87-88



## Proceedings

XVI. Energy	44, 67-68, 88-89
XVII. Community Service and Concern	44, 68, 90
XVIII. Rights of People with Disabilities	44, 68, 90-91
XIX. Immigration	44, 68, 91-92
XX. Working Families	44, 68, 93

### Political Action

Gray Davis	20-21, 31-32
Art Pulaski	8-9, 32, 47, 48-50
Tom Rankin	6-7, 33, 40-42
Steve Rosenthal	7-8
Art Torres	39

### SEE ALSO Committee on Political Education (COPE); Pre-General Election Convention; Pre-Primary Election Convention

Poverty	46, 66, 69, 70, 78, 80, 86, 90, 92, 97
Pre-General Election Convention	53-61
Pre-Primary Election Convention	5-29
Prevailing Wage	6, 9, 20, 31, 38, 40, 41, 44-45, 48, 50, 66, 72, 81-83, 84, 86, 99
Pride at Work	85
Prison Labor	83, 100
Privatization	41, 64, 66, 72, 74, 75, 81, 84, 87, 95-96, 97, 98, 99-100
Proposition 187	62, 91-92
Proposition 209	78, 85
Proposition 226	5-10, 19, 20, 21, 31, 32-33, 38, 40-42, 46, 47, 48-50, 51, 52, 82-83, 92, 98, 99
Proposition 227	19, 91
Propositions, see Ballot Propositions	
Puerto Rican Telephone Workers	95-96, 99
Public Employees	44, 66, 80, 82, 84, 98-99
Public Employees Retirement System	98
Public Utilities Commission	61, 80, 89
Public Works	70, 71
Pulaski, Art, Executive Secretary-Treasurer, California Labor Federation, AFL-CIO	8-9, 10, 32-33, 42, 47, 48-50, 62

## R

Racism	73, 85, 90, 100
SEE ALSO Discrimination	
Rankin, Tom, President, California Labor Federation, AFL-CIO	6-7, 33, 40-42, 53
Red Cross, American	90
Rent Control	86

Renters	72, 86
Replacement Workers	38, 47, 82
Reproductive Rights	78
Resolutions	
Presented to Convention	94-101
Late Resolutions	39
Resolutions, Committee on	
Committee Members	35
Committee Reports	44-45
Retirees	72, 85
Rosenthal, Steve	7-8
Rules and Order of Business, Committee on	
Committee Members	10, 33-34
Committee Report	10, 21-22, 36-37

## S

Safety	44, 65, 67, 71, 75, 79, 86, 87-88, 89, 90
Salvadoran Telephone Workers	45, 96
Scabs, see Replacement Workers	
School to Work	87
SEE ALSO Education	
Seniors, see Retirees, Social Security	
Sergeants-at-Arms	35, 52
Sexual Harassment	65, 78
Sheltered Workshops	91
Single Payer	65, 79
Social Security	7, 64, 72
Solis, Hilda	13, 38, 56
South Africa	75, 100
Speakers at the Convention	
Boxer, Barbara	31
Brown, Jerry	45-46
Brown, Willie	5
Davis, Gray	20-21, 31-32
Gephardt, Richard	37-38
Goff, Judy	30
Gould, William B.	50-51
Harris, Elihu	30
Johnson, Walter	5
Pulaski, Art	8-9, 32-33, 47, 48-50
Rankin, Tom	6-7, 40-42, 53
Rosenthal, Steve	7-8
Solis, Hilda	38
Splain, Mark	51
Sweeney, John	32, 33
Torres, Art	39
Splain, Mark	51
Split Roll	72
SEE ALSO Taxation	
Sprint Corp.	20

## California Labor Federation

**Standing Committee on Political Education**  
 Report and Recommendations of the  
 Executive Council .....11-20, 54-61  
**SEE ALSO Committee on Political  
 Education (COPE); Political Action**  
**State Benefits** .....44, 65, 75-78  
**Strawberry Workers** .....39, 81, 83  
**Supermajority** .....72  
**Sweatshops** .....74, 75, 83, 97  
**SEE ALSO Immigrant Workers**  
**Sweeney, John** .....32, 33

### T

**Taft-Hartley Act** .....81, 97  
**Tax Credits** .....60, 72, 86  
**Taxation** .....44, 57-58, 64, 71-72, 84  
**Teachers** .....41, 52, 60, 87  
**TEAM Act** .....82  
**Teamsters** .....69, 83  
**Television and Radio** ..45, 80-81, 85, 94-95  
**Temporary Aid to Needy Families (TANF)** 79  
**Temporary Workers, see Part-Time Workers**  
**Tobacco** .....61  
**Torres, Art** .....39  
**Toxic Substances, see Hazardous Substances**  
**Trade** ..20, 38, 64, 73-74, 75, 88, 92, 94, 95  
**SEE ALSO North American Free Trade  
 Agreement (NAFTA)**  
**Training** ...64, 69, 70, 71, 80, 82, 83, 87, 88  
**SEE ALSO Construction Organizing  
 Member Education and Training  
 (COMET)**  
**Transportation** .....58-59, 60, 89

### U

**Underground Economy** 6, 42, 66, 71, 76, 83  
**Undocumented Workers** .....6, 82, 87, 91  
**SEE ALSO Immigrant Workers**  
**Unemployment Compensation Disability  
 Insurance** .....41, 45, 65, 71, 77, 92, 93  
**Unemployment Insurance** .....7, 40, 41, 65,  
 71, 76-77, 92  
**Union-Busting** .....30, 66, 95, 96, 97  
**Union Cities** .....81  
**Union-Made** .....81, 97

**United Way** .....90  
**University of California** .....41-42, 67, 85  
**Usury** .....80  
**Utilities** .....41, 61, 67, 80, 81, 88-89, 99  
**SEE ALSO Deregulation; Energy; Public  
 Utilities Commission**

### V

**Vehicle License Fee** .....71, 80  
**Vice Presidents, see Executive Council,  
 California Labor Federation, AFL-CIO**  
**Villaraigosa, Antonio** .....6, 14, 46, 56  
**Vesey, Meg** .....63  
**Vocational Education** .....87  
**Vocational Rehabilitation** .....91  
**Vouchers** .....80, 87

### W

**Warren, Max** .....63  
**Water** .....71, 88, 89  
**Welfare** ..7, 41, 44, 65-66, 77, 79-80, 90, 92  
**Wells Fargo Bank** .....32-33, 81  
**Wildlife** .....59  
**Wilhelm, John** .....63  
**Women's Rights** .....44, 65, 78, 86  
**SEE ALSO Civil Rights; Coalition of  
 Labor Union Women**  
**Workers' Compensation** ...6, 40, 45, 53, 65,  
 71, 75-76, 77, 88, 92  
**Working Families** ..5, 7, 31, 33, 38, 44, 62,  
 65, 68, 73, 74, 79, 83, 85, 90, 93, 99  
**Workshops** .....47, 52  
**World Bank** .....74, 75  
**World Trade Organization** .....64, 74, 88  
**SEE ALSO International Monetary Fund;  
 Trade**

### Y

**Yugoslavia** .....75

### Z

**Zapatistas** .....75