

# **Proceedings:**

## **Sixteenth Convention**

**Sacramento  
July 28-30, 1986**

**CALIFORNIA LABOR FEDERATION, AFL-CIO**

*John F. Henning, Executive Secretary-Treasurer*

**417 MONTGOMERY STREET, SAN FRANCISCO**



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CALIFORNIA LABOR FEDERATION, AFL-CIO**

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**MARGARET BUTZ**

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

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## *In Memoriam*

*Douglas W. Barrett  
California Labor Federation,  
AFL-CIO*

*Newell Carman  
Operating Engineers No. 3  
San Francisco*

*John F. Crowley  
San Francisco Labor  
Council and  
California Labor Federation,  
AFL-CIO*

*Ray DeNamur  
Painters District Council No. 36  
Los Angeles*

*John Geagan  
Service Employees No. 660  
Los Angeles*

*Marie Gorrebeeck  
California Labor Federation,  
AFL-CIO*

*Stanley E. Jensen  
International Association of  
Machinists  
San Francisco*

*Paul Jones  
Laborers No. 304  
Hayward and  
California Labor Federation,  
AFL-CIO*

*Lloyd Lea  
Lumber and Sawmill Workers  
Weed*

*John P. McLaughlin  
Laborers No. 261  
San Francisco*

*James G. Patton  
California Labor Federation,  
AFL-CIO*

*Joe Roberts  
Building and Construction Trades  
Council  
San Francisco*

*Charles P. Scully  
General Counsel for  
California Labor Federation,  
AFL-CIO*

*Edward T. Shedlock  
Utility Workers No. 132  
Los Angeles and  
California Labor Federation,  
AFL-CIO*

## **PROCEEDINGS of the Sixteenth Convention**

### **FIRST DAY**

**Monday, July 28, 1986**

### **MORNING SESSION**

#### **Call To Order and Opening Ceremonies**

The Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO was called to order at 10:20 a.m. by Wayne Harbolt, Executive Secretary-Treasurer of the Sacramento Central Labor Council, AFL-CIO, who served as Temporary Chairman of the Convention.

After welcoming the delegates, Temporary Chairman Harbolt called on Claudia Kitka, Professor of Music at California University in Sacramento, to lead in the singing of the National Anthem.

Next, Olaf Karlstad, retiree from the Sacramento Union Label Department led the delegates in the Pledge of Allegiance to the Flag.

Temporary Chairman Harbolt then called on Monsignor James Church of St. Peters' Parish in Sacramento, who gave the invocation.

#### **Official Welcome and Introduction of Honored Guests**

Following the invocation, Temporary Chairman Harbolt introduced the Honorable Anne Rudin, Mayor of Sacramento, who welcomed the delegates to her city.

Then Temporary Chairman Harbolt introduced the Honorable Illa Collin, Chairperson of the Sacramento County Board of Supervisors who also welcomed the delegates from organized labor.

Temporary Chairman Harbolt then explained that State Senator Garamendi and Assemblyman Isenberg, although scheduled to speak, would not be able to appear due to the demands of their work.

The Honorable Leroy F. Greene, State Senator from the 6th District was the next speaker

to be introduced by Temporary Chairman Harbolt. Senator Greene wished the delegates well in the long days of work ahead.

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

Temporary Chairman Harbolt next introduced President Albin J. Gruhn to the delegates for his address and the formal opening of the Convention. President Gruhn spoke as follows:

"Thank you very much, Wayne, and I would recommend, to all the Delegates, that you read the 'Greetings and Welcome' in the program, which Wayne is signatory to. I think it's very pertinent, to the point, and very helpful.

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

"This is a private meeting for those authorized. It's not open to the general public.

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

"We also express our appreciation to Claudia Kitka of the California University, to Olaf Karlstad, retired chairman of the Sacramento Union Label Department and Monsignor James Church, for their participation in our opening session.

"Thanks also to Mayor Rudin and Board of Supervisors Chairperson Illa Collin and Senator Leroy Greene for taking time from their busy schedules to be here with us for the opening of this Convention.

"Delegates, as we come together in this Sixteenth Convention of the California Labor Federation, it is apparent that enemies of organized labor are unrelenting in their attempts to destroy the trade union movement's effectiveness in the economic, governmental, legislative and social structure of this state and nation.

### **What Labor Stands For**

"They know from the record, that throughout its history, organized labor has been the champion of democracy, human rights, freedom of association, human dignity and equal rights for all. Organized labor has truly been the people's lobby for those organized and unorganized; the minorities; for the poor; for the youth; for the elderly; for the handicapped and, in fact, for all the people. We have been in the front lines of the struggles and the campaigns for every decent humanitarian program and legislative enactment that exist in this state and nation.

"We must call attention to these programs and legislative enactments again and again, lest they be taken for granted: Free public education, the abolishment of child labor, mandatory school attendance, free public libraries, public parks and recreation facilities, workers' compensation, unemployment insurance, disability insurance including pregnancy benefits and freedom of association, the foundation for collective bargaining (not only in the private sector but collective bargaining rights for public employees and for California farm workers), the right to strike (not only in the private sector but recently made legal in the public sector by the California Supreme Court), apprenticeship training, the minimum wage law, Davis-Bacon prevailing wage law, Social Security, Medicare, women's suffrage, civil rights, voting rights, equal rights, rights of the disabled, equal pay for equal work, equal pay for comparable worth, occupational health and safety, the right-to-know on hazardous materials, environmental protection, consumer protection and fair housing. These are but a few examples of labor's involvement for all of the people.

"Just think for a moment of what kind of a nation and state we would have without these humanitarian programs and legislative enactments.

"The delegates from our retiree organizations who are attending this Convention for the first time can well remember the many struggles that came about in obtaining these pro-

grams and legislative enactments.

"I say welcome to our retirees. We need your dedication and your experience in the campaigns ahead.

"The policy statements that have been submitted to you at this Convention by the Federation's Executive Council, clearly spell out labor's request for continued improvement and expansion of programs and legislation, not only for the workers, but for all of the people. Organized labor's ability to achieve the objectives in this agenda will depend on our pulling together in the days and months ahead; pulling together in unity in the political and economic arenas.

"The battle is on. The Reagan Administration and its right wing ideologues are determined to maintain control of the United States Senate. California is one of the key states in the battle for control of the United States Senate. Labor must organize itself politically as never before to assure the reelection of labor's friend, Alan Cranston, to the United States Senate and thus assist the national AFL-CIO in its political action program to elect a liberal majority in the Senate.

"Let's do our part.

### **Liberal Majorities Needed**

"A liberal majority in the United States Senate must be labor's answer to Reagan's anti-labor and anti-people administration. Labor must help to increase the liberal majorities in the California congressional delegation and in the state legislature as well as electing Tom Bradley Governor and reelecting Leo McCarthy Lieutenant Governor and the election of all other labor-endorsed candidates for statewide office and the State Board of Equalization. In the crucial November election, we must also help to overcome the vicious attacks on the liberal justices of the California Supreme Court.

"We must bring a clear message to every union member and family and friends, of the importance of maintaining the court's judicial independence. This can be done by casting a "Yes" vote for confirmation of all justices on the November ballot.

"The key to victory in the November 4 election is the one-on-one contact with every member and his or her family on voter registration, education and get-out-the-vote. We can do it. We must plan and organize the one-on-one contact program now.

"The effectiveness of the AFL-CIO labor movement in its political, legislative and eco-

nomic activities depends primarily on the strength of its state and local central labor bodies — the grass roots of the labor movement.

“This strength is derived from full affiliation and participation in the central labor bodies by all AFL-CIO unions.

“We look forward to the full implementation of the local and state central labor body affiliation program of the national AFL-CIO and its affiliated international unions. It will give the state and the local central bodies the resources to do a more effective job in carrying out the various programs initiated by the national AFL-CIO to meet the changing situation of workers and their unions. Organizing the unorganized is a must if we are to maintain and build a viable labor movement.

“If we do not organize, we die.

“Functioning organizing committees of local central labor bodies are an important resource for successful organizational activities by the respective union or unions involved.

“The Los Angeles-Orange County and the Santa Clara County organizing committees are good examples of what can be done in the organizing fields.

“Now I would like to express my appreciation and that of our vice presidents and delegates to our Executive Secretary-Treasurer Jack Henning, for his untiring and dedicated service to this Federation; and, particularly, his leadership in coordinating the legislative program of this Federation and its affiliated organizations in Sacramento.

“For the good legislation passed and for the anti-labor legislation defeated, we thank you, Jack.

“In reporting to you on the administration of my office, since our last convention, I refer you to the reports you received in the convention packets. They cover many of my activities during this period. I have been serving as a labor representative to the State Job Training Coordinating Council and as a member of its Operation and Oversight Committee.

“I also am continuing to serve as a labor representative on the Cal/OSHA Advisory Committee; the California Industry Education Council, and as a trustee of the Northern California World Affairs Council; as co-chairman of the Recommendations Committee of the California Conference on Apprenticeship and as Vice President of the Consumer Federation

of California.

“I have attended many meetings and conferences of this Federation as well as conventions, demonstrations, and conferences of affiliated organizations.

“It’s been an honor and a privilege to serve you as your President.

“In closing my opening remarks, let me say thanks to all of you for your dedication to our great free trade union movement. Let us always remember that in unity there is strength. United we stand, divided we fall. An injury to one is an injury to all. It is the union that brought us together here and it’s the union that makes us strong.

“Thank you very much.

(Applause.)

President Gruhn, now Chairman of the Convention, called upon Loretta Mahoney, Chairwoman of the Credentials Committee, for her report.

## **PARTIAL REPORT OF COMMITTEE ON CREDENTIALS**

**Loretta Mahoney, Chairwoman**

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

### **Report Adopted**

Chairwoman Mahoney’s motion to adopt the Committee’s report was seconded and carried.

## **Escort Committee for Speaker Willie Brown Jr. Appointed**

Chairman Gruhn announced the composition of the Escort Committee for Speaker Brown as follows: Steve Edney, Wm. Waggoner, M.R. Callahan, Billy Joe Douglas and Wm. G. Dowd, all Vice Presidents of the Federation.

He next called on Secretary-Treasurer Henning, who introduced Willie Brown to the delegates.

### **Address**

## **HONORABLE WILLIE L. BROWN, JR. Speaker of California Assembly**

Speaker Brown spoke of his close association with organized labor over many years and reflected on a few of the battles fought during

that time on behalf of the working people.

In 1958, he said, the "right-to-work" measure put on the ballot by right wing Republicans galvanized organized labor like nothing had before. The result was a smashing defeat of "right-to-work" and the election of many Democrats to office.

Another victory for Democrats that year, he pointed out, was the election of Pat Brown as Governor; later his son Jerry Brown would take the leadership of the state, and the Agricultural Labor Relations Act would be passed in 1975.

We lost a few too, he emphasized, when Ronald Reagan was elected Governor in 1966 and in 1982 when Tom Bradley barely missed out. Now, he said, we *must* elect Tom Bradley governor. We of organized labor must respond in dramatic fashion in November, Speaker Brown stressed.

The Speaker spoke of preserving the integrity of the State Supreme Court:

"Let me tell you that the Supreme Court headed by Rose Bird, Joe Grodin, Stanley Mosk and Cruz Reynoso has one thing in common with us. And that is that they displease George Deukmejian tremendously. They displease him because they are thinking people. They displease him because they look at the facts before deciding whether or not an injunction will be granted. They displease him because they will appropriately interpret the question of comparable worth. They will in fact interpret all rules and regulations on a fair and equitable basis. They will say whether or not a worker has been appropriately injured and whether or not he is entitled to compensation. They will say whether or not a consumer has been exposed to products to which a consumer should not have been exposed. . . .

"The Constitution says that there are three bases on which you ought to be considered for a judgeship at the appellate level:

"1. You are in fact healthy enough to do the job;

"2. You are in fact intellectually astute enough to do the job; and

"3. You must be honest.

"Other than that, if you get the appointment, you are entitled to the position and you are entitled to continue to serve as long as you meet those three requirements."

Speaker Brown told the Convention that we have much work to accomplish: "We have to

treat the court as we should have treated Tom Bradley in '82, as we treated Jerry Brown in '74 and '78, and as we treated Pat Brown in '58 and as we treated the question of "right-to-work" in '58 and as we treated Pat Brown in '62.

"I want my friends in organized labor to be as you have always been: be in the forefront of the most progressive political movement that can come out of California. You will be partially responsible for it, if not totally responsible for it. I challenge you to walk with us as you walked in the past, but this time be even more strident in your pursuit of these things that will produce the goodness of which I speak from the halls of the Legislature and from the Governor's Office in 1986."

### APPOINTMENT OF CONVENTION COMMITTEES

Following Speaker Brown's address, Chairman Gruhn called on Secretary-Treasurer Henning who read the names of the Sergeants-at-Arms before announcing the Convention's Committees.

#### Sergeants-at-Arms

W.J. Billingsley, Chief, Laborers No. 73, Stockton.

Richard Brown, I.B.E.W. No. 595, Oakland.

Carlos Cerna, Laborers No. 300, Los Angeles.

Clarence Hin, Sailors Union of the Pacific, San Francisco.

George E. Jenkins, Laborers No. 297, Salinas.

Lorna Johnson, Office & Professional Employees No. 3, San Francisco.

Ervin E. Kinsey, Operating Engineers No. 12, Los Angeles.

Joe Sharpe, U.F.C.W. No. 648, San Francisco.

Delores Tutson, I.L.G.W.U. No. 215, San Francisco.

He next read the names of the members on the following committees:

#### Committee on Credentials

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

John Bigelow, Ashland Fire Fighters, No. 1428, San Lorenzo.

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

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

Preston Epperson, United Food & Commercial Workers Meat Cutters No. 532, Vallejo.

Rosie Griffin, Ladies Garment Workers No. 482, Los Angeles.

Mickey Harrington, San Joaquin-Calaveras Counties Central Labor Council, Stockton.

Raymond Helmick, Operating Engineers No. 3, San Francisco.

Harry Jordan, Laborers No. 89, San Diego.

Leslie McMillen, Motion Picture Machine Operators No. 252, Sacramento.

John Moreno, Glass Bottle Blowers No. 82, San Ramon.

Russ Pool, Carpenters No. 428, San Francisco.

Mary Robertson, Communications Workers No. 9421, Sacramento.

Steve Stamm, UFCW No. 428, San Jose.

Barbara Symons, IBEW No. 1245, Walnut Creek.

Leo Valdez, Construction and General Laborers No. 270, San Jose.

#### **Committee on Resolutions**

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

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

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

Bill Dougherty, California State Council of Service Employees, San Francisco.

Thomas Lawson, UFCW Butchers No. 498, Sacramento.

Larry B. Martin, Transport Workers, No. 250A, San Francisco.

Steve Martin, Alameda County Central Labor Council, Oakland.

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

Justin Ostro, I.A.M.A.W. No. 722A, Burbank.

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

Charles Reiter, California Region Public Employees District Council, Sacramento.

George Soares, UFCW Retail Store Employees No. 428, San Jose.

Raoul Teilhet, California Federation of Teachers, Burbank.

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

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

Mary Yunt, Orange County Central Labor Council, Santa Ana.

#### **Committee on Legislation**

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

Mary Bergan, Peralta Federation of Teachers No. 1603, Oakland.

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

Steve Harrington, Electrical Workers No. 11, Los Angeles.

Dolores Huerta, United Farm Workers, Keene.

Harry Ibsen, CWA District Council No. 9, Sacramento.

Mattie J. Jackson, Pacific Northwest District Council ILGWU, San Francisco.

Walter Johnson, San Francisco Labor Council, San Francisco.

Paul Meister, Culinary & Bartenders No. 814, Santa Monica.

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

Richard C. Robbins, IBEW No. 465, San Diego.

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

Timothy J. Twomey, Hospital Workers No. 250, San Francisco.

William Ward, Lathers No. 88, Oakland.

Jim Quillin, California Conference of Machinists, Oakland.

#### **Committee on Constitution**

William G. Dowd, Chairman, California-Nevada Conference of Operating Engineers, San Mateo.

Cass Alvin, United Steel Workers No. 1304, Emeryville.

Nick Bardes, Sonoma, Mendocino & Lake Counties Central Labor Council, Santa Rosa.

M. R. Callahan, Hotel and Restaurant Em-

ployees and Bartenders No. 681, Long Beach.

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

Fred Felix, Hotel and Restaurant Employees and Bartenders No. 11, Los Angeles.

Floyd E. Henke, Electrical Workers No. 11, Los Angeles.

Gregory Don Hunsucker, UFCW Retail Clerks No. 1288, Fresno.

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

Bill Martinez, Oil, Chemical & Atomic Workers No. L-128, Long Beach.

Miles Meyers, California Federation of Teachers, Burbank.

Steve Nutter, International Ladies Garment Workers No. 512, Los Angeles.

Ed Turner, Seafarers Atlantic and Gulf, San Francisco.

John Valenzuela, Laborers No. 585, Ventura.

Charles Yelkey, California Conference Board of A.T.U., Sacramento.

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

Steve Edney, Chairman, United Industrial Workers, Service, Transportation, Professional and Government of America, Wilmington.

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

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

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

John Capogreco, Sheet Metal Workers No. 162, Sacramento.

Ann Coughlin, Office Employees No. 29, Oakland.

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

James B. Gordon, Jr., CWA District Council No. 9, Sacramento.

Wayne Harbolt, Sacramento Central Labor Council, Sacramento.

William K. Howard, Motion Picture Costumers No. 705, Hollywood.

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

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

John Walsh, Electrical Workers No. 6, San Francisco.

Charles B. Weers, Marin County Central Labor Council, San Rafael.

Ron Wood, California-Nevada Conference of Operating Engineers, San Mateo.

#### **Committees Approved**

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

#### **Escort Committee For**

##### **Alan Cranston**

Chairman Gruhn then announced the members of U.S. Senator Cranston's Escort Committee: George Soares, Jack McNally, William Ward, Don Hunsucker and Loretta Mahoney, all Federation vice presidents.

#### **Escort Committee For**

##### **Tom Bradley**

The committee members for Mayor Bradley were named by Chairman Gruhn next: Jerry Cremins, William Robertson, Ray Wilson, Justin Ostro and Tony Ramos, all Federation vice presidents.

#### **Convention Photograph**

At this point, the Convention photograph was taken.

#### **Recess**

Chairman Gruhn then recessed the Convention at 12:03 p.m., to reconvene at 2 p.m.

## **AFTERNOON SESSION**

Chairman Gruhn called the Convention to order and then asked Secretary-Treasurer Henning to introduce the next speaker, Alan Cranston, U.S. Senator.

#### **Address**

#### **HONORABLE ALAN CRANSTON**

##### **United States Senator**

Senator Cranston, who has enjoyed labor's

endorsement in every one of his campaigns, criticized the official unemployment figures issued by the Reagan Administration's Bureau of Labor Statistics as inaccurate and not reflective of the true numbers of workers unemployed in this country. The report of the Council on International and Public Affairs, he noted, concludes that the jobless rate is twice as high as reported by BLS. The real rate, he said, according to the Council, is 14½%, which represents 17,200,000 persons unemployed.

A report issued by the Joint Economic Committee of Congress, he warned, reveals that the "rich are getting richer in America at a staggering rate." Superrich households, he said, now own 35 percent of America's private wealth. In 1929, he pointed out, the figure was 32 percent, just before the stock market crash. Those superrich households today, he noted, represent only one-half of one percent of American families.

"If this shocking trend in our country is not reversed" he said, "confidence in our industries will be shaken and what can be worse than that in a democratic society?

"Plainly we have our work cut out for us."

The highest priority in November, he stressed, is winning back control of the U.S. Senate and holding a democratic majority in the House of Representatives.

Senator Cranston indicated that his reelection to the U.S. Senate would help move the state into the 21st century with the highest standard of living, the most abundant job market and the finest educational program in all the world.

"These are some of my personal guidelines for action," he noted, "cleansing California's land and water and air from industrial poisons; achieving excellence in education for every boy and girl in our state; aggressively pursuing expanded trade opportunities for California products and making certain that trade is both free and fair; and enhancing California's day-care facilities so that families can stay together and earn a good living; going to bat for our housing industry so that young families can afford to buy their first home and older families can afford to keep the homes that they have; defending our Constitution and the values of free speech, free press, and freedom of religion against those who would stifle freedom in order to impose a particular point of view."

Senator Cranston told the delegates of his opponent's inconsistency. Ed Zschau, he said,

has reversed himself by voting both for and against the MX, for and against producing chemical weapons, taken a contradictory stand on the nuclear test ban, voted for and against apartheid sanctions, aid to the Contras and the Saudi arms sale.

While Senator Cranston has worked for the Superfund law and supported an amendment to require industrial polluters to tell their workers and the public where they are emitting toxics that cause cancer, he said, Ed Zschau has voted against that amendment.

Senator Cranston told the convention delegates that while he has worked to pass laws to improve the quality and accessibility of education in America such as the Emergency Math and Science Education Act, Ed Zschau worked to kill the bill as well as the American Defense Education Act and the Foreign Language Assistance Act.

"Zschau," he said, "is campaigning around this state boasting that he has a 100 percent Chamber of Commerce record and 11 percent COPE voting record.

"You can figure out where he stands," Senator Cranston said, "... on issues important to working men and women. There it is, all very clear."

Chairman Gruhn next called the Escort Committee for Mayor Bradley to accompany the Mayor to the Podium.

He then called on Secretary-Treasurer Henning, who introduced Mayor Bradley as the next speaker.

## Address

### HONORABLE TOM BRADLEY

#### Mayor of Los Angeles

Mayor Bradley predicted his election to the governorship of California in November and it would be accomplished, he said, with the help of organized labor. Not only has Governor Deukmejian not listened to labor representatives, he said, the Governor has isolated himself and turned his back on all the people of the state.

"He has been under the impression that if he could just hide for four years and if things were not too bad," Mayor Bradley said, "somehow the people would give him credit for them and would return him to office."

Mayor Bradley indicated that he had challenged the Governor to 14 debates on as many



issues in 14 cities, and received a "No" answer from Gov. Deukmejian.

The rank and file of the labor movement must help reveal the fundamental differences between the candidates, he said.

Under the Governor's administration, Mayor Bradley said, over 2500 people have died from toxic exposures on the jobsite. The Governor, he said, has reduced the OSHA medical unit to one doctor and two nurses to cover the entire state. The Governor has vetoed bills to create an occupational disease prevention unit and to require inspection of fields where pesticides have been used. In all, he said, over 21 bills dealing with toxic waste problems have been vetoed.

"This governor absolutely doesn't understand, nor does he care about, the average working man and woman in this state — and he has demonstrated that over and over again," Mayor Bradley stressed.

"A governor who would deny you basic and fundamental protections, (the) basic and fundamental benefits that you deserve, does not merit your support. Let's carry that message loudly and clearly on November the 4th throughout the state," he said.

#### **REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS Steve Edney, Chairman**

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

Chairman Edney reported as follows:

"Mr. Chairman, Secretary-Treasurer Henning, members of the Executive Council, fellow delegates. I have the report of the Committee on Rules and Order of Business:"

**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 of the Convention.** The Convention shall convene at 9:30 a.m. each day after the opening session which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and recess at 5:00 p.m. each afternoon unless the delegates agree to extend the sessions or to call a special night session by a two-thirds vote of those present and voting.

At 7:30 p.m., Wednesday evening, a separate session of the Convention will be held, the business of which will be devoted to a pre-general election Convention, the business of which shall be confined to consideration of endorsement of candidates and statewide propositions and to appropriate resolutions pertaining to political action as provided in Article XIV(a), Section 2(b) of the Federation's Constitution. This particular business of the Convention shall proceed until completed without regard to hours of recess otherwise stipulated under these rules.

**5. Resolutions Defined.** Whenever the word "resolution" is used in these rules, it shall include constitutional amendments.

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

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

**8. Passage of Resolutions and Committee Reports by Convention.** A majority of the delegates present and voting shall be required to act on a committee report or a resolution except the constitutional amendment, which shall require a two-thirds vote of 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 150 delegates present and voting, any motion shall be voted on by roll call per capita vote of the dele-

gates. 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 order named:

First, to adjourn; second, to recess to a time certain; third, for the previous question; fourth, to set as a special order of business; fifth, to postpone to a stated time; sixth, to postpone indefinitely; seventh, to refer to, or re-refer to committee; eighth, to divide or amend; ninth, to lay on the table.

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

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

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

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

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

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

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

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

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

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

appeal from the Chair is being decided.

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

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

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

### **Report Adopted**

On Chairman Edney's motion, duly seconded, the report of the Rules and Order of Business Committee was approved by the Convention.

The Chair then called on Secretary-Treasurer Henning, who introduced AFL-CIO Secretary-Treasurer Thomas Donahue as the next speaker.

### **Address**

**THOMAS R. DONAHUE**

**Secretary-Treasurer**

**AFL-CIO**

Secretary-Treasurer Donahue warned that large numbers of working people, union and unorganized workers as well, have been losing their jobs because of a depressed economy, because of unfair foreign trade and because of manipulations by the corporate raiders and takeover specialists.

Despite the fact that during the last five and a half years of the Reagan Administration, he said, the National Labor Relations Act has become a hindrance to organizing and collective bargaining instead of the aid it was originally supposed to be. It's now a weapon, he said, for unfair employers.

Although labor has been attacked by the unrelenting right wing, he said, we have won

some victories. Congress supported us, he pointed out, when we beat back an effort to turn every picket line strike into a crime; in barring double-breasted construction contracts; in defeating an effort to tax our fringe benefits and when we passed the Omnibus Trade Recovery Act.

Our fight now, Secretary Donahue said, is to override the President's veto of the Textile and Apparel Trade Act.

In the next few months, he said, we in labor must convince our senators and congressmen to support us on trade, immigration and tax issues.

On the political front, he said, we must help the candidates who share our principles. In short, he stressed, we must deliver the votes.

"If we start with the three-by-five cards, if we start with the phone banks and the lists and the videotapes and the voting checks and the doorbell ringing and phone calling" he said, "all of the work that everyone in the organizing campaign knows about, then that's what is going to win elections for us and there's no other way."

Secretary-Treasurer Donahue referred to ways of strengthening the labor movement. He described a coordinated organizing strategy to help our affiliates work together.

Internal communications, he stressed, is high on the list of priorities to strengthen our efforts. That means using our newspapers and video cassettes, while relying greatly on the one-to-one conversation; talking union, talking politics and issues among ourselves, the union leadership and our families.

A key part of our program, he said, is to bring our state and local central bodies to maximum strength. An aggressive campaign is being mounted, he said, to bolster affiliation with state and local bodies on a voluntary basis.

Secretary Donahue noted the initiative taken by the California Labor Federation to bring retired union members into the State Federation.

All of these programs, he said "... are aimed at only one goal, and that is to strengthen our union as a force for social justice and for progress in the workplace, in politics, and in the nation. The end result of everything we do is revitalizing this trade-union movement; renewing it as a force, not only in the lives of its members, but as a civilizing and humanizing institution in our country.

Secretary-Treasurer Henning thanked Secretary Donahue for his address and then asked President of the Idaho AFL-CIO, Jim Kerns, to say a few words.

#### Remarks

**JIM KERNS, President**

**Idaho State AFL-CIO**

President Kerns informed the delegates that a "right-to-work" measure will be on the November ballot in his state. He remarked that several people have been promoting "right-to-work" in Idaho, holding press conferences and doing television spots. Among these people, he said, were Charleton Heston, Ronald Reagan and George Bush.

The "right-to-work" measure is being challenged in the courts, he said, but regardless of the court's decision, it appears the measure will be on the ballot.

#### Video on RTW

President Kerns invited the delegates to view a videotape describing the work the Idaho AFL-CIO has done in fighting the "right-to-work" menace in his state.

The tape will be shown, he said on Tuesday night at 9:30 or 10 p.m. in the Convention meeting room, and will be available for viewing in Room 214 in the hotel.

#### Late Resolutions

Secretary-Treasurer Henning referred to five late resolutions which would require a unanimous vote for their acceptance. The resolutions included: one from the Hotel and Restaurant Employees No. 681, titled **Disneyland Hotel Dispute**; one from the Santa Clara County Central Labor Council titled **Support Strikers at Watsonville Canning**; one from the Contra Costa County Central Labor Council titled **Condemn C & H Sugar Company**; one from Electrical Workers No. 1245 titled **Collective Bargaining Rights for Utility Employees** and a resolution on the **Immigration Bill, H.R. 3080** from the United Farm Workers of America, Keene.

The motion to accept the late resolutions was seconded and carried.

Delegate William Dowd inquired whether two resolutions he had submitted from the California-Nevada Conference of Operating

Engineers had been received. Secretary-Treasurer Henning indicated the resolutions had been accepted.

**Recess**

Secretary-Treasurer Henning then moved to

suspend the rules and recess the Convention until 9:30 a.m. the next day.

His motion was seconded and carried.

(Whereupon, at 3:50 p.m., the Convention stood in recess until 9:30 a.m. on Tuesday, July 29, 1986.)

## PROCEEDINGS of the Sixteenth Convention

### SECOND DAY Tuesday, July 29, 1986 MORNING SESSION

#### CALL TO ORDER

Chairman Gruhn called the Convention to order at 9:53 a.m. He then called on Reverend A.C. Ubalde, Jr. of the Florin United Methodist Church in Sacramento, who gave the morning's invocation.

#### Announcement

The Chair then called on the Chairman of the Legislation Committee, Anthony Ramos, for an announcement. Chairman Ramos asked that the Committee members meet in the Convention meeting room immediately following the noon recess.

Chairman Gruhn then called on Secretary-Treasurer Henning who introduced the first speaker of the day, Eliezer Rafaeli, executive director of the National Committee for Labor-Israel Histadrut.

**Address**  
**ELIEZER RAFAELI**  
**Executive Director**  
**National Committee for**  
**Labor-Israel Histadrut**

Director Rafaeli, after greeting the delegates, told how Israel is the only state in the history of mankind that was built by organized labor.

"We existed as an organized labor movement before the state was born," he said, "and therefore, the substructure, the infrastructure, the base for our state, is organized labor. Ninety percent of all the wage-earners in Israel are members of the Histadrut of organized labor.

The Histadrut, he explained, is spread throughout the fabric of the country, from the collective farms, the kibbutz, to the school and health care systems and even including institutions of learning can meet and learn. The Afro-Asian Institution, he said, is run by the Histadrut and is structured for labor leaders.

"We can do it," he said, "because we regard

the Histadrut as a trade union. We regard the Histadrut as the backbone of the country . . . because labor is the backbone of a country."

Director Rafaeli spoke of the special relationship between the Histadrut and the AFL-CIO: "It is a partnership. Many times we are helped by you and we are grateful; but we know that America needs Israel. America needs a democracy in the Middle East because we're the only democracy there. We are surrounded by tyrants; we're surrounded by dictatorships that are no less cruel than the apartheid of South Africa. They are just less publicized."

He then thanked the delegates for their friendship and bid them good luck in their deliberations.

Chairman Gruhn thanked Director Rafaeli for his words and then called on Vice President Dowd for a report from the Constitution Committee.

#### REPORT OF COMMITTEE ON CONSTITUTION Jerry Dowd, Chairman

Chairman Dowd reported on Resolution No. 27.

#### Resolution No. 27 Federation Vice Presidents

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Chairman Dowd then thanked the members of the Committee for their work and read their names to the Convention.

#### Committee Dismissed

On Chairman Dowd's motion, duly seconded, the Committee members were dismissed with a vote of thanks.

Chairman Gruhn next called on Vice President Anthony Ramos for a report from the Legislation Committee.

## **PARTIAL REPORT OF COMMITTEE ON LEGISLATION**

**Anthony Ramos, Chairman**

### **Resolution No. 19**

#### **Toxics Pollution in the Workplace and the Environment**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **Resolution No. 20**

#### **Drug Testing and Workers' Rights**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **Resolution No. 21**

#### **Credit Card Interest Rates**

"Your Committee recommends an amendment to this resolution. We were concerned about the last Resolve and we recommend that it be deleted and that, in its place, will be the following Resolve:

"Resolved, that the California Labor Federation encourage international unions to participate in the National AFL-CIO program to offer union members credit card accounts as a membership benefit."

"As so amended, the Committee recommends concurrence in the resolution and I so move."

The motion was seconded and carried.

## **REPORT TO THE CONVENTION**

**JOHN F. HENNING**

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

Chairman Gruhn next called on Secretary-Treasurer Henning for his report to the Convention.

Secretary-Treasurer Henning spoke as follows:

"Mr. Chairman, delegates. The Constitution requires a report from the Secretary-Treasurer of his duties and responsibilities as met during the two years since the previous convention. Almost all of the explanations of my responsibilities and duties are printed in the document entitled 'Reports of the Executive Council and Executive Secretary-Treasurer,'

but I thought that today I should go into certain matters, a bit different, but very important. Before I do that, I would like to give praise to a brother here who is a sergeant-at-arms and has been for many years. He was once the chief sergeant-at-arms until he retired from the Laborers Union. He still remains an active participant in the Laborers, and he's here as a delegate from that union.

"I refer to Lefty Jenkins. In the annals of this organization he has a unique place, however obscure in terms of general understanding, and I thought that I should place this in the record for the future students of the history of our movement.

"In 1972, the presidential election put President Richard Nixon against the Democratic challenger George McGovern. The national AFL-CIO that year through its Executive Council, voted that it would endorse neither Nixon, nor McGovern.

"We met in California at our Pre-General Election Convention and refused to concede the fact that there was no difference between the two or that we could be silent on the infamy of Mr. Nixon. And so at the Pre-General Convention, by unanimous vote we called for the defeat of Nixon. We did not directly challenge the national body, but George Meany, who was then president, concluded that for us to say 'We call for the defeat of Nixon' was tantamount to saying that 'We endorse McGovern.' He stated that it was our obligation to rescind our position.

"As a result of a meeting I had on the issue with George Meany in Washington we called a special convention to rescind. There was nothing harder for those of us who understood the character of Mr. Nixon to do than to retreat from a position that struck a blow at all that he represented, but we had to consider the realities of the situation.

"Immediately before Mr. Meany telling us we had to rescind, the Colorado State Federation had endorsed McGovern. President Meany said that a State Federation had no right to take such a contrary position. He then placed the Colorado Federation in trusteeship. The District Court upheld the independence of the Federation of the State of Colorado but the United States District Court of Appeals stated that the state body had been chartered by the national body and since it had no right to disaffiliate, it was subject to the discipline of the national AFL-CIO.

"So there was a real possibility that that would happen here if we continued in opposition because of a point of pride.

"We rescinded but we called upon the national AFL-CIO to reconsider its position on Nixon and McGovern.

"The vote on rescinding was a roll-call vote. Midway it became quite evident that we were never going to get that two-thirds required. In other words, we wouldn't be able to rescind because the members on the floor who were with our administration on basic issues felt that this question had priority and they disagreed with the motion.

"I had said in the closing argument of the debate that if we didn't rescind, there would be some reactionary political right-winger put in as trustee of this Federation, someone who disagreed with everything for which this Federation has stood for so many years.

"It was at that point that Lefty Jenkins came to the platform.

#### **Laborers Vote**

"Lefty said: 'Some of the brothers in Stockton would like to meet with you.'

"They were black brothers from the Stockton local of the Laborers. It was Willie Billingsley and his fellow delegates who came up and said: 'Do you really believe that Meany is going to put us in trusteeship?'

"I said: 'Look. He has to act. He has already moved in the State of Colorado. Of course I believe it.'

"'Do you think that a right-winger will come in?', they asked.

"I said: 'I do believe it.'

"They said: 'We don't want a right-winger running the Federation.'

"So Willie Billingsley and the other fellows said that 'we will change our vote.' They had voted 'no' on the motion to rescind.

"They went back and they called the attention of the Chair to change the vote. One Laborer's local after another and dozens of others followed and we got two-thirds.

"I often think about what would have happened in the history of this Federation if Lefty Jenkins had not come up to the platform. And to be very honest, that's why I always still name him a sergeant-at-arms even though he is retired. (Loud applause)

"Getting on to my report, it refers to the responsibilities of the Secretary-Treasurer. The burdens of the office of Secretary-Treasurer by

the Constitution require the direction of all the functions of this organization — and I am going to talk about one that I have never talked about at the Convention, and that is the economic situation.

"Secretary-Treasurer Donahue dealt with that problem yesterday: the matter of affiliation; the matter of per-capita tax.

"We were hit badly by the Reaganomic recession of '81 and '82. We lost thousands of members through unemployment in the unions. Just this year we lost twenty thousand dollars a year when the U.T.U. decided to withdraw from the national AFL-CIO.

"So the economic situation of a federation is a bit different from that which prevails for a union, which has a certain measure of strong control over the flow in and the flow out. We have control over the flow out, but we don't have control over the income as we would wish.

"The treasury report shows that on hand at the end of June 30th, 1986, we had \$839,620. And I can say that in the first quarter the total treasury of the Federation and COPE was a million dollars. That's the highest amount that is held in the treasury of any state federation of the nation despite the fact that 35 state federations have a higher per-capita tax than we. It is not common as you look over the list to see 55 cents, 75 cents and 80 cents per-capita tax charged by the federations throughout the country. We haven't done that. We have kept it low.

#### **Federation Services**

"When the Reaganite recession hit in fullness we faced certain serious problems because we provide services that no other federation does. There is no other federation that has full-time operations for blacks or for brown advancement. We have a virtually full-time unit on women in the workforce. So we have certain financial responsibilities that other federations do not have.

"I wish to make a point here and I trust that it will not be considered self-serving on my part, but as we faced this problem, I felt that we had no moral right to increase the salaries of the Secretary-Treasurer and the President. Under the Constitution, the Executive Council determines the salary. We have not increased our salaries in seven years.

"Certain members of the Executive Council from time to time came to me and urged that we increase the salaries. We haven't had an in-

crease, but we are not suffering. As the chief officer of the Federation I get \$60,000 a year and Al Gruhn gets \$50,000 a year.

"I am not saying that as an officer of a federation that represents 1,700,000 workers, the Secretary-Treasurer is not entitled to more. But I think that we must exercise a responsibility that is moral as well as fiscal in its nature.

"We have to establish compensation that will attract people of particular talents. I want to say at this time that we have a man of unusual talent serving as the Research Director in the person of Tom Rankin. Tom Rankin is a lawyer, a graduate of Boalt Hall, University of California at Berkeley, a Fulbright scholar. He studied in Germany by reason of the Fulbright system, which goes only to the brighter students of our universities. He could make a lot more money working outside the labor movement than he can make working in it. I didn't ask him to take a vow of poverty, but at the same time I am pointing to the realities.

"In other aspects, we have established certain innovations. The death knell of a large organization or institution comes when that organization or institution ignores changes whether it be social or structural. We try each year to bring some new life into the Federation. In that regard we have this year restored the week-long summer school that was introduced by Neil Haggerty in 1948; it continued on for many years, but nearly two decades ago was abandoned. So we will be having that renewed summer school this year in Sacramento.

"Last year we formed the Bay Area Strike Defense Council, the purpose being that in any major dispute the union on strike calls on its own Council and the State Federation to summon the assistance of the local councils in the whole area in terms of picket support, in terms of influence in the community, in terms of showing trade-union solidarity.

"We have had two meetings. We have the Teamsters Union top officials sitting in with us. And the top district officials of the International Longshoremen's and Warehousemen's Union. In this era when we are under siege we need all the solidarity that we can possibly muster.

### **Retiree Clubs**

"Tom Donahue mentioned yesterday that we were the only state that had the retiree affiliation system in being. And later we are going to have the head of each retiree union walk in front of this microphone and tell which

union he or she represents.

"Thanks to Lane Kirkland, who believes that an organization can't live without change, we do have retirees able to participate in local and state central bodies. We are the only state body in the country that implemented the decision of the President.

"The retiree clubs of local unions are officially affiliates now of our State Federation of Labor and the delegates from the clubs have voice and vote.

"We are very proud of what we did in showing the country the way to implement a progressive policy of change.

### **Forums**

"Al reminds me that we have 22 local union clubs. Under the Constitution they are called 'groups.' We have seven forums. The forums are those units that are like local councils of seniors. They have to be set up by the local central labor council. The groups themselves and the clubs have to be approved by the organization from which they come and they must comply with the regulations of that organization. And of course they must comply with the new constitutional provisions that we have adopted. The retirees can be a tremendous political force. They have the enthusiasm for labor's goals or they wouldn't be in the retiree groups. When these brothers and sisters left the labor movement, they didn't leave its ideals, they didn't leave its ambitions, and we are very proud to have them with us.

"A few words on the political climate and where we are. The current report does not cover that comprehensively. In 1984 we went into more detail in registering, getting-out-the-vote and more use of the computer than in any political campaign. We know that the election was a disaster.

"And now in terms of 1986 and Governor Deukmejian:

"Jerry Cremens and I share the same burden in many respects. There are other councils that do, but not to the extent that the Building Trades Council shares with the Federation, in assuming the obligation of protesting actions of the Governor, no matter who he might be. To Jerry Brown we protested as often as we protest to George Deukmejian when the actions of the Governor were against the interests, economic and social, of the principles of this Federation. It is a sensitive role because both of us have to go to the Governor and ask him to sign the bills that we have introduced.



And obviously we cannot be *persona non grata*, which is to say that we cannot be rejected on the basis of our not recognizing the dignity of the office of the Governor. We protest strongly, but we also praise the Governor on those occasions when he warrants praise. That is the way it was with Jerry Brown.

"We hit Jerry Brown with everything we had when he proposed a constitutional amendment to balance the budget. There has been only one constitutional convention in the history of the Republic, and that was 199 years ago. The nation's two-hundredth anniversary will be up next year. If we had the Constitutional Convention that Jerry Brown wanted, the whole Constitution would be opened up for revision and all of the mad voices of the South that still have not accepted the humanity of the black man and black woman would be endeavoring to roll back the tide of history. Even if they never succeeded, and I don't think that they would have, they would have divided our country on the basis of racial conflict. It was an act of immaturity by the young Governor of California.

"In sum, he was a great governor. We understand that. But if we differed with Jerry Brown, we can certainly differ with George Deukmejian without demeaning the office of the governor.

### **Divestment**

"The Governor acted a week ago Friday in a way that took some courage. He came out at a meeting of the Board of Regents of the University of California in alliance with some of us on the Board of Regents who, since 1977, had been calling on the university to divest its holdings in companies that do business with South Africa.

"We had eight votes in 1977 out of 30 members and we had eight votes last year, when George Deukmejian voted with the conservative majority and said, 'No divestment.' But a week ago Friday he changed and indicated that he was serious when he made an announcement of two weeks earlier and said that he was 'appalled by the continuing murderous activity in South Africa and the continuing denial of human rights' and he was appalled by the fact that the reform proposal taken last April by the Administration was not succeeding.

"Appalled by these things, he came out for divestment.

"We had the same eight votes there, but

Willie Brown was out of the country. We would have had nine. But nine votes do not make a majority. Deukmejian brought in five votes. And so our side now had thirteen votes.

"Don't underestimate the importance of that. We voted to divest in a three-year span a total portfolio of \$3.1 billion dollars in university funds. That action was opposed by the President of the University and it was opposed by the Treasurer of the University, who predicted economic loss if we divested.

"We praised Deukmejian for that. And I personally like to think that something caught his conscience. That 'something' was the fate of the Armenians who suffered genocide at the hands of the reactionary government in Turkey more than a generation ago.

"I really believe that he was as morally disturbed as any American should be by the daily reports of murder of blacks by one of the vilest governments known to human history; and I think that he was appalled by the fact that the President of his own party holds hands with that murderous regime and refuses to impose sanctions on the government of South Africa. So he crossed the line.

"Also we spoke before the Rules Committee in favor of confirmation of certain of his appointees, including a trade union official he named to the Cal-OSHA Appeals Board. We have supported him when he has been right. We criticized him when he vetoed bills that killed the rights of our people. He vetoed the workers' compensation bill that we got through last year — and we haven't had an increase since 1982. He vetoed the unemployment insurance bill that we got through last year. Nothing has been done in benefit increases since the 1982 legislative session. He vetoed the pesticide bill, which would have saved the health, if not the lives of the farm workers.

"We are not going to sit silent. The great tragedy is that he has turned the administrative branch of government over to people who are the sworn enemies of the trade union movement; if not sworn, then the quiet, subversive enemies of the trade union movement.

"We can't accept that. We can't tolerate that. So we call for his defeat. As I mentioned yesterday, we have to tell the rank and file of what he has done. Jerry Cremins and I have done that whenever we can. It is not enough to say, 'We are for good Tom Bradley.' You have got to say that 'We are against the record of the

Governor of California on the great issues that affect the lives of the working men and women of this state.' So all of us have to come out and read the litany of the bad actions for which the Governor of California is responsible. He has his agenda as he sees it by his lights and we have our agenda.

"Now with two other thoughts. One is the fate of the labor movement.

"Our demise has been exaggerated, as Mark Twain would have said. But let us be realistic. We are not in good health and it does nothing but give us a chance to be the pallbearers of this movement if we continued to say, 'All is well.'

"There is no place for those who despair and turn away from the movement. But neither is there any serious place for those who fail to recognize the difficulties we face.

"The movement was in great trouble, virtually mortally wounded, in the years of Harding and Coolidge and Hoover. Change came and the movement grew from an organization that had never known more than four million members in any of the preceding years. It had reached that figure at the time of the First World War, when capital needed the sinews and the minds of workers to sustain the war effort. Membership fell below three million members when big business turned on the American labor movement when their own money was secure and their own industries were in place. The American Plan was put in. For example, they broke the Longshoremen's Union on the West Coast and the open shop was imposed upon the working people of the country. But labor recovered.

### **Help from Without**

"What gave us strength? Was it William Green? Did William Green come up with some idea to save the trade union movement? And with all due respect, was it the Executive Council of the AFL that devised a plan to revive the American trade union movement?

"No. Help came from without the movement. It was a concept that came from an external entity. The longshoremen held a great celebration two years ago over the '34 strike and the victory of the workers. We believe it was a great historical incident in the lives of maritime workers. Allied with the longshoremen were the Sailors Union of the Pacific, the Marine Firemen's Union and the Teamsters.

"How did it happen? NRA made it possible. Before the Wagner Act was passed, it gave to

workers the right to vote in secrecy for the existence of a union and for the right of employees to join unions. Aid came from outside the movement.

"Let's not accept the myth that somehow we who recovered in the past have within ourselves some power that gives us the right to return to the influence we had that has been so violently lowered in the past ten years, and particularly since the coming of Ronald Reagan. I refer to the destruction of the economy of the American worker by unlimited imports and by the assault against American labor unprecedented since the days of the American Plan.

### **Change Needed**

"We had better start looking for change in a serious way. We have to be a voice of reform in society. The labor voice by itself is no longer honored in the Congress of the United States in any serious way.

"Take the tax issue that is now before the country. Did you ever read on any one day that American labor was being brought into the great decision on the redistribution of wealth? All of the attention is being given to other forces on tax reform. Oh, yes. They give us a narrow sectarian role. 'We understand that you still want to be able to deduct union dues. We understand that you don't want to have the fringe benefits taxed.'

"They regard us as holding a narrow little piece of the whole American fabric.

"We are not central to the great disputes of the nation today. God knows we are not central to any foreign policy issue. In the nations of Western Europe, where unionism is strong, labor is a part of the decisions of war and of peace, of the nuclear issue. Does anyone really think that the President of the United States, whether he is Democratic or Republican, is going to take us in on the same level he will with the powers that run the economy? In no way!

"So our task is real. If we want to live in the past, we can. And again, if we want to go through a ritual and tell you what we have done and that 'all is well,' we will indeed be the pallbearers of our movement. I know all of us here by our very presence have a belief in the movement, have a passion for that movement, have a commitment to that movement.

"So let us begin the work of recovery within ourselves because there is not on the horizon a hope of any suggestion that any external force will aid the trade union movement. And I in-

clude the Democratic Party, the leadership of which includes the corrupt figures that have so much power in that party by reason of seniority positions in the House and Senate, the anti-black and anti-labor forces of the South. There is no hope in that national party of giving Congress a new dimension of freedom for the trade union movement. We have to devise our own means of survival.

"Thank you, Brothers and Sisters." (Loud and sustained standing ovation.)

### Introduction of Retiree Club Members

Secretary-Treasurer Henning asked that each member of a union retiree club attending the Convention as a delegate, come to the podium to announce the name of the club that he or she represented.

One by one, each retiree announced his name and organization as follows:

"**Brother Al Keller**, Past President of San Francisco Forum, delegate from Local 648, UFCW."

"**Bill Price**, UFCW Local 648, representing Local 115 retiree club and Local 1100."

"**Chalo Aragon**. I represent the Central Valley Retirees of Laborers Local 300."

"**Crawford L. Johnson**, representing Local 870 retiree club in Hayward."

"**Jack Eshleman**, Chairman of the California Newspaper Guild retiree unit."

"**Nick Pavletich**, Graphic Communications Number 777, Northern California."

"**Bill Harris**, Vice President, Napa-Solano County Forum and a member of IBEW 180 retirees club."

"**Ken Breckenridge**, Local 180 IBEW, Vallejo."

"**Alynn B. Wilson**, representing the Los Angeles County Hospital retiree workers, Local 434, SEIU."

"**Jim McLoughlin**, a member of UFCW 428 of San Jose. I was the executive officer for 42 years; a former International Vice President. I used to head up the labor council and I was on the Executive Council of the California Labor Federation, AFL-CIO, which I appreciate."

"**Margaret Sowma**, of the Golden Club of the International Ladies' Garment Workers. The Golden Club Forum."

"**Thomas D. Riley**, President of the Retirees Club, Local 1245 IBEW."

"My name is **Exzelia Breaux** and I represent

the ILGWU Bay Area retirees.

"I am **Charles Gricus**, Hotel and Restaurant Employees Local No. 2 Retirees Association. I am the President of our retirees association. We have a membership of 300 already."

"**La Don Everhart**. I represent Machinists, East Bay Auto No. 1546 Retirees Club."

"**Ray Johnson**. I am Secretary of the Contra Costa-Solano County Forum and also President of Local 1173 seniors retiree club."

"**Brother Leon Kaplan**, representing the Los Angeles County Federation of Labor Forum."

"**Jim Stoffle** from Laborers' No. 185 Retirees' Club."

"I am **George Gorland**. I represent the Transport Workers Union Local 502 of Los Angeles."

"I am **Opal Lawrence**, the President of Local 1546 Retirees Club, East Bay Automotive Machinists."

"**Stan Latham** from Vallejo, formerly the Executive Officer of Local 373 UFCW for 28 years. And I have had the pleasure of serving on this Board of Directors here for 10 years. It is nice to be back, to be home. I also represent Locals 373 and 502 Retirees Club."

"**Joe Belardi**, representing the San Francisco Forum. I am a member of Local 2 Hotel Workers, San Francisco."

"I am **John Blaiotta**, President of the Santa Clara County Central Labor Council Forum and also retired from UFCW Local 428. All told, in the spring of 1987 I will be receiving my 50-year pin.

"I would at this time mention that the Forum, for some of you who may not know, is a federated body. In other words, the retired union clubs are the ones that send delegates. We have 18 clubs that are affiliated. And at this time, if there are any of the members from Santa Clara County from different unions that have a club, we would like them to try to get their retirees clubs to be affiliated. And at this time, if there are any of the members from Santa Clara County from different unions that have a club, we would like them to try to get their retirees clubs to be affiliated with the Forum."

"I am **Ted Ellsworth**, of the Motion Picture and Television Retirees' Club, which has about 30 or 35 unions represented in the industry club."

Secretary-Treasurer Henning then added:

"Just one addition. Bob Quick, Retirees

Club No. 1781 of the Machinists was called home due to a death in his family and Roy Mack of the Butchers in San Francisco, was also called out or would have been with us. He was called out by reason of a family matter."

He then asked for and received from the assembled delegates, a round of applause for the retirees.

## **PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS**

### **Jerry Cremins, Chairman**

Chairman Gruhn next called on Jerry Cremins, chairman of the Committee on Resolutions for a partial report.

### **Announcement**

Before commencing his report, Chairman Cremins announced that the Resolutions Committee would meet in the Hermosa Room upon recess of the afternoon session.

## **STATEMENT OF POLICY I The Economy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **Resolution No. 7 Textile and Apparel Trade Enforcement Act**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

## **STATEMENT OF POLICY II Taxation**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

## **STATEMENT OF POLICY III Foreign Policy**

The Committee's report:

"There is a typographical error in the digest on Page 1 on this subject of foreign policy which your Committee recommends be corrected.

"On Page 1 in Paragraph III, in the second paragraph, in the fifth line, the word 'opposed' is used twice. Where it is used as the very last word in the line, delete the word 'opposed' and insert the word 'imposed.'

"As amended, Mr. Chairman, I move its adoption."

The motion was seconded and carried.

### **Resolution No. 1 Trade with South Africa**

The Committee's report:

"Your Committee recommends that in the fourth whereas clause in the fifth line, delete the words 'CISTUR and' and in the sixth line after the words 'AFL- CIO' insert the words 'and other opponents of apartheid.'

"Then, with respect to the resolved, your Committee recommends that the words 'continue to' be inserted in the third line before the word 'demand.'

"Your Committee recommends placing a period after the word 'Africa' in the fourth line of the resolved and striking the balance of the resolved because this part of the resolved would have the Federation purport to tell the members of the Federation's affiliates that they need not handle goods from South Africa — something which is the prerogative of the affiliates themselves and not of the Federation.

"Your Committee, however, recommends that the subject matter be referred to the incoming Executive Council for the consideration of additional ways of encouraging positive action against apartheid, such as asking the National AFL-CIO to seek legislation protecting the moral right of employees to refuse to handle goods made in South Africa.

"And as so amended the Committee recommends concurrence, and I so move, Mr. Chairman."

The motion was seconded and carried.

### **Resolution No. 2 Rights of Labor in the Phillippines**

The Committee's report:

"Your Committee recommends that in the second whereas, in the fourth line thereof, the word 'fully' be inserted before the word 'acted.'

"Further, in the first resolved, in the third line thereof, add after the word 'request' the words 'the National AFL- CIO to petition.'

"Further, in the second resolved, in the first line, add after the word 'request' the words 'the National AFL-CIO to petition.'

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

The motion, duly seconded, was carried.

### **Resolution No. 3 Support South Korean Workers**

The Committee's report:

"Your Committee recommends that in the first resolved, in the third line, add after the words 'AFL-CIO' the words 'calls upon the National AFL-CIO to.'

"Further, in the second resolved, in the first line, add after the word 'Convention' the words 'calls upon the National AFL-CIO to.'

"Further, in the third resolved, in the first line, add after the word 'Convention' the words 'calls upon the National AFL-CIO to.'

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

The motion was seconded and carried.

### **STATEMENT OF POLICY IV Workers' Compensation**

The Committee's recommendation of concurrence was moved by the Chairman. His motion was seconded.

### **Remarks of John F. Henning Executive Secretary-Treasurer California Labor Federation, AFL-CIO**

Secretary-Treasurer Henning then spoke on the motion as follows:

"Mr. Chairman and Delegates. On the question and the related and germane matter:

"As I believe I announced yesterday (if I didn't, I should have), the workers' compensation bill that is sponsored by Senator Greene (I believe I mentioned that in the introduction of Willie Brown) has been a subject of negotiations for two months. Tom Rankin has participated in those discussions along with representatives of the Teamsters and the United Automobile Workers — and they have put in 80 hours in two months of efforts.

"We reviewed the findings that were pronounced in the bill last Wednesday night here in Sacramento when the Standing Committee on Legislation met. There are 78 pages in that bill. It is a bill of immense complexity.

"There are several issues we want changed in that bill. But there is one thing on which we agree that is proper and right. There is a redistribution of money in that system from the legal profession and the medical profession to the workers.

"Now we are meeting again this week with

Senator Greene and the employers who are involved in it. If we don't get what we want, obviously we won't support the bill.

"However, there are external forces that presume to speak in the language of 'brotherhood and sisterhood' to the Federation — I say without credentials. I speak specifically of the California Applicants Association. They issued a communication on July 23rd 1986 to all the lawyers involved throughout the State — and they took their traditional position against any change that would work against their economic interest. And if there is any doubt in your mind, let me read where they ask: 'What will happen unless you act now?' The last words of their letter are: 'Your practice is at stake!'

"So they have interests other than the rights of the workers. They have a basic conflict of interests. We do not. It means nothing to any of us as individuals; it means nothing to us as an institution if a progressive measure is passed here in the State Legislature, or indeed if a reactionary measure is passed. But it means a lot to the working people whom we are sworn to represent.

"Now we have a letter that has been sent to all unions by Assemblyman Dick Floyd. We appreciate what Dick represents. We have endorsed him. But he is not an official of the trade union movement of California. He has issued a letter now that sets up a whole series of meetings by his 'Labor Seminar on Workers' Compensation', 'hosted' (that means paid for) by California Applicants' Attorneys Association.

"He will have a meeting in Los Angeles on August the 4th. It is a breakfast meeting in the Garden Room of the AMFAC Hotel.

"Trade unionists are to attend a luncheon at 12:00 noon in the El Capitan Room of the Anaheim Hilton, Anaheim, on Monday, August the 5th.

"He has a structured meeting in San Diego at the Kona Kai Club in San Diego at noon.

"Lunch at 12:00 noon in the Terrace Room of the Italian Gardens on Tuesday in San Jose.

"Wednesday in San Francisco. Breakfast at 7:30 a.m. in the Savoy Room of the Holiday Inn at Union Square.

"In Oakland, lunch at 11:30 a.m. in the Century of Francesco's, Hegenberger Road.

"Thursday in Sacramento, August the 7th. Breakfast at 7:30 a.m. in the Eagle Room of

the Hilton Hotel.

"In other words, Brothers and Sisters, those meetings are held to lobby against the legislative Standing Committee and the officials of this Federation.

"We like Brother Floyd, but we all have our areas of authority, competence and jurisdiction. When we step beyond them, we are no longer entitled to the kind of support and backing that we would have if we stayed within our jurisdiction. That applies to trade-union activities; that applies to the functions of the Assembly and Senate.

"A long time ago, in 1950, I remember when Harry Lundeberg got on the floor of the State Federation of Labor Convention with regard to a group called the California Legislative Conference.

"The California Legislative Conference, like Dick Floyd, might have had good intentions, but they were overstepping their jurisdiction. They formed a group of trade unionists who were going to write the policy of the AFL, as it was then (not the AFL-CIO) on legislation in Sacramento. And I think that Lundeberg's point was correct. He made a motion against it on the basis that, 'This organization is dual and hostile to the best interests of the working people of California and the California State Federation of Labor.'

"We are not making any motion like that with respect to Mr. Floyd, but we are telling Mr. Floyd he is not an official of this organization. He is carrying the program of the California Applicants' Association. That is his constitutional right. But it is not a right that we are obliged to recognize in any manner.

"The Standing Committee on Legislation will make a judgment. We will send the result out to every affiliate in the State with an explanation.

"Never surrender the autonomy of this organization to any external force, whether it be an institution or an individual holding power in the Assembly or Senate! That is our position and we stand with that position. (Loud applause.)

"Now the jackals are coming in from every corner. Here is a letter that went out to the doctors. Listen to what they say. These are the doctors who deal with industrial injury matters and who are involved in the benefits of the money that has meant so much to them.

"Listen to what they say:

"Our goal is to raise \$400,000 by the end of July, so we are asking each member of CSIMS (that is their industrial doctors' association) to contribute from \$2,500 to \$5,000 to CSIMS-PAC immediately.'

"So they are going to try to buy their way to success in the legislative arena.

"And yesterday we had a letter handed out to the delegates here. We wouldn't allow it in the hall, but the fellow handing the copies out had the right to hand out any literature he wanted outside the room. We didn't let him in this meeting hall.

"He represented some clinical association. The guy didn't know a trade union from an employer's association, but he knew what his little outfit wanted.

"In the writing of the Agricultural Labor Relations Board, when we had the difficulties of determining jurisdiction for construction of building on agricultural land, either farm workers or building trades, we faced these problems. We call the Standing Committee on Legislation to review the issue. The Committee is speaking only for trade union principles, not for the economic benefit of forces outside of unionism.

"So please remember the commercial purposes of all these communications that are trying to tell this organization how to conduct its business.

"Thank you." (Loud applause.)

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

### **STATEMENT OF POLICY V Unemployment Insurance**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **STATEMENT OF POLICY VI Unemployment Compensation Disability Insurance**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 12**  
**Child Care for Working Women**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 22**  
**Child Care**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Resolutions Committee's report.

Chairman Gruhn next called on Secretary-Treasurer Henning who proceeded to introduce the next speaker, Lt. Governor Leo McCarthy.

**Address**  
**HONORABLE LEO MCCARTHY**  
**Lieutenant Governor**  
**of California**

At a time when the rich in America are becoming richer, said Lt. Governor McCarthy, it becomes more important than ever for the labor movement to provide working people an inspiration and promise that there is an opportunity to grow, to provide a better education for their children than they, themselves had and a decent opportunity in the job marketplace.

The 1986 elections are every bit as important as the ones in the past, he said, "For we understand that it is essential that people who are in charge of administering the laws share the value system that the labor movement has espoused all these generations. Those are not words. That is sculpting out opportunity for people's lives. That is a value system. That is a statement that has to be renewed every two years when we go to the polls."

Lt. Governor McCarthy then turned his attention to his opponent in the November election, Mike Curb.

"Curb, oddly enough, says that he's never in favor of what McCarthy is; he says, 'I am against everything that McCarthy stands for.'

If that is true, said Lt. Governor McCarthy, then Mike Curb must be against the things that Lt. Gov. McCarthy is for, such as improving

the condition of the elderly in nursing homes; bringing together environmentalists and business interests to do something about toxic waste and obtaining child care for working parents. These are things, he said, that he has been working for, in alliance with the labor movement.

"When we reformed schools in 1983 and I travelled over this state to fight for better salaries for teachers, to fight for smaller classroom sizes, to try to give our kids a better chance in the classroom, that was a choice," Lt. Governor McCarthy said.

"When we took on the nursing home industry to reform the nursing homes, that was a choice that we could make. We do that with each of these things, working with people who make this state work. Those are the choices that you can make," he said.

"When I worked with Jack and Jerry and those others who do things for you up here," he said, "I tried to get through the temporary workers' compensation benefits when we're still (ranked) the 45th state in this union, and tried to get through unemployment insurance benefits for still the 30th state in the union, and those bills were vetoed, as you know.

"I want Californians to ask themselves, and I want you to put these questions to everybody: who, Curb or McCarthy, performed more responsibility in four years? Who, Curb or McCarthy, has the know-how, energy and desire to do the job better; and who, Curb or McCarthy, can I trust more?

"I think we can get people to ask themselves those questions and then we're going to get the right person for the next four years.

"Thank you very much."

**Recess**

Following Lt. Governor McCarthy's address, Chairman Gruhn called on Secretary-Treasurer Henning who moved that the Convention suspend the rules in order to recess until 2:00 p.m.

His motion, duly seconded, was carried.

(Thereupon, at 11:55 a.m., a recess was taken to 2:00 p.m.)

## AFTERNOON SESSION

Chairman Gruhn called the Convention to order at 2:15 p.m. and requested a continuation of the Resolutions Committee report from Chairman Cremins.

### PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

**Jerry Cremins, Chairman**

#### **Resolution No. 23 Sexual Harassment**

The Committee's report: "Your Committee recommends that in the Resolved, in the fifth paragraph therein, that the paragraph be deleted and that the following language be inserted:

"Supporting legislation which would require the California Department of Fair Employment and Housing to do a survey of the whole workforce in California to identify the extent and nature of sexual harassment problems in California."

"Further, with respect to the sixth paragraph in the Resolved, the Committee recommends that the paragraph be deleted and the following language be inserted:

"Encouraging union officers and staff to attend Women-in-the-Workforce conferences and training programs and summer schools sponsored by the Federation and other labor groups."

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

The motion was seconded and carried.

#### **Resolution No. 25 Image of Women in the Media**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **STATEMENT OF POLICY VIII Social Security**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **STATEMENT OF POLICY IX Health Care**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 10 Strengthening Medicare**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **STATEMENT OF POLICY X Welfare**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

### **STATEMENT OF POLICY XI Consumer Protection**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

#### **Resolution No. 13 Insurance Availability and Affordability**

The Committee's report: "Your Committee recommends that in the Resolved, in paragraph number 5, add after the words 'anti-trust laws', the words 'and consumer protection laws.'"

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

The motion, duly seconded, was carried.

#### **Resolution No. 17 Oppose Food Irradiation**

The Committee's report: "Your Committee recommends that, in the fourth Resolved, in the second line, the word 'direct' be deleted and the word 'ask' be inserted.

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

The motion was seconded and carried.

The partial report of the Resolutions Committee having been completed, Chairman



Gruhn next called on Jerry Cremins for his address to the Convention.

**Address**  
**JERRY P. CREMINS, President**  
**California State Building and**  
**Construction Trades Council**

Electing Major Bradley to the governorship is critical, President Cremins said, for then we would be in a position to accomplish the goals the labor movement is interested in. By winning the Governor's race, he said, we would retain the majorities in both the Senate and Assembly and be in a good position to get the necessary two-thirds votes in the legislature.

He spoke of Major Bradley overcoming obstacles and disadvantages as a black Los Angeles policeman in the 1930s through the 50s.

Speaking of Tom Bradley as a policeman, President Cremins said, "He retired as a lieutenant, one of the first black lieutenants that ever served on the Police Department in Los Angeles, and that was in the '50s. So he has proven himself."

Bradley, he said, won political struggles as well, he said, ultimately winning a seat on the City Council and then the Major's job.

We must expose Governor Deukmejian's record, he stressed.

"When we start getting his record out," he said, "when you go from here, leave this Convention and you go back into your local communities and you tell your members and you tell your relatives, friends and neighbors what the record of George Deukmejian is, they're going to say, 'I didn't know that.' And, you know, that's your job and your obligation. That's our job. That's our message. That's what we have to do."

It is vitally important that we do our work in registration and getting out the vote, he said, emphasizing that those efforts will be successful only if we all participate in them.

Turning to the state of unions in California, President Cremins noted that the much talked about decline in membership is not nearly as bad as our enemies would have the public believe. Citing statistics from the state's Dept. of Industrial Relations, he said the decline in union membership was only one percent from 1983 to 1985.

"Those inflated figures that you see in the anti-union magazines and anti-union publica-

tions," he said, "when you analyze those, there is a reason for them."

"In the construction industry, if you have a tract of homes, say a 200-house tract, from the time it starts to the time it ends, you have a general contractor and some 39 subcontractors. One of the ways they calculate their figures is that the person that comes in and hangs the drapes, at the end of the job, will be non-union. They report that the whole job is non-union when there were 38 union subcontractors on the job; but they say it's non-union. It's a distortion of the figures."

We in California are doing better in union membership, he pointed out, than unions in the South and Atlantic seaboard.

The problems in the building trades, he said, are the same as those facing the service unions and the public sector unions.

"We want to support your issues," he said. "You tell us what they are and we'll support you, and what we're going to ask in return is your support. And I think we can do that, and then we're going to solve the problems that we have in the labor movement."

Chairman Gruhn thanked President Cremins for his words and then called on Secretary-Treasurer Henning, to introduce the next speaker, J.W. MacBean, Secretary of the Labor Council of New South Wales, Australia.

**Announcement**

Before introducing Secretary MacBean, Secretary-Treasurer Henning announced there would be an 8 p.m. meeting to review get-out-the-vote and absentee voting procedures.

He also explained how the computer lists are utilized. There are meetings planned, he said, in San Francisco on Aug. 13 & 14 for training on the computer lists.

He then introduced Secretary MacBean.

**Address**  
**J.W. MacBEAN, Secretary**  
**Labor Council of New South Wales**  
**Australia**

Secretary MacBean expressed appreciation for the opportunity to extend the hand of friendship of the Labor Council of New South Wales, the largest Australian state labor council representing over 1,000,000 workers, to the unions of California.

Unions in both places, he said, share many

of the same concerns. There can be no justice in society if society itself does not provide the basic necessities of life, he said.

Of vital importance to workers everywhere, he said, is peace, since we know in all wars workers have borne the heaviest burden of death and casualties. Equally important, he stressed, are the freedoms to organize, speak out, dissent and represent our members.

Although labor governments rule in New South Wales and in three of five other states, he said, still many economic problems threaten workers' prosperity.

"These have been chiefly caused by the decline in the value of our major exports—the value of our wheat, coal, iron ore, lead, zinc and other raw materials has declined sharply on world markets. The value of the Australian dollar has also dipped to about 62 cents to the U.S. dollar. However, the Australian labor movement, both the industrial and the political wings, are playing a big part in arresting this decline and, at the same time, preserve our standard of living."

Secretary MacBean spoke of the Accord: an agreement reached by the unions and the federal Labor government on economic policy in 1983. The Accord covers areas of: employment; wages; taxation and government expenditure; prices; migration; social security; and occupational safety and health education.

Two important milestones have been achieved, he observed, over three and a half years of Labor government.

"The first is the introduction of a universal health-care system in our society; and, secondly, in the recent weeks it was secured, with the help of the industrial Labor government, the introduction of a universal pension scheme where the employer will be required to deposit, into a fund, the equivalent of 3 percent of the employee's wages, and that will be a fund which will be governed by legislation, naturally, in terms of the investment powers and the regulations setting up those funds.

A current problem facing the Australian economy, he said, is an unfavorable balance of payments situation.

Additionally, the Australian business community, he said, along with the media, are demanding more sacrifices by workers.

"I believe we will, through the court process, discuss and debate our differences as we have done in the past and struggle through. But it

will not be easy, delegates, because the real answer to our current economic difficulties is for world commodity prices to increase and for the decline in the value of our exports to be reversed," he said.

Secretary MacBean, referring to the memory of John Curtin, Australia's famed war hero and great past Prime Minister, said that the ideals of decency and dignity for all, resolution in the face of evil and a belief in freedom, have always been the goals of the labor movements in both our countries.

He then presented a gift to Secretary-Treasurer Henning: a painting of Kangaroo Valley by an Australian landscape artist.

Secretary-Treasurer Henning expressed his appreciation for the gift.

Chairman Gruhn thanked Secretary MacBean for his address and proceeded to introduce the next speaker, Cesar Chavez, President of the United Farm Workers of America.

### Film Shown to Convention

Before President Chavez commenced his address, a film titled *The Wrath of Grapes*, produced by the UFWA, was viewed by the delegates.

### Address

#### CESAR CHAVEZ, President United Farm Workers of America

Cesar Chavez told the delegates that the Wrath of Grapes boycott launched by the Farm Workers Union, now supported by millions of Americans, promises to be the largest grape boycott in the country's history.

Farm workers, he said, are closest to food production and were the first to recognize the serious health hazards of agricultural pesticides to both consumers and the workers in the fields.

"Twenty years ago," he said, "over 17 million Americans united in a grape boycott campaign that transformed the simple act of refusing to buy grapes into a powerful and effective force against poverty and injustice.

"Through the combined strength of a national boycott, California farm workers won many of the same rights as other workers: the right to organize and negotiate with growers. But we also won a crucial battle for all Americans: our first contracts banned the use of DDT, DDE and Dieldrin on crops years

before the federal government acted!"

Now, twenty years later, he said, farm worker contracts still seek to limit the control of poisons in our food.

He charged that a powerful, self-serving alliance between the state's Governor and the \$14 billion agricultural industry has resulted in a systematic poisoning of not only farm workers but of grape consumers. The growers and the U.S. Dept. of Food and Agriculture know that, he said, but won't admit it.

The hard-won Agricultural Labor Relations Act of 1975 has been trampled beneath the feet of self-interest, he said.

"We have known for years," he warned, "that pesticides used in agriculture pollute the air, earth and water, contaminate animals and humans, and are found in the tissues of newborn infants and mothers' milk.

"This March, *The New York Times* reported that the Environmental Protection Agency finally considers pesticide pollution its most urgent problem, noting 'Virtually everyone is exposed to pesticides.'"

He cited the frightening facts of pesticide poisoning:

A year ago, *The New York Times* reported nearly 1,000 California, Pacific Northwest, Alaskan and Canadian consumers became ill as the result of eating watermelons tainted with Aldicarb, an illegal pesticide when used on watermelons. In June, fields at Delano grape ranches were quarantined because of the presence of the pesticide Orthene, also an illegal toxic when used on grapes. Five additional restricted poisons commonly used on table grapes are: Parathion, Phosdrin, Captan, Dinoseb and Methylbromide.

He called for a ban on the use of all of them.

Chavez told of farm workers and their

children who have suffered the effects of pesticide poisoning that resulted in cancer, recurrent infections and malformations.

"Now is the time for all of us," he said, "to stand as a family and demand a response in the name of decency. Too much is at stake for you and me and for our workers and our families.

"It is a fight that all of us can join in. It is a fight that we can win with commitment and with contributions."

Free and fair elections for farm workers to organize and negotiate contracts to control the use of pesticides are essential, he emphasized.

"Until these demands of decency are met," he said, "we will carry the message of *The Wrath of Grapes* boycott from state to state. Ten years ago, 12 percent of the country boycotted grapes and the growers were forced to accountability. California's Governor Deukmejian and agribusiness cannot withstand the judgment of outraged consumers who refuse to purchase their tainted products," he said.

He asked that we be counted and join the family of workers to help boycott grapes. With our help, he said, we will all win again.

### Announcement

Following President Chavez's address, Secretary-Treasurer Henning announced a meeting upon recess of the afternoon's session of the retiree clubs and FORUMS.

### Recess

Secretary-Treasurer Henning then moved that the Convention suspend the rules in order to recess until 9:30 a.m. Wednesday.

His motion was seconded and carried.

...Whereupon, at 4:03 p.m. a recess was taken to 9:30 a.m., July 30 1986...

## PROCEEDINGS of the Sixteenth Convention

### THIRD DAY

Wednesday, July 30, 1986

### MORNING SESSION

#### Call to Order

Chairman Gruhn called the Convention to order at 10:00 a.m.

He then introduced Rabbi Spritzer of the Mosaic Law Congregation in Sacramento for the purpose of giving the invocation.

With the invocation completed, Chairman Gruhn thanked Rabbi Spritzer and proceeded to call upon Secretary-Treasurer Henning for an announcement.

#### Corrections Noted

Secretary-Treasurer Henning indicated the following corrections to the second day's Proceedings:

"In the list of retirees who announced their name and organization to the Convention, there was this omission: Bill Tupper, President, FORUM, San Mateo County, Acting Secretary, California Federation of Retired Union Members, retired from United Food and Commercial Workers No. 428.

"The other correction involves senior Jack Eshleman. He is Chairman of the Northern California Newspaper Guild Retiree Unit rather than the California Newspaper Guild Retiree Unit."

#### Address

#### C. ROBERT SIMPSON Chief Deputy and Labor Commissioner California State Department of Industrial Relations

Chairman Gruhn then called on Secretary-Treasurer Henning for the purpose of introducing the first speaker of the day, Labor Commissioner Simpson.

Following his introduction by Secretary-Treasurer Henning, Labor Commissioner Simpson reported on his agency's stewardship for the welfare of California's wage earners.

The Department of Industrial Relations could not have achieved the progress it has, he

said, without the drive, commitment and energy of organized labor.

Cooperation between labor, management and government has resulted, he said, in creating a land of opportunity in this state unforeseen by our forefathers who came here 140 years ago.

"We are number one in the United States among the states in the development of new business in California," he said.

"Over a thousand major businesses have located or expanded in California in the last three years."

Assuming a growth rate of 3½ to 4 percent a year, California, he claimed, will be the world's fifth largest economy by the turn of the century. By that time, he pointed out, the state's economy will be exceeded only by the United States, Great Britain, Western Germany and the Soviet Union.

Commissioner Simpson told the delegates that the Department of Industrial Relations plays a vital role in "fostering, promoting and developing the welfare of wage earners in California." One of the ways the Department carries out that role, which is mandated by the Labor Code, he said, is by pursuing vigorous enforcement of labor protection laws.

Enforcing worker protection laws benefits not only wage earners but honest employers trying to do business legally, he said.

It is important, he emphasized, to eliminate the fast-buck employer who tries to gain the competitive edge by violating the law. These are the violators, he said, who refuse to carry workers' compensation insurance, are unlicensed, who pay in cash or do not pay their workers at all.

Among its accomplishments, Commissioner Simpson said, the Department of Industrial Relations, through its Bureau of Field Enforcement, has debarred more contractors for violating the state's "Little Davis-Bacon Act"

over the last 3 years than in any comparable period in history. Prevailing wages found due and payable according to the public works law, have been collected at the increased rate of 44 percent over the last year and assessed penalties have increased nearly 50 percent, he said.

In another area of great concern, the underground economy, he said, is a sub-rosa activity which includes paying in cash ("off the books") and is a menace that bilks every taxpayer, wage earner and businessman of billions of dollars every year.

The state government has moved to combat this serious and growing problem, he said, by establishing a multi-agency task force headed by Director of the Department of Industrial Relations, Ron Rinaldi. Participants in the task force, he noted, are the Employment Development Department, Contractors State License Board, the Department of Industrial Relations, Franchise Tax Board, Internal Revenue Service and the Attorney General.

"I can't help but believe that with that array of enforcement capability integrated and concentrated on underground economy violators that we won't be able to see real progress in eliminating this evil from our economy," he said.

Another important area of worker protection, he pointed out, is that of the collection of unpaid wages by the Labor Commissioner's office. Over \$22,000,000 were collected from last year's 60,000 complaints of unpaid wages, he said.

Worker safety and health continue to be enforced by Cal/OSHA's field enforcement personnel, Commissioner Simpson charged.

The year 1985 saw a record number of inspections and citations issued, he said. Workers who make complaints about workplace safety and health conditions, he said, will continue to be protected by the Labor Commissioner's office from termination, demotion, transfer and harassment by unfair employers.

In conclusion, he said, labor unions and those who work for the protection of wage earners will continue to better their standard living, and achieve dignity and justice for workers in California.

#### Address

**JAMES QUAY**  
Executive Director  
California Council for the Humanities  
San Francisco

Chairman Gruhn thanked Commissioner Simpson and then introduced the next speaker, James Quay, Executive Director of the California Council for the Humanities.

Director Quay greeted the delegates and then asked them for an endorsement, not for a political candidate, but asked them to endorse the importance of history, literature and philosophy in the lives of working men and women.

These things together, he said, known as the humanities, can help workers reflect on the contributions they themselves have made to the history and culture of the state and country.

The history of California labor is particularly rich, he emphasized. He cited examples: "The first strike in California took place in the winter of 1849 when carpenters and joiners of San Francisco struck in support of a wage increase from \$10 to \$16 a day. The strike was settled, by the way, in a week, at \$13 a day. Sailors struck in San Francisco in 1850 and shore workers began to organize in 1853.

"Carey McWilliams, my source for this history, noted that something in the social atmosphere of San Francisco prompted working men to organize and that unions were present at the birth of that very city. But the history of labor in this state is not merely long; it's also inspirational.

"And I'll use one example. As an early example, in 1853, when a slave-owner tried to return Archy Lee, a former black slave, to Mississippi, the miners of the state rose and prevented his removal back into slavery. Your own Federation, organized 85 years ago, supported progressive measures like the initiative, referendum, recall, women's suffrage, long before they were officially adopted."

In recent years, Director Quay said, the American labor movement has been on the defensive, citing declining membership, difficult negotiations and a prevalent lack of public sympathy.

However, he said, history reveals that between 1920 and 1935, the state's trade union movement encountered similar difficulties and that tough times did not last forever.

Organizations as well as individuals respond

to difficulty in similar ways, he said. They reflect on the values they stand for and review the important events of their past, he said. Then, he said, they critically survey their present situation and reach out to new audiences in new ways.

The California Council for the Humanities, Director Quay promised, can help labor do exactly that.

Libraries, museums, art organizations and film foundations as well as labor unions, he said, are eligible to apply for the more than half a million dollars the California Council for the Humanities gives away each year to help fund projects which bring the humanities to the general public.

"The Council was established over 11 years ago," he said, "and some of you may remember one of the founders of the Council, Sigmund Arywitz, who was Executive Secretary-Treasurer of the Los Angeles County Federation of Labor until his death in 1975. Since that time the Council has always had a representative from the labor community on its board. Labor leaders who have served on the Council's Board include William Robertson of the Los Angeles Federation, Versia Metcalf of the UAW, James Herman of the ILWU, Tony Ramos of the State Council of Carpenters, and currently on our Board, Mary Curtin, Executive Secretary-Treasurer of the Central Labor Council of San Bernardino and Riverside Counties."

Some projects the Council has funded on labor history, he said, include a slide/tape show and publication on the 100 year history of the Carpenters' Union, radio programs on health issues in the electronics industry, a workshop on California labor songs and labor lore and an oral history project of the Richmond waterfront which is currently underway.

Director Quay said labor unions and the California Council for the Humanities share some common goals. While the California Labor Federation takes positions on matters of public policy, he said, the Council funds projects which bring balanced discussion of those issues to the general public.

He then invited the labor community to participate in celebrating the 200th anniversary of the opening of the Constitutional Convention in Philadelphia which gave us our constitution, and urged unions to apply for Council funding of projects.

Council staff members in Los Angeles and San Francisco are ready to discuss prospective

proposals, he said.

"It's just as important," he said, "to show Americans that history is not just the province of historians but the possession of all of us."

**Thanks from  
Executive Secretary-Treasurer  
John F. Henning**

"Delegates, I want to thank Mary Curtin, Executive Secretary-Treasurer of the San Bernardino-Riverside Counties Central Labor Council, for coming to the Federation and asking that we hear the message of the California Council for the Humanities. It brings to all of us the recognition of the true values that are involved in our movement, and it is our intention, within the next three months, to develop an application for a project sponsored by our own state Federation. We know that it will receive proper and objective consideration.

"It is most important that the American public know all of the values associated with the trade union movement; not simply in history, but our devotion to all of those things that enrich the human experience. We are happy to embrace the California Council for the Humanities."

Chairman Gruhn next called upon Anthony Ramos, chairman of the Legislation Committee, for a report.

#### **FINAL REPORT OF COMMITTEE ON LEGISLATION Anthony Ramos, Chairman**

##### **Resolution No. 34 Protect Recording Artists**

The Committee recommended concurrence. The Committee's recommendation was adopted.

##### **Committee Discharged with Thanks**

Having completed the final report of the Legislation Committee, Chairman Ramos thanked the Committee members for their work and asked the Chair that they be discharged.

Chairman Gruhn then discharged the Committee with a vote of thanks. He next called on Jerry Cremins, chairman of the Resolutions Committee, for a further report.

#### **FINAL REPORT OF COMMITTEE ON RESOLUTIONS Jerry Cremins, Chairman**

**Statement of Policy XII  
Labor Legislation**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 5  
Oppose Anti-Meat Packer Bill,  
HR 4744**

The Committee's report:  
"Your Committee recommends that in the first Resolved, in the fourth line, add after the words 'HR 4744' a comma and the words 'S 2478.'

"Further, your Committee advises you that it is unable to substantiate the 'rumors' referred to in the thirteenth and fourteenth Whereas clauses, but nonetheless your Committee recommends concurrence in the resolution as so amended.

"I so move, Mr. Chairman."

The motion was seconded and carried.

**Resolution No. 6  
Oppose the Boucher Bill**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 16**

**Support Hayes-Conyers Income  
& Jobs Action Act and  
Conyers Shorter Work Week Bill**

The Committee's report:

"Your Committee advises that there is substantial disagreement among affiliates on this issue. Accordingly, your Committee recommends that the resolution be filed and referred to the incoming Executive Council to refer the general subject matter to the National AFL-CIO with a request that, consistent with our Policy Statement, we oppose mandatory overtime and we support the reduction in 'the hours of work under the FLSA in stages to 35 hours per week and [an] increase [in] the over-time rate, to triple the hourly rate to increase employment opportunities . . .', provided there is due regard for the differing needs and collective-bargaining agreements of our various affiliates.

"I recommend concurrence with the

Committee's report and I so move, Mr. Chairman."

The motion was seconded and carried.

**STATEMENT OF POLICY XIII  
Agricultural Labor**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 18  
Wrath of Grapes Boycott**

The Committee's report:

"Your Committee recommends that in the Resolved, in the fourth line, delete the words 'to do the same and adopt' and insert therein the words 'both to endorse the boycott and to adopt.'

"Further, your Committee would advise you that the Solidarity Membership Program referred to in the Resolved is a program for raising money through membership in the program; and the program itself commits members to seeking (1) a ban on certain pesticides, (2) a joint UFW/grower testing program for poisonous residues on grapes, and (3) free and fair elections for farm workers.

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

The motion was seconded and carried.

**STATEMENT OF POLICY XIV  
Public Employees**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**STATEMENT OF POLICY XV  
Civil Rights**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 9  
A. Philip Randolph Institute**

The Committee's report:

"Your Committee recommends that in the Resolved in the third line add before the word 'endorse' the words 'continue to.'

"As so amended, your Committee recom-

mends concurrence and I so move, Mr. Chairman."

The motion was seconded and carried.

**Resolution No. 11  
Civil Rights**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 15  
Defeat the LaRouche Initiative**

The Committee's report:

"Your Committee notes that this resolution deals with the subject matter of what will be Proposition Number 64 on the November ballot. Proposition Number 64 will be considered tonight in the Pre-General Election Convention in accordance with that Constitution, Rules and Order of Business of this Federation; and in accordance with that Constitution the Executive Council has the exclusive right to recommend on this matter to the Pre-General Election Convention. It has been the past practice of the Conventions of this Federation to file a resolution the subject matter of which is committed to the Pre-General Election Convention.

"Your Committee, therefore, recommends that this resolution be filed. I so move, Mr. Chairman."

The motion was seconded and carried.

**STATEMENT OF POLICY XVI  
Housing**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**STATEMENT OF POLICY XVII  
Education**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 8  
Statue of Liberty**

The Committee's report:

"Your Committee recommends that in the first Resolved, in the third line, delete the

words 'begin an on-going' and insert the words 'continue and further develop its.'

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

The motion was seconded and carried.

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

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**STATEMENT OF POLICY XIX  
Energy**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

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

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

**Resolution No. 4  
Community Services**

The Committee's report:

"Your Committee recommends that in the second Resolved, in the first line, delete the word 'they' and insert the words 'the California Labor Federation, AFL-CIO, encourage its affiliates to.'

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

The motion was seconded and carried.

**Resolution No. 24  
Support for 1986-87 United Way Campaign**

The Committee's report:

"Your Committee recommends that in the Resolved, in the last line, remove the period and add the following words: 'provided the labor relations problems in California with United Way are resolved.'

"As so amended, your Committee recom-



mends concurrence and I so move, Mr. Chairman."

The motion was seconded and carried.

### **STATEMENT OF POLICY XXI Rights of the Disabled**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

#### **Resolution No. 14 Keep Delaval Open**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

#### **Resolution No. 26 David Ben-Gurion's Centennial**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

#### **Resolution No. 28 Enact Immigration Reform Bill**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

#### **Resolution No. 29 Oppose the LaRouche Initiative, Proposition No. 64**

and

#### **Resolution No. 31 Oppose Proposition No. 63, "English Official Language of California"**

and

#### **Resolution No. 33 Oppose "California Fair Pay" Initiative in November**

The Committee's report:

"Your Committee notes that these three resolutions deal with the subject matter of what will be Propositions Numbers 61, 63 and 64 on the November ballot. Those three Propositions will be considered tonight in the Pre-General Election Convention in accordance with the Constitution, Rules and Order of Business of this Federation; and in accordance

with that Constitution, the Executive Council has the exclusive right to recommend on this matter to the Pre-General Election Convention and the Executive Council is prepared to do so tonight on each and all of the propositions.

"Consistent with the action taken today on Resolution 15, the Committee therefore recommends that these resolutions be filed.

"I so move, Mr. Chairman."

The motion was seconded and carried.

#### **Resolution No. 30 Eliminate Adverse Effects of the Gann Limit**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

#### **Resolution No. 32 Boycott Miller Brewing Co.**

The Committee's report:

"Your Committee recommends that in the Resolved, in the eighth line, put a period after the word 'boycott' and delete the balance of the Resolved.

"As so amended, your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

#### **Resolution No. 35 Support A.F.T.R.A. and S.A.G. in Negotiations**

The Committee's report:

"Your Committee recommends that in the second Resolved, in the fourth line, after the word 'Guild,' delete the balance of the Resolved and insert the words 'the California Labor Federation will consider a request to endorse a strike and, if granted, will request its affiliates to do the same.'

"As so amended your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

#### **Resolution No. 36 Use Union Labor on University Campuses**

The Committee's report:

"Your Committee recommends that in the third Whereas, in the first line, delete the words 'public employees' and insert the words

'military personnel.'

"Further, in the fourth Whereas, in the third and fourth lines, delete the words 'public employees' and insert the words 'military personnel.'

"Further, in the Resolved, in the fourth line, after the word 'legislation,' insert a comma, followed by the words 'and ask the National AFL-CIO to do the same,'. Then in the fifth line of the Resolved, delete the words 'public employees' and insert the words 'military personnel.'

"As so amended your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

### **Resolution No. 37 Collective Bargaining for Utility Employees**

The Committee recommended concurrence.  
The Committee's recommendation was adopted.

### **Resolution No. 38 Support Strikers at Watsonville Canning Co.**

The Committee's report:

"Your Committee recommends that in the last Resolved, in the first line, delete the word 'entire.'

"Further, in the last Resolved, in the second line, delete the word 'members' and insert the words 'recommend to its affiliates that they.'

"Then in the last Resolved, in the sixth line, add before the word 'support' the word 'and.'

"Then in the last Resolved, in the seventh line, place a period after the word 'activities' and delete the balance of the Resolved because it is the property of the National AFL-CIO to authorize a national boycott.

"As so amended your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

### **Resolution No. 39 Condemn C&H Sugar Company**

The Committee's report:

"Your Committee recommends that the third Whereas clause be made into the Resolved clause and that the current Resolved clause be deleted. Accordingly, in the third Whereas,

delete the words from the word 'Whereas' through the word 'asking' in the second line. Insert the word 'Resolved.'

"Further, in the third Whereas, in the seventh line, place a period after the word 'with' and strike the balance of the resolution.

"As so amended your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

### **Resolution No. 40 Disneyland Hotel Dispute**

The Committee's report:

"Your Committee recommends that the second Resolved be deleted in its entirety because a request to be put on the Do-Not-Patronize List must go through the established procedures of the Local Council and this Federation's Executive Council.

"As so amended your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

### **Resolution No. 41 Immigration Bill, H.R. 3080**

The Committee's report:

"Your Committee recommends that in the Resolved, in the third line, delete the words 'is on record' and insert the words 'petition the National AFL-CIO.'

"As so amended your Committee recommends concurrence.

"I so move, Mr. Chairman."

The motion was seconded and carried.

Chairman Cremins, having concluded the Committee's report, thanked the members for their work and read their names.

### **Committee Dismissed**

Chairman Gruhn also thanked the Resolutions Committee members and dismissed them with a vote of thanks.

### **PARTIAL REPORT OF COMMITTEE ON CREDENTIALS**

#### **Loretta Mahoney, Chairwoman**

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

Chairwoman Mahoney reported the addi-

tions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

### **Report Adopted**

Chairwoman Mahoney's motion to approve the partial report of the Committee on Credentials was seconded and carried.

### **Address DAVID SICKLER, Director Region 6, AFL-CIO**

Chairman Gruhn introduced Director Sickler to the assembled delegates for an address.

Director Sickler greeted the delegates and guests and proceeded to introduce AFL-CIO Field Representatives Sal Lopez and Ruben Diaz to the convention.

The anti-labor forces that worked against us in the 1920s and 30s are still making their assault on the trade union movement, he said. Since Ronald Reagan took office, he pointed out, the laws that at one time partially worked for us, no longer work.

"They are now used to destroy us," he charged. "Courts which sometimes followed the Constitution and ruled on behalf of the working citizens no longer rule that way. We watch employers get a free license to do whatever they want to do, whether it is exporting our jobs overseas or whether it's instituting 'quality circle' employee participation programs that people who were around in the 1920s recognize today as the old American Plan, just dusted off and cleaned up and with a new dress on. But it's the old, never-ending attempt to destroy and weaken our trade-union movement."

We in the labor movement have to change, he said.

"Ronald Reagan and George Deukmejian aren't going to be the key to our death or our survival. We will." He called for all labor

organizations to organize and unify through affiliation with the central labor bodies and the California Labor Federation.

"At Region 6," he said, "I have two major priorities: strengthen the affiliation of the central labor body and the California Labor Federation. That's the labor movement. Any local union which tells you that it is a part of the labor movement and it is not affiliated with its central labor council and its state federation, is hypocritical. It is a free rider."

At this point he asked the leadership of the central labor councils represented at the convention to stand to the applause of the gathered delegates. These, he said, are the unsung heroes of the trade union movement who do battle each day with "one economic arm tied behind their back" and with little or no staff.

To do battle with the anti-labor forces in this country, Director Sickler said, we have to strengthen ourselves by getting bigger and tougher.

"When we get big enough and tough enough, we can whisper and get what we want," he said.

When labor works together, he emphasized, then it can do great things such as mounting an effective boycott as it has against Coors beer. That boycott, he said, so far has resulted in reducing the brewery's California market share from 50 percent to 14 percent. He thanked all those present for their assistance in the Coors boycott effort. "Now, that's what we can do when we work together!"

### **Recess**

Chairman Gruhn thanked Director Sickler for his address and then called on Secretary-Treasurer Henning who moved that the Convention suspend the rules in order to recess. His motion was seconded and carried.

(Whereupon, at 11:25 a.m., a recess was taken to 2 p.m.)

## **AFTERNOON SESSION**

Chairman Gruhn called the Convention to order at 2:32 p.m.

He then called on Secretary-Treasurer Henning who introduced the next speaker, State Senator Barry Keene.

### **Address HONORABLE BARRY KEENE Majority Leader California State Senate**

In his introduction, Secretary-Treasurer Henning noted that Senator Keene, Majority

Leader of the Senate, is one of the few Democrats holding legislative office who has dared to come out for the confirmation of Rose Bird as Chief Justice of the State Supreme Court.

The fight over the State Supreme Court, Senator Keene charged, has to do with preserving a court "fiercely independent of special interest politics" and "willing to protect the rights of working people and their families, the rights of the aged, the disabled, the poor and above all, the rights of the individual over the demands of big corporations."

These are the real issues at stake, he said, not whether or not California will enforce the death penalty.

It is this same high court that guaranteed public employees the right to strike that Governor Deukmejian hopes to pack with right wing, anti-worker ideologues.

Only in this state, he said, has the right wing attacked the judiciary.

Governor Deukmejian, he pointed out, easily abandons the law and order ethic when it comes to enforcement of laws to protect workers from an unsafe workplace; to protect farmworkers, women, children and minorities from their exploiters. The Governor, he said, doesn't mind looking the other way when it comes to punishing the environmental polluters who pay his campaign bills.

Senator Keene cried out for a new Governor for California.

"We need a Governor who is willing to treat corporate lawbreakers the same way we go after other armed robbers. It is easy to be fearless on crime for everybody else when you conveniently ignore the trespasses of your political friends."

The Republican party, he warned, is targeting the State Senate for 1986 election victories. Democrats hold 16 of the 20 contested seats, he said.

The Democrats, he said, must continue to work for the public interest and not become a slave to special interests as do the Republicans. That is the choice we need to give the voters, he said.

The Democrats, he pointed out, need labor's help.

"The labor movement has always been there when we needed you. It is a partnership that works because labor and Democrats don't represent a special interest. We represent the public interest. You've been generous with money and with volunteers—and we're going to need them this year as never before.

"I know your unions, like many others, have taken their lumps under the Reagan and Deukmejian administrations. You've lost jobs to competitors who are out of state, out of the country, and aggressively anti-union. As often as not, those jobs have been exported with the help of this Administration. I can only tell you that things can get a whole lot worse if your opponents get a chance to turn back the clock in California."

We must win back California, he said. We have to do that by electing Mayor Tom Bradley as Governor, reelecting the State Supreme Court, reelecting labor's friends in the legislature and by electing a few new friends in the coming election.

### **Sailors Union History Available**

Secretary-Treasurer Henning announced the availability of the history of the Sailors Union of the Pacific. The book was published, he said, in connection with the celebration of the union's centennial anniversary last year.

He said the book was being offered for \$35 and could be obtained by writing: Paul Dempster, President, Sailors Union of the Pacific, 450 Harrison St., San Francisco, CA 94105.

### **NOMINATION AND ELECTION OF OFFICERS**

Chairman Gruhn next called on Vice President Paul Dempster to preside during the nominations for the offices of President and Secretary-Treasurer of the California Labor Federation, AFL-CIO.

#### **President**

Acting Chairman Dempster declared nominations open for the office of President.

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

The nomination was seconded by Chester Mucker (Hod Carriers and General Laborers No. 294, Fresno), M. R. Callahan (Hotel and Restaurant Employees and Bartenders No. 681, Long Beach) and Mattie Jackson (Dressmakers No. 101, San Francisco).

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

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

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

President Gruhn then expressed his appreciation and thanks to the delegates for their continued support.

### **Secretary-Treasurer**

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

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

The nomination was seconded by Loretta Mahoney (California State Culinary Alliance, Santa Rosa), Jerry Cremins (California State Building and Construction Trades Council, Sacramento), Steve Edney (United Industrial Workers-Cannery Division, Wilmington) and Jan Eakle (Office and Professional Employees No. 29, Emeryville).

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

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

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

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

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

Chairman Gruhn declared the nominations open for Geographical Vice Presidents, Districts 1-14 and At Large Vice Presidents, Offices A-K.

### **Geographical Vice Presidents**

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

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

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

District No. 2B—Armando Lopez (Laborers No. 652, Santa Ana).

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

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

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

District No. 3D—Dallas Jones (Los Angeles County Fire Fighters No. 1014, South Gate).

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

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

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

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

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

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

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

District No. 9—George C. Soares (United Food and Commercial Workers, Retail Store Employees No. 428, San Jose).

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

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

District No. 10C—Frank Souza (Machinists Automotive Trades District Lodge No. 190 of Northern California, Oakland).

District No. 10D—William G. Dowd (State Conference of Operating Engineers, San Mateo).

District No. 11A—Steve Martin (Alameda County Central Labor Council, Oakland).

District No. 11B—William Ward (Alameda County Building and Construction Trades Council, Oakland).

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

District No. 13—Loretta Mahoney (State Culinary Alliance, Santa Rosa).

District No. 14—Charles Yelkey (California Conference of Amalgamated Transit Union, Sacramento).

### **At Large Vice Presidents**

Office A—Edward C. Powell (Theatrical Stage Employees No. 16, San Francisco).

Office B—Harry Ibsen (Communications Workers District Council No. 9, Sacramento).

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

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

Office E—Justin Ostro (Machinists and Aerospace Workers No. 722-A, Burbank).

Office F—Leo Mayer (C.S.E.A. No. 1000, Sacramento).

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

Office H—Timothy Twomey (Hospital and Institutional Workers No. 250, San Francisco).

Office I—Cass Alvin (Steelworkers No. 1304, Emeryville).

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

Office K—Margaret Butz (United Public Employees No. 790, Emeryville).

These nominations were seconded by Jackie Walsh (Hotel and Restaurant Employees and Bartenders No. 2, San Francisco).

There being no further nominations for Geographical Vice Presidents and At Large Vice Presidents, Chairman Gruhn declared the nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for the unopposed Geographical Vice Presidents and At Large Vice Presidents as nominated by Secretary-Treasurer Henning.

He then cast the unanimous ballot and Chairman Gruhn declared the nominees elected by the Convention.

### **Convention City**

Chairman Gruhn declared the nominations open for the 1988 Convention City.

Secretary-Treasurer Henning nominated the City of Los Angeles for the site of the 1988 Biennial Convention.

The nomination was seconded.

There being no further nominations for Convention City, Chairman Gruhn declared nominations closed.

It was moved, seconded and carried that the Secretary-Treasurer cast a unanimous ballot for Los Angeles as the 1988 Convention City.

Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared Los Angeles elected as the 1988 Convention City.

### **INSTALLATION OF OFFICERS**

**C. T. McDonough**  
**Former Vice President**  
**California Labor Federation, AFL-CIO**

Chairman Gruhn next presented C. T. McDonough to the Convention for the purpose of installing the newly elected officers.

Former Vice President McDonough administered the Oath as follows:

"The officers will raise their right hand and repeat after me, using their name where I use mine.

"I, C. T. McDonough, hereby pledge upon my most sacred honor that I will perform the duties of my office to the best of my ability and will uphold the Constitution of the California Labor Federation, AFL-CIO and the decisions of its Conventions and the Constitution of the AFL-CIO and all rules governing state central labor bodies.

"The delegates may be seated, the staff may be seated, and the officers will take their respective stations.

"Mr. President, you will come forward.

"Mr. President, I now present you with this gavel. Use it with impartiality. May success crown your efforts and through God's blessings may you and your staff of officers have a fruitful and successful term in office."

### **Address**

**STEVE NUTTER**  
**Regional Director**  
**International Ladies' Garment**  
**Workers Union, Los Angeles**

Chairman Gruhn introduced the next speaker, Steve Nutter, Regional Director of the I.L.G.W.U., who addressed the convention.

While the nation's work force suffers the consequences of de-industrialization, Director Nutter told the delegates, imports have doubled since 1980 and now claim over half the country's market.

The fruits of that policy, he said, are unemployment and a lower standard of living.

The garment and textile industry, employing 1.8 million Americans, is the country's largest manufacturing industry and is among the hardest hit by the unprecedented surge of imports, he said.

"The unemployment caused by imports," he said, "costs governments billions of dollars in lost tax revenues at the same time that it raises government expenditures for unemployment compensation, food stamps and welfare.

"The decline in our industrial base is very heavily due to our increasing trade imbalance. From a \$5 billion surplus in 1981, it has soared to \$150 billion. The imbalance will not improve this year, even with the falling oil prices and declining dollar. The surge in imports is the main reason for the trade deficit.

The "fallout" from this trade deficit is far-reaching, said Director Nutter. Higher unemployment results in more difficult union organizing, he said, which in turn limits the wage gains that can be negotiated. Workers with less income, he noted, are unable to buy consumer products and services, thus adversely affecting those workers who produce them.

The share of the U.S. market captured by imports has grown steadily in many sectors, he said. Imports account for 23% of the steel market, 26% in autos, 30% of all capital goods, 53% of apparel and 77% in footwear, he pointed out.

It is a myth, he charged, that imports bring us more than they take from us.

"The Commerce Department estimates that in 1984 the trade deficit caused the displacement of 2.3 million domestic manufacturing jobs, with a net loss of 1.1 million jobs," he said.

The garment industry is especially vulnerable to imports from low-wage countries, he said, because the industry is labor intensive and therefore workers' wages have a greater than usual influence on international competition.

To save itself from extinction, he told the delegates, the industry took the fight to the halls of Congress. In cooperation with the A.C.T.W.U., apparel and textile employer associations and natural fibre producers, he said, "we were able to get the Textile and Apparel Trade Enforcement Act through Congress last year, with large majorities in the House and Senate."

Then, he said, Reagan vetoed the bill that "... would reduce the current level of imports by rolling back imports from the three dominant shippers: Taiwan, Hong Kong and South Korea. It would also limit future import growth from the dozen largest shippers to one percent per year.

"We would be left with a fair share of our market."

California's stake in fair trade, he said, is enormous.

This state has more than 100,000 garment workers in addition to thousands in textiles, he said, with a payroll of over \$1.5 billion.

We must veto the President's veto on

August 6, he warned.

"Sweatshops are back and growing," he said. "Windows are papered over. Doors are shut to the public eye. Homework is widespread. Real wages are falling. The clock is being turned back. This cancer can spread to your jurisdiction as well.

"De-industrialization is a conscious policy. It is not a natural evolution," he said.

### **Exportation of Union Jobs Noted**

Following Director Nutter's address, Delegate Lorna Johnson (Office and Professional Employees No. 3, San Francisco) was recognized by the Chair.

In connection with the problem of unfair trade practices, she warned the delegates of a growing threat to office workers and the service industry when employers send computer cards abroad for processing at lower wage rates than those paid American workers. Delta Airlines and TWA, she said, are now sending these cards to Korea and Hong Kong, resulting in the exportation of more union jobs overseas.

### **Tribute to Former Vice President Cornelius Wall**

Chairman Gruhn next recognized Delegate Donald Abrams (Bay Area Typographical Union No. 21, San Francisco) who welcomed Steve Nutter of the I.L.G.W.U. as a new vice president of the California Labor Federation and then paid tribute to Vice President Nutter's predecessor, former Vice President Cornelius Wall:

"He is a man who spent 45 years of his life in the labor movement. He is the former Vice President of this Federation from the ILGWU. That is Mr. Cornelius Wall. (Loud applause.)

"We have all worked with him."

Chairman Gruhn then remarked:

"Cornelius Wall has been the Chairman of our Standing Committee on Union Labels and Service Buttons. In earlier years you saw more labels on manufactured goods and everybody was wearing a button of their particular national union or a working button.

"This needs to be given more emphasis in the days and months ahead.

"We appreciate and thank you very much for the work that you have done on this Committee, Wally, in promoting the union label and service button."

### **IN MEMORIAM**

Chairman Gruhn next called on Secretary-

Treasurer Henning who read the names of those trade unionists who had died in the two year period since the last Convention:

"Mr. Chairman and delegates. In accordance with tradition, I will read the memorial list containing the names of those who have attended Federation conventions in the past and who died during the past two years.

"**Douglas W. Barrett**, California Labor Federation. He was my administrative assistant and labor editor of *The California AFL-CIO News*.

"**Newell Carman**, Operating Engineers No. 3, San Francisco.

"**John F. Crowley**, Executive Officer of the San Francisco Labor Council and formerly a vice president of our Federation.

"**Ray DeNamur**, Painters District Council No. 36, Los Angeles.

"**John Geagan**, Service Employees No. 660, Los Angeles.

"**Marie Gorrebeeck**, California Labor Federation, San Francisco.

"**Stanley E. Jensen**, International Association of Machinists, San Francisco.

"**Lloyd Lea**, Lumber and Sawmill Workers, Weed.

"**John P. McLaughlin**, Laborers No. 261, San Francisco.

"**James G. Patton**, member of the staff of the California Labor Federation.

"**Joe Roberts**, who was with the Building & Construction Trades Council, and also worked with maritime unions. He died down in Florida, where he retired some years ago. But his base in the trade-union movement was San Francisco.

"**Charles P. Scully**, who was General Counsel of our Federation for almost 40 years.

"**Edward T. Shedlock**, Utility Workers, Los Angeles and a former vice president of the California Labor Federation.

"And one that is particularly hard to take. **Paul Jones**, Laborers No. 304, a former vice president of the California Labor Federation. I note that his situation is a little different.

"In accordance with past practice, I wrote a letter to every former member of the Executive Council of the Federation inviting that person to the Convention. Paul Jones phoned me two

weeks ago and he said that he could not attend because of ill health. He asked that his best wishes be extended to the Convention. He told me what his difficulty was. But when I talked to him in terms of hope, he said the situation was 'non-operable' and that he was given 'three months to live.' But he died before the three months.

"There will be a memorial service for him tomorrow, July 31st, at 7:30 p.m. at St. Augustine's, East Angela Street, just off Main Street, in Pleasanton.

"This completes the roll of the deceased.

"If there are any others whose names we have not recorded because of lack of knowledge, we would appreciate receiving the name of that person so that our record might be complete.

"Would you stand for a moment of silence in tribute to our deceased brothers and sisters?"

(Whereupon, the delegates stood for moments of silence in memory of those departed.)

### Drawing Conducted

Chairman Gruhn called on Vice President and also Regional Director of the I.L.G.W.U., Steve Nutter, to conduct the drawing for the union-made ladies' coats.

Vice President Nutter requested two retirees, Exzelia Breaux and Margaret Sowma, to draw the tickets.

Retiree Margaret Sowma then drew the name of the first winner, Kate Nickerson.

Retiree Exzelia Breaux then withdrew the name of the second winner, Mickey Harrington.

### Recess

Chairman Gruhn then called on Secretary-Treasurer Henning who moved that the rules be suspended to allow the Convention to be recessed until 7:30 p.m. that evening.

His motion was seconded and carried.

(Thereupon, at 3:55 p.m., a recess was taken to 7:30 p.m.)



## THIRD DAY EVENING SESSION (Pre-General Election Convention)

Wednesday, July 30, 1986

### Call to Order

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by President Gruhn at 8:00 p.m.

### FINAL REPORT OF COMMITTEE ON CREDENTIALS

#### Loretta Mahoney, Chairwoman

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

Chairwoman Mahoney reported as follows:

Teachers No. 1603 (355): delete Mary Bergan, 178; Lawrence Curley, 177. Add Mary Bergan, 355.

Central Labor Council of Napa and Solano Counties (2): delete Frank Danniel, 1. Add Preston Epperson, 1.

"Mr. Chairman, there were 543 credentials received by the California Labor Federation office. There were 452 delegates who checked in their credentials at this Convention. There were 91 who have not checked in.

"I would like to move the adoption of the committee's report as a whole."

### Report Adopted

Chairwoman Mahoney's motion, duly seconded, to adopt the final report of the Committee on Credentials, was carried.

### Committee Dismissed with Thanks

Chairwoman Mahoney then thanked the committee members for their work and read their names.

Chairman Gruhn also thanked the committee and dismissed the members.

### Address

#### LAMAR GULBRANSEN, Director National AFL-CIO COPE Region 6

Having dismissed the Committee on Credentials, Chairman Gruhn introduced the evening session's scheduled speaker, LaMar

Gulbransen, director of national AFL-CIO COPE, Region 6.

It is clear to all, Director Gulbransen told the delegates, that there is an important political job to be done in 1986.

The number one goal before us, he said, is to regain control of the United States Senate. In the West, the chances are excellent, he said, to pick up seats in Arizona and Nevada.

The crucial race though, Director Gulbransen pointed out, is in California. Senator Cranston, he noted, is not only a friend of labor, but he holds the office of Majority Whip.

"When you call Alan Cranston, you get an answer and he does a job for us. So put that one high on your agenda," he said.

The leadership role, he said, will be carried by the California Labor Federation. National COPE will make available the lists of registered and unregistered members, mailing labels, the telephone lists and the walking lists — anything that can be used in the upcoming campaign is now available and can be ordered through the State Federation or local central labor bodies. But, he stressed, it is important that these products should be ordered now.

Director Gulbransen called for a massive number of volunteers to work in the campaign. In that connection, he said, the national COPE has created a new program to assist with providing volunteers called "Family, Country, Union and Jobs."

Eight thousand activists in California will be contacted by the national body, he explained, and asked to volunteer 20 hours of political effort to the labor movement in this state.

"We are hopeful that we will get a lot of people out of those eight thousand activists who will help us to do the job," he said. "But, if we are going to get there, it's up to you. You're the ones on whom we have got to depend. You lead the local unions, you lead the organizations."

Director Gulbransen then urged the delegates to take steps to form a COPE committee

in their local unions if they currently do not have any.

"Get it organized, appoint a chairman, involve the Executive Board and send delegates from that COPE committee to your central labor council. We need that functioning local union COPE committee to help us raise volunteers to do the work that the central labor bodies have got to do," he said.

National COPE has also given the State Federation a number of VCR's, he said, each with 5 training tapes, to be made available to unions through the central labor councils.

The tapes, he said, are concerned with establishing phone banks, registration and getting-out-the-vote activities.

Then, he reminded the delegates, we have a registration job to do. We cannot get the job accomplished, he said, if we have only 60 percent of our people registered.

"Because of the efforts of this Federation, it is easy to register in California," he said. "Get those postcard forms. Get them in the hands of the business agents and the stewards who are in the shops. Get the unregistered lists through our computer program and make sure that the membership in your local that is not registered gets one of those cards and is registered. We want every member registered."

The next step, Director Gulbransen said, is to educate our members. The California Labor Federation will be mailing an endorsement pamphlet to its members around the state, he said, and it is important that the central labor councils and local unions get the word out as well.

We must make that one-on-one contact, he stressed.

Following the education effort, he said, our next job to accomplish is getting out the vote on election day.

We need volunteers to stuff envelopes, he said, to make phone calls and to walk the precincts on election day.

In closing, Director Gulbransen told the delegates:

"As a number of the speakers have pointed out, California is an important, key state. It is the fifth largest economy in the world. We can lead the way. We can make the difference if you will do your job.

"I want to thank you for this opportunity this evening. I know that you will go back and

form those local union COPE committees, raise the money and educate your membership.

"Thank you very, very much. And on to victory in '86!" (Loud applause.)

**Presentation to  
J.W. MACBEAN, Secretary  
Labor Council of  
New South Wales, Australia**

Chairman Gruhn called upon Secretary-Treasurer Henning for the purpose of presenting a gift to John MacBean, Secretary of the Labor Council of New South Wales, Australia.

Secretary-Treasurer Henning spoke as follows:

"Mr. Chairman and delegates. You will recall that yesterday John MacBean, the Secretary of the Labor Council of New South Wales, Australia, addressed the Convention and presented a gift to our organization. We reciprocate tonight.

"From the California Labor Federation to John MacBean we present this silver serving tray made in America." (Loud and sustained applause.)

Secretary MacBean accepted the gift with thanks:

"Brother Chair, Secretary Jack Henning, and Brothers and Sisters. It is indeed my great pleasure to accept this gift from your Federation on behalf of the Labor Council of New South Wales and in doing so convey my appreciation and that of my wife Gail, who has been with me the last few days enjoying your hospitality, which has been given to my wife and me from Jack and Al and all the delegates that I have met the last few days.

"It is nice to come to meetings of unionists because you always know that you are amongst friends. And that has been the case within the last few days.

"I will reciprocate, Jack, by indicating to you that in 1988 my country celebrates its bicentennial year in terms of its settlement in 1788. We will be celebrating the settlement of Australia in 1788 in two years. We will be doing that at a special convention of our union in 1988.

"I extend the invitation to your Federation to send a delegation of two to New South Wales, Australia, to help us celebrate our bicentennial year.

"Thank you." (Loud and sustained applause.)

Chairman Gruhn then introduced Mrs. MacBean to the convention. Mrs. MacBean thanked the delegates and officers of the Federation for their hospitality.

#### **Endorsement Procedure Explained**

Chairman Gruhn next called upon Secretary-Treasurer Henning to read the Report and Recommendations of the Executive Council to the convention.

The procedure to be used in making the en-

dorsements was explained by the Chair.

"As we are going through the Assembly, the Senate and the Congressional offices, most of you are acquainted with the procedure we have used. The Secretary will read our recommendations; and, rather than making a motion on each one of them, he will read all of them. If there is an objection by anyone among the delegates, you will go to the microphone at the time that that particular office comes up and ask that it be set aside.

"Thank you."

## **Report and Recommendations of the Executive Council**

### **(Standing Committee on Political Education)**

#### **to the**

### **PRE-GENERAL ELECTION CONVENTION**

#### **of the**

### **CALIFORNIA LABOR FEDERATION, AFL-CIO**

#### **Sacramento, July 30, 1986**

The Executive Council of the California Labor Federation, AFL-CIO, met in the Capitol Plaza Holiday Inn, Sacramento, on July 23, 24 and 25, 1986 to consider candidates for election to the offices of Governor, Lieutenant Governor, Secretary of State of California, State Controller, State Treasurer, State Attorney General, State Board of Equalization, California Supreme Court Justices, United States Senator, positions on the 13 statewide ballot propositions and local central body COPE recommendations for election to the United States House of Representatives and the State Legislature on the November 4, 1986 general election ballot.

In the following instances a recommendation has been made by the Executive Council:

—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(\*).

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

**Governor**

Tom Bradley (D)

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

**State Controller**

Gray Davis (D)

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

**Lieutenant Governor**

Leo T. McCarthy (D)

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

**State Treasurer**

Jesse M. Unruh (D)

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

**Secretary of State**

March Fong Eu (D)

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

**State Attorney General**

John Van de Kamp (D)

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

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**State Board of Equalization****1st District**

William M. Bennett (D)

**3rd District**

Open

**2nd District**

Conway H. Collis (D)

**4th District**

Paul Carpenter (D)

*District No. 1*

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

*District No. 3*

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of OPEN for the State Board of Equalization's Third District was seconded and carried.

*District No. 2*

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

*District No. 4*

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

## California Supreme Court Justices

Rose M. Bird - Vote YES  
Joseph Grodin - Vote YES  
Malcolm Lucas - Vote YES

Stanley Mosk - Vote YES  
Edward Panelli - Vote YES  
Cruz Reynoso - Vote YES

(Vote for confirmation on assumption that each Justice will file a timely declaration of candidacy.)

Secretary-Treasurer Henning read the recommendations for the six State Supreme Court Justices.

### Recommendations Adopted

He then moved adoption of the Executive Council's recommendations for all six Justices. His motion was seconded.

### Remarks

**JOHN F. HENNING**

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

Secretary-Treasurer Henning spoke in support of the Executive Council's recommendations:

"On the question. We have not given Rose Bird and the other Justices quite the attention that perhaps we should have in the deliberations of these past three days. But it is essential if we are to save the concept of racial equity in this State and of trade-union freedom that we do everything that is possible to assure the confirmation of these six Justices.

"Rose Bird, as we know, has been the particular victim of the violent right. They have made her the target of all the hidden prejudices that some people hold with respect to those who stand for the accused in court; and she has been the victim also of those who were not prepared to see a woman hold the high position of Chief Justice of the Supreme Court of California.

"We have our own Labor Committee for an Independent Judiciary. We are funding certain radio and billboard advertisements in the Los Angeles and San Francisco metropolitan areas. The Los Angeles metropolitan area is the second-largest in the United States; and as revealed today by the report of findings of the U.S. Census, the San Francisco metropolitan area is now the fourth-largest in the United States. So, given the limitations of our funds for this campaign, we are at least striking at the most populous areas possible in the State of

California.

"I would like to pay tribute tonight to the Southwest Conference of the United Food & Commercial Workers Union, which this week gave a contribution of \$25,000 to the Independent Citizens Committee to Keep Politics Out of the Court. The person who made the appeal for the Committee was Raoul Teilhet.

"We appreciate what you have done, Raoul Teilhet, of the California Federation of Teachers. (Loud applause.)

"Raoul is also a vice president of our State Federation.

"Former Governor Pat Brown, Bill Robertson, myself and others, particularly Pat Brown because of his name and prominence, are giving great assistance to the Independent Citizens Committee.

"We are not at all in any competition for funds with this committee because it has a vehicle devoted to a single goal, as we do not—given our involvement in the U.S. Senate campaign and in the campaigns in Congress, the State Senate and the State Assembly.

"So I commend this Independent Citizens Committee to Keep Politics Out of the Court to your attention and to your loyalty."

### Recommendations Adopted

The motion to adopt the recommendation of the Executive Council to confirm all six Justices was then carried.

## United States Senator

**Alan Cranston (D)**

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

Secretary-Treasurer Henning then announced that he would read the Executive Council's recommendations for the offices of the United

States Representatives in Congress, pausing after each district to allow an opportunity for

anyone to ask the Chair to set aside a particular district.

## United States Representatives in Congress

### District

- \* 1. Douglas H. Bosco (D)
- \* 2. Stephen C. (Steve) Swendiman (D)
- 3. Robert T. Matsui (D)
- 4. Vic Fazio (D)
- 5. Sala Burton (D)
- \* 6. Barbara Boxer (D)
- 7. George Miller (D)
- 8. Ronald V. Dellums (D)
- 9. Fortney (Pete) Stark (D)
- 10. Don Edwards (D)
- 11. Tom Lantos (D)
- \* 12. Lance T. Weil (D)
- 13. Norman Y. Mineta (D)
- \* 14. Open
- \* 15. Tony Coelho (D)
- \* 16. Leon E. Panetta (D)
- \* 17. John Hartnett (D)
- \* 18. Richard H. Lehman (D)
- 19. No Endorsement
- 20. Jules H. Moquin (D)
- \* 21. Gilbert R. Saldana (D)
- 22. John G. Simmons (D)
- 23. Anthony C. Beilenson (D)

### District

- 24. Henry A. Waxman (D)
- 25. Edward R. Roybal (D)
- 26. Howard L. Berman (D)
- 27. Mel Levine (D)
- 28. Julian C. Dixon (D)
- 29. Augustus F. (Gus) Hawkins (D)
- 30. Matthew G. (Marty) Martinez (D)
- 31. Mervyn M. Dymally (D)
- 32. Glenn M. Anderson (D)
- \* 33. Monty Hempel (D)
- 34. Esteban E. Torres (D)
- 35. Open
- 36. George E. Brown, Jr. (D)
- 37. David Skinner (D)
- 38. Richard Robinson (D)
- 39. David D. Vest (D)
- 40. Bruce Sumner (D)
- 41. Dan Kripke (D)
- \* 42. Michael Blackburn (D)
- 43. Joseph Chirra (D)
- 44. Jim Bates (D)
- 45. Hewitt Fitts Ryan (D)

Congressional District No. 14 was set aside upon request.

### Recommendations Adopted

The motion to adopt the Executive Council's recommendations for the U.S. Representatives in Congress with the exception of District No. 14 was seconded and carried.

### District No. 14

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for the 14th U.S. Congressional District.

His motion was seconded

Delegate Thomas A. Romero (Placer Federation of Teachers No. 2267, Auburn) spoke against the recommendation of the Executive Council.

Secretary-Treasurer Henning explained that there are five central labor council jurisdictions involved in the 14th Congressional District.

"Since not all the central labor councils made recommendations to the Executive

Council," he said, "under our procedures, as indicated in the explanation on page 3, where the councils are not in agreement, the issue became the exclusive property of the Executive Council to recommend to the floor."

Secretary-Treasurer Henning indicated, under the circumstances, there would be no objection from the Executive Council to concur with Delegate Romero's proposal that the recommendation be changed from "Open" to "No Endorsement."

### Motion Lost

The motion to adopt the Executive Council's recommendation of "Open" for the 14th Congressional District was then defeated.

### "No Endorsement" Recommendation Adopted

On Secretary-Treasurer Henning's motion, duly seconded, the recommendation of "No Endorsement" for Congressional District No. 14 was adopted.

**Recommendations Adopted as a Whole  
and as Amended**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the U.S. Representatives in Congress

as a whole and as amended, was seconded and carried.

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

**State Senate**

**District**

- \* 2. Barry Keene (D)
- \* 4. Franklin S. Cibula (D)
- 6. Leroy F. Greene (D)
- 8. Louis J. Papan (D)
- 10. Bill Lockyer (D)
- \* 12. Dan McCorquodale (D)
- \* 14. Open
- \* 16. Jim Young (D)
- 18. Gary K. Hart (D)
- 20. Alan Robbins (D)

**District**

- 22. Herschel Rosenthal (D)
- 24. Art Torres (D)
- 26. Joseph B. Montoya (D)
- 28. Diane E. Watson (D)
- 30. Ralph C. Dills (D)
- 32. Frank Hoffman (D)
- \* 34. Ruben S. Ayala (D)
- 36. Robert Presley (D)
- \* 38. William A. (Bill) Craven (R)
- 40. Wadie P. Deddeh (D)

**Recommendations Adopted as a Whole**

It was moved by Secretary-Treasurer Henning to adopt the Executive Council's recommendations for the positions of the State

Senate as a whole.

His motion was seconded and carried.

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

**State Assembly**

**District**

- \* 1. Arlie E. Caudle (D)
- \* 2. Dan Hauser (D)
- \* 3. Floyd Marsh (D)
- 4. Thomas M. Hannigan (D)
- 5. Jack Dugan (D)
- 6. Lloyd G. Connelly (D)
- \* 7. Norm Waters (D)
- \* 8. Mary Jadiker (D)
- \* 9. Johanna P. Willmann (D)
- \* 10. Phillip Isenberg (D)
- 11. Robert J. (Bob) Campbell (D)
- 12. Tom Bates (D)
- 13. Elihu M. Harris (D)
- 14. Johan Klehs (D)
- 15. Wayne W. Bennett (D)
- 16. Art Agnos (D)
- 17. Willie L. Brown, Jr. (D)
- 18. Delaine Eastin (D)
- 19. Jackie Speier (D)
- 20. Ed Bacciocco (D)
- 21. Byron D. Sher (D)
- 22. Brent N. Ventura (D)
- 23. John Vasconcellos (D)
- 24. Dominic L. (Dom) Cortese (D)

**District**

- \* 25. Rusty Areias (D)
- 26. Patrick Johnston (D)
- \* 27. Gary A. Condit (D)
- \* 28. Sam Farr (D)
- \* 29. Robert B. (Dugan) Weber (D)
- \* 30. Jim Costa (D)
- \* 31. Bruce Bronzan (D)
- \* 32. No Endorsement
- \* 33. Tom Fallgatter (D)
- \* 34. Richard Dearborn (D)
- 35. Jack O'Connell (D)
- 36. Frank Nekimken (D)
- 37. Open
- 38. Mark Lit (D)
- 39. Richard Katz (D)
- 40. Tom Bane (D)
- 41. Open
- 42. No Endorsement
- 43. Terry B. Friedman (D)
- 44. Tom Hayden (D)
- 45. Burt Margolin (D)
- 46. Mike Roos (D)
- 47. Teresa P. Hughes (D)
- 48. Maxine Waters (D)

## State Assembly (Continued)

### District

- 49. Gwen Moore (D)
- 50. Curtis R. Tucker (D)
- 51. Open
- 52. Open
- 53. Richard E. (Dick) Floyd (D)
- 54. Edward K. Waters (D)
- 55. Richard Polanco (D)
- 56. Gloria Molina (D)
- 57. Dave Elder (D)
- \* 58. Peggy Staggs (D)
- 59. Charles M. Calderon (D)
- 60. Sally Tanner (D)
- 61. Richard A. Valdez (D)
- \* 62. Wayne N. Wendt (D)
- 63. Robert E. (Bob) White (D)
- 64. Jo Marie Lisa (D)

### District

- 65. Hal Jackson (D)
- 66. Jerry Eaves (D)
- 67. Ray Anderson (D)
- 68. Steve Clute (D)
- 69. Jack H. Baldwin (D)
- 70. Geoffrey S. Gray (D)
- 71. Mark Rosen (D)
- 72. Daniel E. Grisct (D)
- 73. Byron L. Powell (D)
- \* 74. No Endorsement
- \* 75. Open
- \* 76. Bob White (D)
- 77. Bill Smelko (D)
- 78. Lucy Killea (D)
- 79. Pete Chacon (D)
- 80. Steve Peace (D)

### Recommendations Adopted as a Whole

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

He then proceeded to read the recommendations of the Executive Council for the 13 Propositions to appear on the November 4, 1986 general election ballot.

## Ballot Propositions

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November 4, 1986 general election ballot.

### PROPOSITION NO. 53

#### *Greene-Hughes School Building Lease-Purchase Bond Law of 1986*

### Recommendation: Vote YES

This act provides for a bond issue of eight hundred million dollars (\$800,000,000) to provide capital outlay for construction or improvement of public schools to be sold at a rate not to exceed four hundred million dollars (\$400,000,000) per year.

#### Proposal:

This measure would authorize the state to sell \$800 million of state general obliga-

tion bonds in order to provide funds for the construction, reconstruction, or modernization of elementary and secondary school facilities. General obligation bonds are backed by the state, meaning that the state will use its taxing power to assure that enough money is available to pay off the bonds. The state's General Fund would be used to pay the principal and interest costs on these bonds. General fund revenues come primarily from the state corporate and personal income taxes and the state sales tax.

At least \$400 million of the bond money would have to be used for the construction for new school facilities. No more than \$360 million of the funds raised from the bond sale could be used for the reconstruction or modernization of existing school facilities. Up to \$40 million of the bond sale proceeds could be used to buy and install air-conditioning equipment and insulation



materials for eligible school districts with year-round school programs.

**Fiscal Effect:**

**Paying Off the Bonds:** For these types of bonds, the state typically would make principal interest payments over a period of up to 20 years from the state's General Fund. The average payment would be about \$66 million each year if \$400 million in bonds were sold in both 1986-87 and 1987-88 at an interest rate of 7 percent.

**Borrowing Costs for Other Bonds:** By increasing the amount which the state borrows, this measure may cause the state and local governments to pay more under other bond programs. These costs cannot be estimated.

**State Revenues:** The people who buy these bonds are not required to pay state income tax on the interest they earn. Therefore, if California taxpayers buy these bonds instead of making taxable investments, the state would collect less taxes. This loss of revenue cannot be estimated.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 53 was seconded and carried.

**PROPOSITION NO. 54**

***New Prison Construction  
Bond Act of 1986***

**Recommendation: Vote YES**

This act provides for the acquisition and construction of state youth and adult correctional facilities pursuant to a bond issue of five hundred million dollars. (\$500,000,000).

**Proposal:**

This measure would permit the state to sell \$500 million in general obligation bonds for youth and adult prison construction. General obligation bonds are backed by the state, meaning that the state will use its taxing power to assure that enough money is available to pay off the bonds. Rev-

enues deposited in the state's General Fund would be used to pay the principal and interest costs on the bonds. General Fund revenues come primarily from the state corporate and personal income taxes and the state sales tax.

The state could use the money to buy land, construct or remodel buildings or maintain facilities. The measure does not indicate how the money will be divided between the Department of Corrections and the Youth Authority. The state's 1986 budget would spend over \$14 million from this bond measure (if approved) for various construction projects at Youth Authority institutions. The Governor and the Legislature would determine how to spend the rest of the money.

**Fiscal Effect:**

**Paying Off the Bonds:** For these types of bonds, the state typically would make principal and interest payments over a period of up to 20 years from the state's General Fund. The average payment would be about \$43 million each year if the bonds were sold at an interest rate of 7 percent.

**Borrowing Costs for Other Bonds:** By increasing the amount which the state borrows, this measure may cause the state and local governments to pay more under other bond programs. These costs cannot be estimated.

**State Revenues:** The people who buy these bonds are not required to pay state income tax on the interest they earn. Therefore, if California taxpayers buy these bonds instead of making taxable investments, the state would collect less taxes. This loss of revenue cannot be estimated.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 54 was seconded and carried.

**PROPOSITION NO. 55**

***California Safe Drinking Water  
Bond Law of 1986***

**Recommendation: Vote YES**

This act provides for a bond issue of one hundred million dollars (\$100,000,000) to provide funds for improvement of domestic water systems to meet minimum drinking water standards.

**Proposal:**

This measure would permit the state to sell \$100 million of general obligation bonds to make loans and grants for local water systems. General obligation bonds are backed by the state, meaning that the state will use its taxing power to assure that enough money is available to pay off the bonds. The state's General Fund would be used to pay the net principal and interest costs on these bonds. General Fund revenues are derived primarily from the state corporate and personal income taxes and the state sales tax.

The Department of Water Resources would use the money from the sale of the bonds for loans and grants to public and private water suppliers to bring drinking water quality up to state health standards. The loans and grants could be used for constructing, improving, and rehabilitating water systems to meet drinking water standards.

**Loans:** First priority for the loans would go to water suppliers whose facilities pose the most critical public health problems. The maximum loan to any water supplier would be \$5 million, unless the Legislature raises this limit. The interest rate on these loans would be one-half of the interest rate that the state pays on the bonds.

**Grants and Other Uses.** Although all of the bond money could be used for loans, part of the money could be used for other purposes, such as:

1. Up to \$25 million for grants to public agencies that supply water in order to make up the difference between the cost of a project and the loan amount the agencies can repay. The maximum grant to any supplier would be \$400,000.

2. Up to \$3 million for short-term loans or grants to water suppliers to study and identify ways of improving their water systems. Up to \$1 million could be used for grants to public agencies.

3. Up to \$5 million for administrative costs of the Department of Water Resources and Department of Health Services.

About \$3 million of these costs would be repaid from fees charged to the loan recipients.

4. Up to \$1.5 million for legal expenses of the Attorney General.

**Reduced Interest Rate on Other Loans:**

This measure also reduces the interest rate on existing and new loans made from the 1984 Safe Drinking Water Bond Fund. Under the 1984 Bond Law, about \$50 million can be loaned at the same interest rate paid by the state on the bonds. This measure would lower the interest rate on these loans to one-half of the rate that the state pays on the bonds.

**Fiscal Effect:**

**Paying Off the Bonds:** For these types of bonds, the state typically would make principal and interest payments over a period of up to 30 years from the state's General Fund. The average payment would be about \$8.1 million each year if the bonds were sold at an interest rate of 7.5 percent.

**Net Costs:** If all of the loans are repaid on time, the *net* state cost could average up to \$5.5 million each year for 30 years, for a total of \$165 million. This net cost would consist of (1) up to \$28.5 million for grants, administrative, and legal costs, and (2) one-half of the interest cost on the new bonds and the 1984 bonds because loans would be provided at a reduced interest rate. Over the 30 years, the total interest subsidy would be \$94.5 million for the new bonds, and \$42 million for the 1984 bonds.

**Borrowing Costs for Other Bonds:** By increasing the amount which the state borrows, this measure may cause the state and local governments to pay more under other bond programs. These costs cannot be estimated.

**State Revenues:** Purchasers of these bonds are not required to pay state income tax on the interest they earn. Therefore, if California taxpayers buy these bonds instead of making other taxable investments, the state would collect less taxes. This loss cannot be estimated.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 55 was seconded and carried.

**PROPOSITION NO. 56*****Higher Education Facilities  
Bond Act of 1986*****Recommendation: Vote YES**

This act provides for a bond issue of four hundred million dollars (\$400,000,000) to provide capital for construction or improvements of facilities at California's public higher education institutions, including the University of California's nine campuses, the California State University's 19 campuses, the California Community College's 106 campuses, and the California Maritime Academy, to be sold at a rate not to exceed two hundred fifty million dollars (\$250,000,000) per year.

**Proposal:**

This measure authorizes the state to sell \$400 million in general obligation bonds to fund facilities for California's public higher education system. General obligation bonds are backed by the state, meaning that the state will use its taxing power to assure that enough money is available to pay off the bonds. Revenues deposited in the state's General Fund would be used to pay the principal and interest costs on the bonds. General Fund revenues are derived primarily from state corporate and personal income taxes and the state sales tax.

The state could spend the bond money to purchase building sites and certain equipment, construct new buildings and alter existing buildings. The state also could use the money for short-term loans to the community colleges for the purchase of instructional equipment. These loans would be repaid from the state's tidelands oil revenue.

The Governor and the Legislature would decide how to spend the bond money. No more than \$150 million could be authorized per year, except in the first year \$250 million could be authorized. Loans to the community college would not require legislative approval.

The state's 1986 budget would spend \$242 million from this bond measure (if approved) for projects at various campuses.

About \$260 million in additional money will be needed to complete these projects.

**Fiscal Effect:**

**Paying Off the Bonds:** For these types of bonds, the state typically would make principal and interest payments over a period of up to 20 years from the state's General Fund. The average payment would be about \$35 million each year if the bonds were sold at an interest rate of 7 percent.

**Borrowing Costs for Other Bonds:** By increasing the amount which the state borrows, this measure may cause the state and local governments to pay more under other bond programs. These costs cannot be estimated.

**State Revenues:** The people who buy these bonds are not required to pay state income tax on the interest they earn. Therefore, if California taxpayers buy these bonds instead of making taxable investments, the state would collect less taxes. This loss of revenue cannot be estimated.

**Paying Off Loans to Community Colleges:** This measure appropriates future revenues from the state's tidelands oil to replace any bond money lent to the community colleges. The amount required for this purpose would depend on the amount of money lent to the community colleges.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 56 was seconded and carried.

**PROPOSITION NO. 57*****Retirement Benefits for Nonjudicial  
and Nonlegislative Elected State  
Constitutional Officers*****Recommendation: Vote YES**

Presently retirement benefits for nonjudicial and nonlegislative elected state constitutional officers are governed by statute and differ depending upon the dates such officers held office. For those who took office prior to October 7, 1974, their retirement benefits have been increased as the com-

pensation paid their successors has increased. This measure amends the constitution to preclude the retirement benefits of any nonlegislative or nonjudicial elected state constitutional officers from increasing or being affected by changes in compensation payable to their successors on or after November 5, 1986.

**Proposal:**

This constitutional amendment eliminates the connection between future increases in the salaries of the persons serving the eleven state offices and the retirement benefits of those officials who took office prior to October 7, 1974. Thus, beginning November 5, 1986, these retired officials (or their beneficiaries) would receive *only one* adjustment — an annual cost-of-living increase.

**Fiscal Effect:**

This measure would reduce the future retirement benefits of fewer than 20 people, resulting in annual state savings of about \$400,000. The state would realize savings because these retirement benefits would not be adjusted for increases in the salaries of state elected officials due to take effect in January 1987 and in future years.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 57 was seconded and carried.

**PROPOSITION NO. 58**

***Taxation. Family Transfers***

**Recommendation: Vote YES**

State Constitution Article XIII A, enacted as Proposition 13 in 1978, with certain exceptions, places a limitation on real property taxes equal to one percent of its full cash value listed on the 1975-1976 tax bill. Property may be reassessed on "purchase" or other "change of ownership." This measure amends Article XIII A to provide the terms "purchase" and "change of ownership" do not include the purchase

or transfer of: 1) real property between spouses, and 2) the principal residence and the first \$1,000,000 of other real property between parents and children . . . .

**Proposal:**

This constitutional amendment would broaden the circumstances under which reassessment is not required in cases involving the transfer of real property between parents and children. In addition, the measure would place the existing statutory treatment of property transfers between spouses into the Constitution. Thus, the measure prohibits the reassessment of property to reflect its market value under additional circumstances.

In the case of transfers between parents and their children, the measure applies to transfers of the principal residence, regardless of value, and to a limited amount of all other real property. This limit is the first \$1,000,000 of assessed value, regardless of the number of properties transferred. Property transferred after the \$1,000,000 assessed value ceiling is reached would be subject to reassessment. The measure provides for the Legislature to define its terms, and these definitions would affect the scope of the measure.

The measure would apply only to transfers of property between parents and children which occur after the measure becomes effective.

**Fiscal Effect:**

The provisions preventing the reassessment of real property transferred between spouses, and between parents and their children under the limited circumstances provided for by existing law, would have no fiscal effect. This is because existing statutory law prevents reassessment in these cases.

The provisions which prevent reassessment of property transferred between parents and their children under circumstances not covered by existing law, however, would reduce local property tax revenues. The scope of the revenue losses would depend on actions taken by the Legislature in defining the terms used in the measure. If these terms were defined broadly, revenues would fall by an estimated \$28 million in 1987-88, \$60 million in 1988-89, and increasing amounts in subsequent years. Of

these amounts, cities, counties and special districts would lose \$17 million in 1987-88, \$37 million in 1988-89, and increasing amounts in each subsequent year.

The remainder of the losses would affect school districts and community college districts. Under existing law, higher state aid would offset these losses. We estimate that the state General Fund cost for the increased aid would amount to \$11 million in 1987-88, \$23 million in 1988-89, and increasing amounts in each subsequent year.

#### **Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 58 was seconded and carried.

### **PROPOSITION NO. 59**

#### ***Election of District Attorneys***

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

The office of district attorney in all of the state's 58 counties is filled by election. This could be changed to an appointive office with the approval of the voters.

#### **Proposal:**

This constitutional amendment requires the office of the district attorney to be filled by election in all counties.

#### **Fiscal Effect:**

This measure would have no direct state or local fiscal effect.

#### **Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 59 was seconded and carried.

### **PROPOSITION NO. 60**

#### ***Taxation. Replacement Residences***

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

State Constitution Article XIII A, enacted as Proposition 13 in 1978, with certain exceptions, places limitation on real property taxes equal to one percent of the value of its assessed value listed on the 1975-1976 tax bill. Property may be reassessed on change of ownership. This measure amends Article XIII A to permit the Legislature to allow persons over age fifty-five, who sell their residence and buy or build another of equal or lesser value within two years in the same county, to transfer the old residence's assessed value to the new residence . . . .

#### **Proposal:**

This constitutional amendment would authorize the Legislature to provide a special method of establishing assessed value for replacement residential property acquired by a homeowner over the age of 55. Specifically, this method would allow homeowners over the age of 55 to transfer the assessed value of their present home to a replacement home located in the same county. To qualify for this special treatment, the replacement home must be:

- Purchased or newly constructed as a replacement for the person's principal residence;
- Of equal or lesser value than the original property;
- Located within the same county; and
- Purchased or newly constructed within two years of the sale of the present property.

The measure could apply to replacement property purchased or newly constructed on or after November 5, 1986.

#### **Fiscal Effect:**

This measure has no direct state or local effect because it merely authorizes the Legislature to implement its provisions.

If this measure is approved, and the Legislature enacts the laws for its implementation, the amendment would reduce property tax revenue collections. These revenue losses probably would amount to several millions of dollars per year, beginning in 1987-88. Cities, counties, and special districts would bear approximately 60 percent of the revenue loss.

The remainder of the losses would affect school districts and community college dis-

tricts. Under existing law, higher state aid would offset these losses. The state General Fund would bear the cost for the higher aid, beginning in 1987-88.

#### **Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 60 was seconded and carried.

### **PROPOSITION NO. 61**

#### ***Compensation of Public Officials, Employees, Individual Public Contractors***

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

Sets Governor's annual salary at \$80,000; other "Constitutional" officers at \$52,500. Limits maximum compensation of elected or appointed state and local government employees, and individual public contractors to 80% of Governor's salary. Requires people's vote to increase salaries of constitutional officers, members of Board of Equalization, legislators, judiciary, and specified local elected officers. Prohibits public officials and employees from accruing sick leave or vacation from one calendar year to another. . . .

#### **Proposal:**

This constitutional amendment changes substantially the laws governing compensation for state and local elected officials and employees. It also places restrictions on contracting that affect both state and local governments. The proposed amendment, however, contains many phrases which are either unclear or subject to different interpretations. Consequently, this analysis is based on assumptions about how the courts would interpret the initiative.

The main provisions of this measure are as follows:

**Elected Officials:** This measure increases the Governor's annual salary from \$49,100 to \$80,000 and adds a new provision requiring that the voters approve any future increases. (Under existing law, this salary

would have increased to \$85,000 on January 5, 1987). The initiative also sets an annual salary of \$52,500 for all other constitutional officers (such as the State Treasurer and Controller) and members of the Board of Equalization. (Under existing law, these salaries also would have increased in the coming year.)

In addition, the measure limits the salaries of all other state and local elected officials to 80 percent of the Governor's salary. On November 5, 1986, this limit would be \$64,000. In the future, these salaries could be increased only with the voters' approval, but the new salaries still could not exceed 80 percent of the Governor's salary. The measure provides one exception to this limit by allowing local voters, through an initiative, to approve salaries for *local* officials (elected or appointed) which exceed the limit.

**State and Local Government Employees:** This initiative also limits the pay of all state and local government employees to 80 percent of the Governor's salary. The measure uses both the terms "compensation" and "salary." "Compensation" typically includes salary plus employer payments for health, retirement and other benefits. The courts, however, probably would interpret this pay provision as a salary limit. If so, the highest allowable salary for any public employee would be frozen at \$64,000 until the people voted to increase the Governor's salary. If, however, the courts were to interpret this measure as placing a limit on "compensation" (which would include fringe benefits), the highest allowable salary would be frozen at about the \$50,000 level.

The initiative would not allow public employees to carry over unused vacation and sick leave from one calendar year to another. It is unclear, however, whether this restriction would apply only to leave earned in the future or whether it also would apply to leave earned prior to this election. Given that the law generally protects an employee's right to already earned benefits, the courts probably would interpret this restriction as applying only to future vacation and sick leave.

**State and Local Government Contracts:** The initiative prohibits public agencies from paying individuals under contract more than 80 percent of the Governor's annual salary. In addition, these individ-

uals could not receive compensation greater than \$75 per hour, nor could their contracts exceed two years in length. Under "special circumstances," the Legislature could approve — by a two-thirds vote — state contracts for individuals which provide compensation in excess of the limit, as long as the contracts did not exceed four years in length. The measure does not define "special circumstances," and does not allow this provision to be used by local governments.

#### Fiscal Effect:

The initiative would have several fiscal effects on state and local governments, many of which are difficult to measure. The salary limit would affect about 9,000 state employees, an unknown — but probably similar — number of local government employees, and a relatively small number of elected officials. Most of the affected employees fall into one of the following categories: (1) top-level managers (such as executive directors of state agencies, city managers, and police and fire chiefs); (2) medical personnel (such as doctors at county hospitals and University of California medical school staff); (3) legal positions (such as state judges, district attorneys and their senior prosecutors, and staff counsel to state departments); and (4) University of California personnel (senior professors and administrators).

The salary and benefit-related reductions associated with these positions would be about \$125 million at the state level, with local government reductions of roughly the same amount. These reductions, however, would not result in comparable savings, for at least two reasons. First, at the state level, the Legislature could use the "special circumstances" provision to approve contracts with employees affected by the limit to provide compensation approaching the former salary levels. It is unknown how often, or how extensively, this provision would be used. Second, governments would be allowed to increase *non-salary* forms of compensation in an attempt to keep total pay packages competitive with those of other public and private employers.

Any net savings from the salary reductions also would be offset to some extent by other costs. For instance, the prohibition on the carry-over of vacation and sick leave probably would result in increased use of leave time, especially toward the end of a

calendar year. As a result, governments would incur unknown costs each year to pay substitute workers in essential public programs, such as police, fire, and education services. This analysis assumes that the carry-over restrictions imposed on vacation and sick leave would *not* apply to unused leave time earned prior to the amendment's effective date (November 5, 1986). If the courts were to rule to the contrary, state and local governments could face one-time costs of about \$7 billion to buy out these protected benefits. A major portion, but not all, of this cost otherwise would be paid out to employees over a period of many years.

An important, immediate and long-term effect of this initiative would be its impact on the public sector's ability to hire and retain qualified and experienced employees. State and local governments compete for these employees with other employers in the public and private sectors. Presumably, these governments are now paying salaries above \$64,000 in order to attract and keep competent individuals. Under the salary limit, governments in many cases would be forced to rely on less qualified or experienced employees and contractors. This, in turn, would lead to less efficient, more costly government services. These costs cannot be estimated, but they would be substantial.

In summary, this measure would result in unknown savings to state and local governments from salary reductions. These savings, however, would be offset to some extent — and could even be outweighed — by various costs. The net fiscal impact is unknown because it would depend on how the measure is interpreted and implemented.

#### Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 61 was seconded and carried.

### PROPOSITION NO. 62

#### *Taxation. Local Governments and Districts*

#### Recommendation: Vote NO

Enacts statutes regarding new or in-

creased taxation by local governments and districts. Imposition of special taxes, defined as taxes for special purposes, will require approval by two-thirds of voters. Imposition of general taxes, defined as taxes for general governmental purposes, will require approval by two-thirds vote of legislative body; submission of proposed tax to electorate; approval by majority of voters. Contains provisions governing election conduct. Contains restrictions on specified types of taxes. Restricts use of revenues. Requires ratification by majority vote of voters to continue taxes imposed after August 1, 1985 . . . .

**Proposal:**

This measure establishes new requirements for the adoption of new or higher general and special taxes by local agencies. In particular, this measure:

1. Requires all proposals for a new or higher *general* tax to be approved by two-thirds of the local agency's governing body, and by a majority of the voters.

2. Requires all local ordinances or resolutions proposing a new or higher general or special tax to contain specific information. For example, the ordinance must state the method of collection and the proposed use of the special tax revenues.

3. Penalizes local agencies that fail to comply with the above requirements. The measure requires a reduction in the agency's property tax allocations equal to the revenues derived from the new or higher tax.

4. Requires local agencies to stop collecting any new or higher general tax adopted after July 31, 1985, unless a majority of the voters approve the tax by November 5, 1988.

Because this measure is not a constitutional amendment, the approval requirements for the adoption of new or higher *general* taxes, and the penalty provisions, would not apply to charter cities. Thus, this measure does not change the constitutional authority of charter cities to impose new or higher general taxes by a majority vote of the city council.

**Fiscal Effect:**

This measure would prevent the imposition of new or higher general taxes without

voter approval by local agencies other than charter cities. The measure also could reduce the amount of tax revenues collected by local agencies in the future, if a majority of their voters do not authorize the continuation of new or higher taxes adopted after August 1, 1985.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 62 was seconded and carried.

**PROPOSITION NO. 63**

***Official State Language***

**Recommendation: Vote NO**

Provides that English is the official language of State of California. Requires Legislature to enforce this provision by appropriate legislation. Requires Legislature and State officials to take all steps necessary to insure that the role of English as the common language of the State is preserved and enhanced. Provides that the Legislature shall make no law which diminishes or ignores the role of English as the common language. Provides that any resident of or person doing business in State shall have standing to sue the State to enforce these provisions . . . .

**Proposal:**

This constitutional amendment declares that English is the official language of the State of California. It directs the Legislature to enact appropriate legislation to preserve the role of English as the state's common language. In addition, it prohibits the Legislature from passing laws which diminish or ignore the role of English as the state's common language.

**Fiscal Effect:**

This measure would have no effect on the costs or revenues of the state and local governments.

**Recommendation Adopted**

Secretary-Treasurer Henning's motion to



adopt the Executive Council's recommendation for Proposition No. 63 was seconded and carried.

## PROPOSITION NO. 64

### *Acquired Immune Deficiency Syndrome (AIDS)*

#### Recommendation: Vote NO

Declares that AIDS is an infectious, contagious and communicable disease and that the condition of being a carrier of the HTLV-III virus is an infectious, contagious and communicable condition. Requires both be placed on the list of reportable diseases and conditions maintained by the director of the Department of Health Services. Provides that both are subject to quarantine and isolation statutes and regulations. Provides that Department of Health Services personnel and all health officers shall fulfill the duties and obligations set forth in specified statutory provisions to preserve the public health from AIDS . . . .

#### Proposal:

This measure declares that AIDS and the "condition of being a carrier" of the virus that causes AIDS are communicable diseases. The measure also requires the State Department of Health Services to add these conditions to the list of diseases that must be reported. Because AIDS cases are already being reported, the measure would require the reporting of those who are "carriers of the AIDS virus." Currently, no test to make this determination is readily available.

The measure also states that the Department of Health Services and all health officers "shall fulfill all of the duties and obligations specified" under the applicable laws "in a manner consistent with the intent of this act." Although the meaning of this language could be subject to two different interpretations, it most likely means that the laws and regulations which currently apply to other communicable diseases shall also apply to AIDS and the "condition of being a carrier" of the AIDS virus. Thus,

health officers would continue to exercise their discretion in taking actions necessary to control this disease. Based on existing medical knowledge and health department practices, few, if any, AIDS patients and carriers of the AIDS virus would be placed in isolation or under quarantine. Similarly, few, if any, persons would be excluded from schools or food handling jobs. If, however, the language is interpreted as placing new requirements on health officers, it could result in new actions such as expanding testing programs for the AIDS virus, imposing isolation or quarantine of persons who have the disease, and excluding persons infected with the AIDS virus from schools and food handling positions.

#### Fiscal Effect:

The fiscal effect of this measure could vary greatly, depending on how it would be interpreted by state and local health officers and the courts. If existing discretionary communicable disease controls were applied to the AIDS disease, there would be no substantial net change in state and local costs as a direct result of this measure. Thus, the primary effect of this measure would be to require the reporting of persons who are carriers of the virus which causes AIDS. Very few cases would be reported because no test to confirm that a person carries the virus is readily available. If such a test becomes widely available in the future, more cases would be reported.

The fiscal impact could be very substantial if the measure were interpreted to require changes in AIDS control measures by state and local health officers, either voluntarily or as a result of a change in medical knowledge on how the disease is spread, or as a result of court decisions which mandate certain control measures. Ultimately, the fiscal impact would depend on the level of activity that state and local health officers might undertake with respect to: (1) identifying, isolating and quarantining persons infected with the virus, or having the disease, and (2) excluding those persons from schools or food handling positions. The cost of implementing these actions could range from millions of dollars to hundreds of millions of dollars per year.

In summary, the net fiscal impact of this measure is unknown — and could vary greatly, depending on what actions are tak-

en by health officers and the courts to implement this measure.

#### **Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 64 was seconded and carried.

### **PROPOSITION NO. 65**

#### ***Restriction on Toxic Discharges into Drinking Water; Requirement of Notice of Persons' Exposure to Toxics***

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

Provides persons doing business shall neither expose individuals to chemicals known to cause cancer or reproductive toxicity without first giving clear and reasonable warning, nor discharge such chemicals into drinking water. Allows exceptions. Requires Governor publish lists of such chemicals. Authorizes Attorney General, and under specified conditions, district or city attorneys, and other persons to seek injunctions and civil penalties. Requires designated government employees obtaining information of illegal discharge of hazardous waste disclose this information to local Board of Supervisors and health officer . . . .

#### **Proposal:**

This measure proposes two additional requirements for businesses employing 10 or more people. First, it generally would prohibit those businesses from knowingly releasing into any source of drinking water any chemical in an amount that is known to cause cancer or in an amount that exceeds 1/1,000th of the amount necessary for an observable effect on "reproductive toxicity." The term "reproductive toxicity" is not defined. Second, the measure generally would require those businesses to warn people before knowingly and intentionally exposing them to chemicals that cause cancer or reproductive toxicity. The measure would require the state to issue lists of substances that cause cancer or reproduc-

tive toxicity.

Because these new requirements would result in more stringent standards, the practical effect of the requirements would be to impose new conditions for the issuance of permits for discharges into sources of drinking water. In order to implement the new requirements, state agencies that are responsible for issuing permits would be required to alter state regulations and develop new standards for the amount of chemicals that may be discharged into sources of drinking water.

The measure also would impose civil penalties and increase existing fines for toxic discharges. In addition, the measure would allow state or local governments, or any person acting in the public interest, to sue a business that violates these rules.

#### **Fiscal Effect:**

It is estimated that the administrative actions resulting from the enactment of this measure would cost around \$500,000 in 1987. Starting in 1988, the costs of these actions are unknown and would depend on many factors, but these costs could exceed \$1 million annually.

In addition, the measure would result in unknown costs to state and local law enforcement agencies. A portion of these costs could be offset by increased civil penalties and fines collected under the measure.

Beyond these direct effects of the measure, state and local governments may strengthen enforcement activities to ensure compliance with the new requirements. The costs of any additional enforcement could be significant.

#### **Recommendation Adopted**

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 65 was seconded and carried.

#### **Recommendations Adopted as a Whole**

It was moved, seconded and carried that the Executive Council's recommendations for the ballot propositions be adopted as a whole.

**Concluding Remarks**  
**JOHN F. HENNING**  
**Executive Secretary-Treasurer**

Secretary-Treasurer Henning brought the

proceedings to a close by reminding the delegates of the important work ahead of them:

“Mr. Chairman and delegates. We thank you for the cooperation of these past several days. There is no need to restate the obvious or reinvent the wheel in terms of political declarations. But you know that only you can turn the tide in the gubernatorial election; only you can assure Senator Cranston of returning to the United States Senate; only you can assure the victory of Lieutenant Governor McCarthy; only you can save the State Senate, and only you can save Rose Bird and the other Justices who are up for confirmation.

“Do your work. And never forget Tom Bradley, who faces the most difficult campaign. He is trailing, but not trailing as deeply as he was in the early weeks.

“Again, there is no need for recitation or urging because you know the story and you know your duties.”

#### Adjournment

“Mr. Chairman, I move adjournment of this Convention *sine die*.”

The motion, duly seconded, was carried, whereupon, at 8:58 p.m. the Sixteenth Convention of the California Labor Federation, AFL-CIO, was concluded.

# STATEMENTS OF POLICY

**Submitted by the Executive Council of the  
California Labor Federation, AFL-CIO**

*Labor actions are founded on membership attitudes and principles.  
To the end of shaping such attitudes and stating such principles, the Executive Council  
presents the following policy statements to the 1986 convention.*

## DIGEST

### I

#### THE ECONOMY

Despite the current recovery, the economy continues to perform poorly for the majority of Americans. Reagan has put millions of people out of work, reduced millions to a state of poverty, while giving billions of dollars in tax breaks to corporations and wealthy individuals, pouring vast sums into unneeded and nonproductive military projects, and creating record budget deficits. The Federation proposes an alternative economic program of full employment, increased governmental control over private investment decisions, less military spending, and policies to control inflation which attack specific problem areas such as the high cost of food, health care, shelter and high real interest rates.

Adopted, p. 23.

### II

#### TAXATION

The soon-to-emerge federal tax reform bill may implement many of the long sought tax justice demands of labor and repeal many of the tax breaks given to the corporations by Reagan in 1981. At the state level, we oppose attempts to eliminate the unitary tax and support efforts to legislate an oil severance tax at the wellhead, and to institute a split roll property tax to tax business property at a higher rate.

Adopted, p. 23.

### III

#### FOREIGN POLICY

The California Labor Federation rejects the Reagan Administration's militarization of American foreign policy. U.S. foreign policy should be based on the principles of democracy, human rights, and self-determination. The Federation supports the struggle of the Polish labor movement for democratic freedom and reaffirms its support for the state of Israel. The Federation opposes the oppression of working people the world over, regardless of where this oppression occurs. We are encouraged by the recent departure of repressive rulers in the Philippines and Haiti.

The Federation opposes the Soviet invasion of Afghanistan and the racist policies of South Africa. We also oppose further military and economic aid to El Salvador, if that nation's government refuses to continue its land reform program, to eliminate the right wing "death squads", to provide for the protection of trade union rights, and to establish a just judicial system. Further, we are opposed to the restrictions of free trade unionism opposed by the government of Nicaragua. We favor political rather than military solutions to the problems in Central America. The Federation also supports sensible proposals for verifiable bilateral nuclear arms reductions on the part of both the Soviet Union and the United States.

Adopted as amended, p. 23.

#### **IV WORKERS' COMPENSATION**

California's Workers' Compensation system is sorely in need of significant improvement. The California Labor Federation is committed to the continual improvement of the system's benefit levels and operating effectiveness.

Adopted, pp. 24-25.

#### **V UNEMPLOYMENT INSURANCE**

The California Labor Federation is committed to improving the benefits under the state's Unemployment Insurance Program. Given the high levels of long-term unemployment currently hitting California's workers, the Federation is committed to legislation calling for extended U.I. benefits for California's workers, as well as other improvements.

Adopted, p. 25.

#### **VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE**

The 38-year-old Unemployment Compensation Disability Insurance program in California is one of only five such state programs nationally. It extends wage-related benefits to workers sustaining nonoccupational illness or injury and is wholly financed by an employee payroll tax. The California Labor Federation is committed to achieving further improvements in the UCIDI program, to insure that workers do not suffer undue financial stress from sickness, injury or disease.

Adopted, p. 25.

#### **VII WOMEN'S RIGHTS**

The Reagan administration and its New Right allies pose the greatest threat to the free exercise of civil, economic and political rights of America's female population the U.S. women's movement has ever faced. In response, the Federation supports efforts to work more closely with the women's rights movement, especially in attempts to organize women workers into labor organizations, to reintroduce the ERA, to expand the principle of comparable worth, to secure adequate child care facilities. Organized labor cannot afford to stand on the sidelines of this fight. The fate of all American workers is inextricably tied to the fortunes of women in this battle.

Adopted, p. 25.

#### **VIII SOCIAL SECURITY**

The Federation reaffirms its unconditional opposition to Social Security cutbacks. The Federation condemns the Reagan administration's efforts to destroy America's most efficient and important social insurance program and we pledge our defense of a vital Social Security program with adequate benefits for everyone.

Adopted, p. 27.

#### **IX HEALTH CARE**

The Federation is committed to the development of a pro-worker national health care system in America. We also support efforts to achieve health care cost containment at the state and local levels.

Adopted, p. 27.

## **X WELFARE**

The Federation views the Reagan budget cuts as a vicious attack on our nation's poor. Reagan's efforts to redistribute income from the poor to the rich must be opposed by organized labor at every point.

Adopted, p. 27.

## **XI CONSUMER PROTECTION**

The California Labor Federation reaffirms support for a broad range of consumer protection legislation and programs with adequate funding and enforcement, including the formation of a Citizens' Utility Board, the protection of lifeline utility rates, the elimination of auto deficiency judgments, and the provision for affordable liability insurance.

Adopted, p. 27.

## **XII LABOR LEGISLATION**

The hard won legislative victories working people struggled and fought for are now in danger of being eliminated by big business and their allies in Washington and Sacramento. The Federation opposes any and all of these rollbacks. At the state level, the Federation supports a number of pro-worker proposals, including greater restrictions on the use of strikebreakers, restrictions on labor management consultants' activities and, especially, legislation providing workers with basic protections against plant shutdowns.

Adopted, p. 34.

## **XIII AGRICULTURAL LABOR**

The California Labor Federation reiterates its strong support for the United Farm Workers and California's Agricultural Labor Relations Act. We will continue to fight those legislative and administrative efforts by the anti-union agribusiness community to destroy collective bargaining in agriculture.

Adopted, p. 34.

## **XIV PUBLIC EMPLOYEES**

Like the rest of the labor movement, American public employees are now under tremendous attack at all levels of government, at the bargaining table and in state and national legislatures. The Federation rises in defense of our nation's public employees, opposes all funding cutbacks and urges coalitions between public employees and client groups as a strategy to protect America's public sector workers and social service programs.

Adopted, p. 34.

## **XV CIVIL RIGHTS**

After four years of the Reagan administration, the vision of full economic and political justice for our nation's minorities and women draws even further away from reality. The Federation stands with our nation's senior, minority, handicapped and women's movements in fighting against these attempts to erode past victories. We also urge the government to pursue policies leading to full employment, the expansion of affirmative action and civil rights enforcement, divestment in corporations which do business with the racist Republic of South Africa and other policies which protect our civil rights.

Adopted, p. 34.

## **XVI HOUSING**

The American dream of owning one's own home has become an impossibility for most of the nation's families. Rental shortages have grown and millions of Americans are without any home at all. The Federation calls on the federal and state government to adapt programs necessary to provide decent, affordable housing for everyone.

Adopted, p. 35.

## **XVII EDUCATION**

The California Labor Federation opposes the Reagan cutbacks in educational programs and attempts to implement an education voucher system. California's schools will require a massive infusion of money to meet the needs of sharply increasing enrollments. The Federation reaffirms its commitment to the adequate funding of public education, to universal early childhood education, to adequate child care facilities, to increased funding for the arts and to oppose the imposition of tuition within California higher education.

Adopted, p. 35.

## **XVIII THE ENVIRONMENT & WORKER SAFETY AND HEALTH**

The Federation opposes the Reagan Administration's regulatory and administrative attack on the environment. Instead, we support more protective workplace health and safety, environmental regulations to protect our water, air and natural resources and call for the stringent enforcement of these regulations.

Adopted, p. 35.

## **XIX ENERGY**

The Federation opposes the Reagan Administration's free market approach to energy policy. The Federation believes in greater democratic control in the investment and pricing decisions of the energy and utility industries, supporting proposals like the establishment of the Citizens Utility Board. The Federation also supports the principles of increased conservation and the use of alternative energy sources as the cornerstone of national and state energy policy.

Adopted, p. 35.

## **XX COMMUNITY CONCERN AND SERVICE**

Crimes of assault and theft remain high, and wage-earning Californians are among their most frequent victims. While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to reduce criminal activities than any other proposed solution. We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

Adopted, p. 35.

## **XXI RIGHTS OF THE DISABLED**

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

Adopted, p. 36.

## I. THE ECONOMY

The United States faces a number of serious economic problems that the current administration is either ignoring or has made worse through design or ineptitude. These problems include: declining economic growth, high unemployment, persistent inflationary forces, continued high real interest rates, the erosion of the national industrial base, declining real income for most workers, rising income inequality, rising poverty and the collapse of programs and policies developed since the 1930s to cope with economic downturns. Our economic problems are reflective of deep structural changes in the U.S. and World economy. The Reagan Administration's anti-worker, anti-union and pro-business policies have greatly exacerbated these problems.

The Reagan program of budget cuts, tax cuts and deregulation generated the highest unemployment rates this country has seen since the Depression. These policies were supposed to generate new investment and new jobs but instead have only served to benefit the wealthy at the expense of wage earners and have increased the level of poverty. During the Reagan recession of 1981-82, the failure of Reaganomics was apparent even to 'true believers' such as David Stockman and many of the policies were quietly abandoned. During the subsequent recovery, unemployment remained high. Today, we face the prospect of a return to double-digit unemployment and rising inflation if current policies continue.

**Economic Growth.** The average annual growth rate in per capita Gross National Product has declined from 3.3% during the 1960's to 2.2% during the 1970s. National productivity growth also is in long-term decline. Growth in output per person had averaged 3.0% annually from 1960 through 1973, but was only 1.7% from 1973 to 1980. Both negative trends have continued into the 1980s.

**Unemployment.** Unemployment averaged 4.5% per year during the 1950s, 4.8% during the 1960s and 6.2% during the 1970s. Thus far in the 1980s unemployment has averaged around 8% and no one foresees a return to full-employment under current policies. In 1982 unemployment was

pushed to 10.7%, the highest rate since the Depression. While pursuing policies that first created and now maintain high unemployment, the Reagan administration has abolished and restricted programs designed to reduce the hardship of unemployment, including direct job creation, and extended unemployment insurance benefits and has stiffened welfare eligibility requirements. These policies are part of the campaign by business to force down wages in pursuit of higher short-term profits.

**Poverty and Income Inequality.** American workers and their families are getting poorer and the rich are getting richer. In 1985 the value of the average worker's paycheck fell by half a percentage point. Since 1977 real spendable earnings have dropped by thirteen percent. Most American families are worse off today than ten years ago. Meanwhile, top business executives received salary and bonus compensation averaging \$679,000 in 1985, a nine percent increase over 1984. The burden of a sluggish economy is not being shared equally. Income inequality, after a long decline, is sharply on the rise. In 1984 the wealthiest fifth of the population received 43% of national income, while the poorest fifth received less than 5 percent. The gap between the rich and the poor is the widest since the government began collecting this information in 1947. The tax and spending policies of the Reagan Administration have contributed to this growing inequality. The 1981 tax cut increased the share of the overall tax burden paid by poor and working people, and drastically cut that paid by the rich. Cuts in social programs have further hurt those at the bottom of the income ladder.

The slack economy, high unemployment and rising inequality have pushed a growing number of Americans into poverty.

In 1984, 33.7 million Americans lived in poverty. That is more than one in seven of all people in the country. The number of persons living in poverty rose by 14.4 million from 1980 to 1984, compared to a rise of 650,000 for the entire decade of the 1970's. Many of the poor are single earner heads of households, who work, but don't earn enough to get by. In 1981 over 10 and a half million people worked at or near the minimum wage of \$3.35 an hour. With full time, year round work, this gives an annual



income of under \$7,000. Since the late 1960's the real value of the minimum wage has been steadily eroded by inflation. It is now well below any reasonable interpretation of a minimum wage adequate to supply the "minimum standard of living necessary for health, efficiency and general well being of workers" as mandated by federal law.

Wage discrimination also contributes to poverty. Two thirds of those earning the minimum wage are women. If women were paid the wages that similarly qualified men earn, the number of families now living in poverty could be cut in half.

**Inflation.** The rate of inflation has slowed considerably since 1981. The reasons for the slowdown are first, the tight monetary policies that contributed to the recession and more recently, the collapse of prices in agriculture and oil. Domestic production in farm commodities and oil is being curtailed as more and more enterprises lose money at current prices. It is only a matter of time before food and oil prices again rise, adding to the inflationary pressure of rising medical and other service costs. We have not removed the sources of inflation, but are only seeing temporary price collapses as the result of severe economic dislocations.

**Trade.** The U.S. became a debtor nation last year for the first time since World War I. It suffered a trade deficit of \$149 billion, a deterioration of 20 percent in the past year, and a three-fold increase in the trade deficit since 1980. The trade picture is particularly bleak for the manufacturing sector where the U.S. traditionally had surpluses of exports over imports and now is burdened with a \$113 billion deficit. The trade deficits have contributed to the loss of 3 million jobs.

While there are serious structural problems in specific industries, the current trade deficit is in good part due to the contradictory macro-economic policies of the Reagan Administration. The administration is committed to a policy of high unemployment in order to lower wages and weaken Labor. To prevent tax cuts for the wealthy and huge budget deficits from "overstimulating" the economy the administration has relied on a tight monetary policy. This, along with the budget deficit, has kept interest rates high, and between 1980 and 1985, pushed up by more than 70 percent the value of the dollar. While the dollar has

declined in the last year, it still remains some 40 percent above 1980 levels. The high dollar amounts to a tax on U.S. exports and makes imports cheap, relative to domestically made goods. This has produced the soaring trade deficit. Any long term solution to our trade problems will require a major effort to reduce the value of the dollar.

The nation's trading problems and the erosion of our industrial base have been exacerbated by short-sighted corporate investment decisions. In some industries, U.S. firms have failed to make necessary new investments to enable them to compete internationally. In others, U.S. firms have simply abandoned their workers, and moved operations overseas.

Legislation is needed that will discourage companies from moving by making them and not their workers pay the full social costs of plant shutdowns.

Further, the tax laws must be changed to remove the current incentives for companies to move abroad. Tax deferrals and the foreign tax credit should be repealed. Items 806.30 and 807 of the tariff schedules that reduce tariffs on products containing parts produced in the United States should be repealed.

The Overseas Private Investment Corporation (OPIC), a government agency that insures private investment abroad, should be terminated. OPIC is supposed to promote economic and social developments in "less developed friendly countries" while furthering the balance of payments objectives of the United States. It has failed on both these counts and has contributed to the export of American jobs.

Administration support for a new international agency—the Multilateral Investment Guarantee Agency—should end. Interests of workers, both domestic and foreign, will not be furthered by providing greater protection for international business.

Where workers are hurt by U.S. trade policy the government should provide assistance. The Trade Adjustment Assistance program (TAA), originally a labor idea, has been virtually wiped out by the Reagan Administration. The TAA must be restored to provide adequate compensation to those unemployed because of trade and to pro-

vide training, job search and relocation aid for displaced workers. Eligibility rules should be eased to include workers and victims of foreign plant relocations.

As international competition has intensified, so has the number of people blaming union wages and working conditions for our trade problems. Calls for new "labor-management cooperation" are often one-sided demands for workers to make concessions. The wages and working conditions of American workers should not be pitted against those of workers in foreign countries. This is especially the case with countries which refuse to respect basic worker rights. To this end the U.S. should not grant trade preference to these countries and should include in U.S. law and GATT rules a social clause that would assure the adherence of nations to minimal international labor standards. Existing labor rights provisions in the Generalized System of Preferences must be effectively implemented.

It is a necessity that state and federal governments cooperate with declining industries in the targeting of private funds to revitalize such key sectors of the economy as steel, auto, maritime, rubber and apparel. When such cooperative planning is not feasible we support tariffs, quotas and orderly marketing agreements with foreign competitors to insure fair trade and to protect the remaining American jobs in these industries.

**Looking Ahead.** The failure of Reaganomics has reduced the ability of the administration to act to prevent the next recession or to pull the economy out of recession. The main economic tools available to the administration are the level of government spending and of taxation. Increased spending or reduced taxation (Keynesian fiscal policy) help to stimulate the economy. Spending increases or tax cuts will increase the deficit. If there is substantial unemployment a reasonable deficit has no harmful effects on the national economy, however, the current budget ensures that even if we achieved full-employment, there would be a large deficit. A deficit at full-employment would lead to higher interest rates and would reduce investment and buying on credit. The excessive Reagan deficits have put fiscal policy into a strait-jacket. In July, the deficit was estimated at \$220 billion by the Budget Director. If the economy contin-

ues to slow down, the deficit will increase. Concern over the deficit led to the ill-conceived Gramm-Rudman Reduction Act which contains a rigid timetable for reducing the deficit. The Reagan deficits are the result of the 1981 tax giveaways that favored the rich, the tremendous growth of the military budget and rising interest costs of the national debt (currently more than \$130 billion a year). The administration's mismanagement of the budget means that it will be very difficult to either cut taxes or increase spending in the future, so fiscal policy cannot be used to pull us out of a recession if it comes before 1989.

The previous recession was brought on by a combination of bad fiscal policy and tight monetary policy. Spending cuts depressed consumer activity while tax cuts failed to ignite investment or increase productivity. Tight monetary policies kept interest rates up and were a leading reason for the failure of the tax cuts to stimulate the economy.

Today, only the Federal Reserve Bank, with control of monetary policy, is capable of pursuing a national economic policy (but we have seen that the Fed has been part of the problem). By increasing the supply of money or reducing the discount rate, the Fed can stimulate the economy by lowering the level of interest rates, providing people want to borrow money for investments. It was a shift in monetary policy (a loosening of controls on the money supply) that allowed the economy to come out of the Reagan recession. The recovery was first nurtured by the Fed (which finally abandoned its restrictive monetary policies) and by continued moderation in food prices and more recently has been aided by falling oil prices.

Despite the Fed's recent efforts to stimulate the economy by lowering interest rates and additional stimulus from the fall of food and energy prices, the economic recovery appears stalled. If the economy falls into a recession, Fed monetary policy will have little influence on the economy. Prices for agricultural commodities and oil are already so low that domestic producers are losing money and cutting back production. Reduced production and the Southern drought will lead to higher prices for food, even if there is a recession. The fall in oil prices, a main reason for the current decline

in inflation, is due to Saudi Arabia's intentional flooding of the market. Increased production and falling prices are the Saudi's plan for re-capturing market share. Their low extraction costs enable them to drive high cost producers (mainly in the U.S.) out of production. As soon as the Saudi's act to cut production, prices will rise again. The next recession may be accompanied by rising prices and neither the Fed nor the administration will be able to put together a program for recovery if it happens soon. We are still close to double digit unemployment rates after three years of recovery. The next recession is likely to be far worse than the last and drag on much longer.

#### **Labor's Alternative Program for Rebuilding The Economy.**

The government is currently unable to develop a viable program that can cope with the difficulties plaguing our economy. This lack of success is due to the replacement of fifty years of painfully acquired knowledge about how the economy functions with blind ideology and crack-pot schemes. The administration's economic policies are the results of school-boyish daydreams and have ignored the warnings of even the most conservative of economists.

In contrast, the California Labor Federation presents a positive economic program which, if implemented, would combat inflation and spur job creation. As we have long argued, full-employment must be the primary objective of national policy. Full-employment is essential to the health and well-being of all Americans. National fiscal and monetary policies must be planned and coordinated to achieve and maintain full employment. We also need to develop specific programs to treat special sectors of the economy and segments of the labor force.

**Industrial Policy.** All other major industrialized countries have recognized the importance of long-range strategic planning and of maintaining their industrial base. The economic success of Japan has been often credited to its sophisticated strategic national planning. The U.S. does have policies that affect domestic investment in industry and job creation, but they are ad hoc policies to cover crisis situations. Many policies are at variance with one another and there is no overall view of the econom-

ic implications of government policies, statutes, tax codes and regulations. The capability of the U.S. to use industrial policy to promote domestic industry can be seen in the post WWII success of our agricultural sector, which is a world leader in technological innovation and productivity growth and has been an important source of exports.

With major sectors of the economy in decline, federal intervention on an industrial and regional basis is needed. Such intervention should be carefully designed, democratic in implementation and pro-labor in its orientation. The complexities of such planning would require a large-scale program to study the economy and provide comprehensive analysis. We urge a special agency be created with labor represented to examine the economic impact of national legislation, analyze industrial development and provide detailed policy recommendations. Such an agency could help state and federal governments cooperate with declining industries in the targeting of private funds to promote industrial revitalization.

A major factor contributing to chronic unemployment is the lack of coordination between private investment decisions and the location of unemployed workers. Rather than permit communities to be devastated by the loss of major employers and thus allow precious resources to dry up, private investment funds, in cooperation with the federal government, should be channeled to areas with high unemployment.

It is estimated that over the last five years 2.5 million workers have lost their jobs to plant closings. In California alone, between 1980 and 1984, there were 1,720 plant closures affecting, by the most conservative estimate, 180,000 jobs. Workers, their families, and the communities in which they live, should not have to bear the entire burden of corporate capital flight.

Investment decisions that lead to plant closures should be closely regulated by the state and federal governments to minimize the social costs of economic dislocation. Workers in Japan and West Germany and other industrial nations have many legislative safeguards against the disruption of plant closures. This Federation believes that American workers should have the same rights. Thus, we support legislation

that requires firms to provide advance notice either of any shutdown or substantial relocation of jobs. We also support legislation to assist workers victimized by economic dislocation to gain access to new jobs of comparable pay without having to leave their communities.

**Job Programs.** If the private sector cannot provide jobs for everyone at fair wages, then the government must become the employer of last resort. Disadvantaged workers need not only job creation programs but training programs tailored to meet the needs of minority, inner-city and women workers. This kind of targeting of specific programs to particular populations has proven to be more effective than the current JTPA program which creates no jobs and relies on training subsidies to employers to aid the jobless and the disadvantaged. The Federation supports the programs of the state Employment Training Panel and opposes legislative efforts to eliminate or reduce the employer funding of the program. To assist women workers and the working heads of single-parent families, we urge the creation of a state or federally funded child care system.

Inflation can be decreased by the development of policies to improve productivity, lower interest rates and to control housing, medical care and energy costs. Such targeted policies are far more effective and fair than past reliance on curbing inflation by slowing economic growth and increasing unemployment. It is simply not true that reducing inflation requires increasing unemployment. Our approach to fighting inflation would allow workers to again enjoy rising purchasing power and promote equality in employment.

**Balance the Full-Employment Budget.** To balance the full-employment budget, corporate taxes must be increased and defense spending reduced.

We support a strong defense, as we always have, and we do not believe that Americans can or should neglect the need for national security. But we reject the contention that there is no other option but to choose between the general welfare and the common defense. The Pentagon should not be exempt from spending reductions.

The Reagan Administration is carrying out the largest peacetime military buildup

in U.S. history. In the last six years the military budget has more than doubled. This military buildup is not only questionable in terms of foreign policy and national security, it is destructive of our nation's economy. The massive diversion of capital, technology and human resources into military production cuts into resources badly needed for civilian research and new investment. This is especially true today when many of our basic industries are operating with antiquated equipment and our nation's infrastructure is crumbling. Excessive arms spending also distorts the development of new technologies toward military priorities and away from innovations needed for civilian production. Ironically, the high tech sector, industries important to future American economic growth, will be hardest hit by the diversion of resources to the military. For these reasons, high military spending erodes industrial productivity, which is the foundation of any nation's economic growth.

The shift of federal government spending from social programs to the Pentagon budget also contributes to unemployment. Numerous studies show that military spending produces less jobs than about any other type of government expenditure. The Congressional Budget Office has conservatively estimated that \$10 billion spent on weapons produces 40,000 less jobs than an equivalent amount spent on civilian programs. The full economic cost of the current arms buildup will not be known for years to come.

**The California Economy.** Unemployment in 1980, a recessionary year, was 6.8% in the state. In June of 1986, after three years of economic recovery, unemployment finally fell to 6.5%. The number of people who lost jobs in 1985 was higher than in 1980 and comprised more than half of the unemployed. It should be noted that these official unemployment figures are deceptive. They understate the true extent of joblessness by not taking into account the discouraged workers who have given up looking for work and workers, who through no choice of their own are forced to work at part-time jobs. Urban areas of California are doing much better than most of the country. But there are many in California who are not participating in the state's economic recovery. Rural counties are still

experiencing high unemployment rates and in the urban areas blacks, Latinos and teenagers continue to suffer high unemployment rates. While unemployment rates are lower, so are earnings. Median family income in California, adjusted for inflation, fell to \$10,847 in 1984 from 11,446 in 1979.

As the federal government continues to cut programs there is increasing pressure on state and local governments to assume burdens formerly handled by the federal government. This will continue under Gramm-Rudman. At the same time, California's ability to assume a larger burden has been reduced by Proposition 13 and the Gann initiative of 1979, which limits expenditures of both state and local governments to 1978-79 levels and is the state's Gramm-Rudman albatross. Basic services have already been found to be seriously underfunded. Toxic waste disposal received little funding in 1978-79, but has become recognized as a serious problem requiring large expenditures over many years. This alone could push the state past the Gann mandated spending limit. At the same time, the state's educational system is vastly underfunded and has deteriorated to the point that California businesses are complaining bitterly about the difficulty of recruiting literate young people. The current baby-boom will guarantee added pressure for educational expenditures for years to come and requires more child-care facilities immediately. The explosion of our elderly population will quickly put a tremendous strain on our community health facilities.

Furthermore, at the federal level we urge:

1. Rejection of the Gramm-Rudman concept. Gramm-Rudman is a meataxe approach to tough problems. If it prevails, federal employees will lose their COLAs and pay increases and see reduced benefits. States will have to cut services or raise taxes. Social services have already been cut below adequate levels, we will see a greater rise in hunger, homelessness, disease and crime.
2. Enactment of a comprehensive national health insurance program that emphasizes preventative care, contains cost controls and limits wasteful medical practices. Until such federal legislation is seriously considered and enacted, interim steps should include
  - support for state legislation for hospital cost containment and control of professional fees.
3. Expansion of alternative energy sources and encouraging increased conservation efforts. We recognize that the recent decline in oil prices is engineered by foreign powers and will come to an end that will not benefit the domestic economy.
4. Restoration of housing assistance programs. There is a rising population of homeless individuals and families all across the nation.

Given the lack of an industrial strategy at the federal level, and impressed with the industrial policies of certain foreign nations, the California Senate Select Committee on Long-Range Policy Planning is advocating an industrial policy for the state. The Committee's recommendations are modeled after proposals from the business sector and academics and do not reflect the needs of the majority of California's labor force. The current proposals stress funding sophisticated research and development through the University of California and the promotion of high-tech industries. While it is useful for the state to seek policies that promote the industrial development of the state, these proposals will tend to further subsidize a small sector of the most profitable enterprises in the state with less than 3% of state employment while ignoring those industries capable of creating substantial new employment. We need policies that will serve all Californians, not just a small number of high-wage professionals and wealthy entrepreneurs.

At the state level we call upon the legislature to:

1. Eliminate or amend the Gann spending limit. The basic flaw in the law is that it fails to account for real economic growth. Even if tax revenues increase as a result of economic growth (without any tax hikes), the Gann limit prevents additional expenditures. This limit can seriously reduce the ability of state and local governments to function in the near future.
2. Raise the minimum wage. State law requires the California Industrial Welfare Commission to set a minimum wage that provides a worker an ade-

quate standard of living. A full-time worker earning the current minimum of \$3.35 an hour, \$580 per month, an income below the poverty level, can hardly be said to be capable of enjoying a decent standard of living. Most minimum wage earners are not teenagers, but are aged 20 and over and many are trying to support families. A major reason for rising poverty in the state is the number of workers who are poor because of low wages. In 1983, 850,000 people in California worked at or near the minimum wage.

3. Create youth jobs by developing urban conservation corps such as the successful San Francisco and Los Angeles Conservation Corps. It should be a major concern of the state to help disadvantaged youth get started in the labor market in order to help them become productive workers and good citizens.
4. Reform our property tax system by instituting a "split roll" to tax business properties at a rate higher than residential properties.
5. Restore state services that have been cut back, pursue public works projects such as housing development and rehabilitation, clean water and sewage treatment facilities and other projects designed to conserve energy and protect the environment while also creating jobs. Government assisted housing programs are needed for low and moderate income families to relieve the housing shortage and subsidies are needed to aid the homeless.

Adopted, p. 23.

## II.

### TAXATION

Tax policy has become a dominant political issue at the federal, state and local levels. In California, as the result of Proposition 13 and its numerous offspring, we are particularly aware of the scope of public dissatisfaction with the tax structure.

The popular frustration with our systems of taxation is justified. Taxes on individuals are growing faster than income. The inequities in the systems are growing. The corporate income tax as a source of federal revenue has all but disappeared. The cost of running the country has shifted more and

more to the individual taxpayer. Over the years the corporations have succeeded in cutting their share of the federal tax dollar from 32 percent in 1952 to 8.5 percent in 1985. Approximately 90,000 profitable corporations paid no corporate income tax last year. This shift has resulted from a series of changes over time in the tax laws. Changes such as accelerated depreciation allowances on all new equipment, a 10 percent tax credit on new investments, and the leasing of tax credits. Tax loopholes in the 1970's and 1980's have grown at twice the rate of federal revenues. This is a testament to the power of the business lobbies and to the increasing willingness of politicians from both parties to buy the argument that what is good for business is good for the country.

Yet, despite the arguments of corporate lobbyists that decreased corporate income taxes will free up money for needed capital investments such as new machinery and modernized or new plants, real business investment actually declined in the four years following the huge 1981 corporate tax incentive legislation. This legislation cut the corporate tax rate in half at a loss of \$170 billion over five years.

In June 1984, Congress did enact the so-called Deficit Reduction Act which contained more unfair program cuts and a disparate array of measures to increase taxes. This law corrected a few abuses but enlarged others. A modest amount of revenue was raised primarily through postponing effective dates of some of the 1981 tax cuts and increasing consumer excise taxes. The 1984 tax act added about \$9 billion to fiscal year 1985 tax receipts, the equivalent of about 5 percent of what the 1981 tax cuts cost.

At the state and local levels, the same shift in the tax burden is occurring. Proposition 13, gave property tax rate cuts to business as well as residential property, despite the fact that taxes on commercial, industrial and agricultural property had actually declined in real dollars during the three years before the proposition was passed. During the same three years from 1975 to 1978 homeowners were facing a 61% real increase in property taxes.

In keeping with the trend at the federal level, the share of state taxes paid by corporations in California has declined steadily over the past three decades.

Presently, multinational corporations are engaging in a major push to repeal or modify the state's unitary method of apportioning taxes for corporations with holdings outside of the state. Such measures could cost the state hundreds of millions of dollars in needed tax revenues.

As a result of frustrations over the inequities and complications in the present tax structure and of the mounting federal deficits, tax "reform" has become a major item on the political agenda in the last two years at both the federal and state levels. At present, it appears as though a consensus on a major tax proposal will soon be worked out in a conference committee in Washington. Many of the regressive features of the administration's original tax reform proposals to Congress such as taxing of fringe benefits and the elimination of the deduction for state and local taxes have already been removed. It looks as though many of the tax justice reforms long supported by organized labor will be achieved: many deeply entrenched tax breaks and preferences will be repealed or limited; most tax shelters will be eliminated and more of the tax burden will be shifted from working people to corporations; over six million low-income Americans will be removed from the income tax rolls, a workable minimum corporate tax will be imposed and capital gains provisions which favor those who gain income from wealth rather than work will be ended.

However, the final version of the bill is still uncertain. We support the efforts of the national AFL-CIO to ensure that the final form of the bill meets the test of fairness and distributes the tax burden in a still more equitable manner.

At the state level, the Federation calls for:

1. Support of California's progressive income tax structure, which provides the best protection for maintaining the principle of taxation by ability to pay. We reject efforts to enact a flat rate income tax structure which, even with a high zero bracket amount, would unfairly and adversely shift tax burdens away from higher income to lower middle income taxpayers.
2. Support of efforts to simplify California's personal income tax by closing regressive tax loopholes.
3. Support of an oil severance tax. Cali-

fornia is the fourth largest oil producing state in the nation and the only major oil producing state without a severance tax. The depletion of such a vital non-renewable resource should not go untaxed.

4. Support of the concept of a split-roll property tax to tax business at a higher rate and eliminate the huge inequities created by Proposition 13 in 1978.
5. Support of legislation to restrict tax sheltering schemes which cost the state over \$500 million a year in revenues and an estimated billion dollars of capital formation.
6. Opposition to the repeal or alteration of the unitary method of apportioning corporate taxes. The unitary method allows California to prevent multinational corporations from using creative bookkeeping to avoid paying their fair share of the tax burden in our state. The unitary method acknowledges that all subsidiaries of a corporation are intrinsically and inseparably linked together and must be treated as one company when assessing the amount of profits earned in California for tax purposes.

Adopted, p. 23.

### III. FOREIGN POLICY

The years of the Reagan Administration have brought about a militarization of U.S. foreign policy as evidenced by armed involvement in Lebanon, El Salvador, Honduras, Grenada, Nicaragua and Libya. Even the California national guard as well as the national guards of other states are being sent to train in Central America. And now, too, we are lending our armed forces to Bolivia to combat their drug traffickers.

The California Labor Federation opposes the militarization of our foreign policy. A return to gunboat diplomacy poses a threat to world peace and only serves to isolate us from our allies among the democratic countries of the world.

Our standing in the world community was lowered by the Reagan administration's refusal to recognize the jurisdiction of the World Court over the issue of the mining of Nicaragua's harbors. The court found the United States in violation of

international law.

We join with the national AFL-CIO in calling for political rather than military solutions to the conflicts in El Salvador and Nicaragua. Neither aid to a government which is carrying out bombing raids on its civilian population in the countryside nor aid to a group of corrupt counter revolutionaries will help to achieve the human and democratic rights which we wish to see instituted in these countries.

We also oppose further military and economic aid to El Salvador if that nation's government refuses to continue its land reform program, to eliminate the right wing "death squads", to provide for the protection of trade union rights, and to establish a just judicial system. Further, we are opposed to the restrictions of free trade unionism opposed by the government of Nicaragua.

We believe that U.S. foreign policy must be based on the principles of democracy, including democracy in the economic sphere, human rights, self-determination, and freedom of association.

In our view, the cornerstone of democracy is the ability of workers around the world to exercise their fundamental right to form free trade unions and to fight for dignity in the workplace.

As the chartered state AFL-CIO organization in California, the California Labor Federation supports the national AFL-CIO positions on foreign policy as well as maintaining our Federation's correlative function in recommending foreign policy positions to the national body. We join with the national body in rededicating ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to the struggle for workers' rights of black trade unionists in South Africa no less than to the struggle of Solidarity in Poland. We demand the right of emigration and of religious freedom for Soviet Jewry as we demand an end to all forms of discrimination against Catholics and Nationalists in Northern Ireland and as we protest the persecution of the Baha'is in Iran. We make no excuses for the enemies of human rights, whether they be described as authoritarians or totalitarians. Where human rights are at stake, we hold to a single standard.

Consistent with this philosophy, the California Labor Federation again wishes to give special emphasis to the struggles of the Polish people to build a free and democratic trade union movement which will improve their living standards as well as winning basic political and economic democracy for all Polish citizens. We condemn the Soviet Union for its encouragement of the suppression of freedom in Poland.

Solidarity continues to be the only authentic voice of the workers of Poland and, indeed, represents the democratic aspirations of the overwhelming majority of the Polish people. Though forced underground, Solidarity continues to function and its spirit animates tens of thousands of activists who are engaged in the publication of independent bulletins, newspapers and books, and in the organization of countless cultural, educational and mutual-aid enterprises.

We also continue our rigorous opposition to the Soviet invasion and occupation of Afghanistan. The Federation demands the immediate and total withdrawal of all Soviet troops from Afghanistan and we give our unequivocal support to the struggle of the Afghan people to achieve their right to self determination.

Once again, we assert our support for the positive actions taken in Zimbabwe towards the achievement of a black majority ruled democratic state, and we hope that these developments continue free of the threat of external intervention. We call upon the U.S. government to initiate maximum political pressure and economic sanctions to convince the Republic of South Africa to end its odious system of apartheid, to call off its state of emergency to release all trade union leaders and other political prisoners and to immediately begin the transition to democratic majority rule.

We applaud the South African trade union movement which has been at the forefront of the drive for civil rights.

U.S. corporations should immediately divest themselves of South African subsidiaries and sever all ties with South African corporations and their government. Every effort should be made to influence the corporations of other democratic states to divest their South African assets. Where possible, it is recommended that our affiliates



divest their assets in U.S. corporations which insist on doing business with South Africa. We support efforts in the California legislature to ensure that state funds are not invested in corporations or banks doing business with South Africa and support the efforts of local governments to divest their funds. The recent action by the Regents of the University of California should be seized upon by labor and liberal forces to begin a new wave of divestment. Unless the South African government is forced to change its course in the near future, a bloody civil war is almost sure to ensue.

We reiterate our historical opposition to imprisonment without trial in Northern Ireland and call for replacement of British troops with a peace-keeping force of the United Nations. An election should be held in all of Ireland on the question of independence not merely in the six counties of a partitioned province that is neither a geographic nor an historical entity. In the event that the people of Ireland vote for an independent republic as they did in 1918, a United Nations commission should be summoned to supervise a constitutional convention to provide laws assuring the civil and religious liberty of all the people of the nation.

The Federation supports the right of national existence for the democratic state of Israel, and reaffirms its long standing and unswerving commitment to the security of the State of Israel and U.S. support for its survival. We reaffirm our close friendship with Histadrut and support its struggles to protect the rights of the Israeli working people. We applaud any negotiations which uphold these principles while also insuring peace and freedom for all Middle Eastern peoples.

The Federation is encouraged by recent developments in Haiti and the Philippines. We welcome the departure of Duvalier and Marcos and give our support to the democratic forces in these countries and particularly the building of a free trade union movement in Haiti and support for the Trade Union Congress of the Philippines in its struggle for free trade union rights and democracy. Unfortunately, repression of human and trade union rights still remains the practice in many countries which enjoy the support of our government. South Korea has renewed its campaign of repression

against trade unions and other voices of opposition. Chile has also embarked upon another round of repression and government sponsored terror. We call upon our government to exert diplomatic and economic pressures on these regimes as it has on the Polish regime to bring about a restoration of trade union and human rights.

Finally, we must express our grave concern over the continuing threat of nuclear war.

The California Labor Federation recognizes that the accelerating stockpile of nuclear weapons by both the United States and the U.S.S.R. poses a threat to the future existence of the entire world. Nuclear war is not in the interest of any nation, class, race or sex and must be avoided to save human civilization. Organized labor supports equitable proposals to verifiable bilateral nuclear arms freezes and reductions, as long as they are performed in good faith and with equally qualitative and quantitative reductions on the part of all parties.

New weapons programs such as "Star Wars" simply perpetuate the cycle of nuclear escalation. We call upon President Reagan to make every effort in the upcoming summit meeting to negotiate an end to the arms race and a beginning of an era of substantive reductions in nuclear arms.

Adopted as amended, p. 23.

#### IV. WORKERS' COMPENSATION

The California Labor Federation has long been a strong supporter of the state's system of workers' compensation which was designed to assure that injured workers were compensated for losses due to work related injuries and that the cost of such compensation was borne by the employer rather than by society at large. The adoption of a no fault system of insurance in exchange for which employees gave up their right to sue employers for negligence in civil court was intended to provide prompt payments for work injuries without extended litigation.

The principles of the workers' compensation system are even recognized in our State Constitution which requires that "the system include adequate provisions for the comfort, health and safety and general welfare of any and all workers and those dependent upon them for the comfort, support to the extent of relieving from the conse-

quences of any injury or death incurred or sustained by workers in the course of employment, irrespective of the fault of any party; full provision for securing safety in places of employment; full provision for such medical, surgical, hospital and other remedial treatment as is requisite to cure and relieve from the effects of such injury....” The system is to provide for insurance coverage to pay compensation and to regulate this coverage. It is to be administered “to accomplish substantial justice in all cases expeditiously, inexpensively and without encumbrance of any character....”

Unfortunately, despite labor’s efforts to make the system work, it has fallen into a state of bad disrepair. As it currently operates, the system is not fulfilling the promises of the Constitution.

It is plagued with intolerable delays. Although the law, in recognition of the immediate economic needs of an injured worker, provides for a hearing on a contested claim within 30 days after a request for a hearing is filed and the case is submitted, it typically takes 45 to 90 days to obtain a hearing and 90 to 120 days after the hearing to obtain a decision. In the meantime, the injured worker receives no workers’ compensation benefits. In strongly contested cases, workers must often wait months or even years before receiving benefits. Such delays, it must be understood, are not uncommon for approximately 50 percent of all cases involving lost time are litigated by the insurance companies.

Even in cases which are not litigated, the insurance carriers seldom meet their legal duty of providing benefits within 4 days from the date of injury. In most cases, carriers are currently taking 3½ weeks or more to begin compensation payments.

Payments for treatment to the injured workers’ doctors are also frequently delayed by the insurance companies or employers with the result that some doctors do not accept industrially injured patients, inducing them to use doctors chosen by the insurance company or employer.

These delays, which work untold harm on the injured worker and his or her dependents, serve to benefit the insurance industry by forcing the desperate worker to accept a lower settlement than he or she might be entitled to and by allowing the industry

to collect interest on the money which it should have paid out promptly in benefits. The only available penalty for unreasonable delay is a 10 percent augmentation of the final award and such augmentations are seldom granted. Workers’ compensation insurance carriers are exempted from statutes which provide the right to bring civil suits against insurance carriers for bad faith dealing.

Another cause for the delays is the inadequate staffing of the Division of Industrial Accidents. The number of workers’ compensation judges has increased by only 15 from 1969 when there were 100 judges and actually decreased from 1981 when there were 126. During the same period, due to increased filings, the caseload of the judges has more than doubled. Each year, the legislature adds funds for more judges to Governor Deukmejian’s budget, only to have them vetoed.

A second major problem with the system is its inability to deal with the ever increasing phenomenon of occupational disease. Even though the California system of workers’ compensation is more liberal in terms of coverage than that in many states, it has made no special effort, with the major exception of asbestos cases, to deal with occupational diseases. It is estimated that only about 5 percent of occupational disease cases are compensated. Special provisions, including the establishment of presumptions that certain diseases contracted by workers in certain industries are work related, are necessary to assure that the victims of our chemical age are adequately compensated.

The inadequacy of benefits is the third major problem with the system. In 1972, the National Commission on State Workers’ Compensation set forth 19 recommendations for state workers’ compensation systems. Although California complies with most of the recommendations, it has failed to act in two essential areas: adequate maximum benefits and automatic indexing of such benefits to increases in the state’s average weekly wage.

The maximum weekly benefit for total disability was raised to \$224 a week effective January 1984, due to legislation carried by the Federation in 1982. The National Commission recommended that by 1981 the maximum weekly benefit should be set

at an amount equal to at least 200 percent of the state's average weekly wage so as to provide most injured workers with a replacement of 2/3 of their regular wage. California's current maximum is about 51% of the state's average weekly wage and provides fewer than half of our injured workers with the intended 2/3 wage replacement.

The recommendation for indexing has also been ignored, with the results that every two years the Federation must battle the insurance industry and the employers to achieve cost of living increases for injured workers.

Another recommendation of the Commission, that the three day waiting period for benefits be compensated for if the injured worker is disabled for more than 14 days also still awaits implementation in California. Under current law, a worker, unless he or she is hospitalized, must be disabled for three weeks or more to receive compensation for the first three days of disability.

The vocational rehabilitation benefits which were enacted in the mid-70's have proven to be of great value in returning many injured workers to suitable jobs. However, the failure of the rehabilitation benefit to be integrated into the benefit system as a whole has frequently resulted in delays in the delivery of rehabilitation services. A key to effective rehabilitation is the timely provision of services. Under the present system, injured workers are often counseled by attorneys not to begin rehabilitation programs until their permanent disability claims have been settled for fear that a successful rehabilitation plan could result in a lesser permanent disability settlement or award. This practice represents a distortion of the intent of rehabilitation and of the workers' compensation system in general which is to restore an injured worker's earning capacity and to return him to the workforce. Some employers and insurers have resisted the rehabilitation benefit and have delayed implementing plans and have even cut off benefits during the course of rehabilitation programs.

Partly as a result of the inefficiencies in the administration of the rehabilitation benefit, its costs have risen dramatically. When the benefit was first implemented it was contemplated it would amount for 2.7% of the costs of all benefits. In 1980, it

accounted for nearly 7% of all benefit costs and it now takes up nearly 15% of these costs even though rehabilitation benefits make up only about 6% of all indemnity claims.

The vocational rehabilitation benefit must be revamped to assure that services are provided in a prompt and efficient manner and appropriate penalties should be levied against employers and insurers who delay plans and interrupt payments.

An additional criticism of the workers' compensation system as a whole is that it is not cost effective. California's employers pay the fifth highest premiums in the nation, while our workers receive maximum benefits lower than those in 44 other states when taken as a percentage of the state's average weekly wages. In 1983 approximately 15 percent of premiums paid went into legal costs and medical costs related to litigation rather than treatment. Another 20 percent or more went to other overhead costs, leaving only about 60 percent of the premium dollar to pay for benefits and medical treatment of the injured worker. Much of this inefficiency can be attributed to the fact that the system in California is largely underwritten by the private insurance industry. The State Compensation Insurance Fund only underwrites about 15 percent of the workers' compensation business in the state. Ohio, which has an exclusive state compensation insurance fund, operates much more efficiently with an overhead of only 5 percent. Its employers pay lower premiums than those in 38 other states, yet its injured workers receive higher benefits than workers in all but 11 other states. Insurance companies, which do a multi-billion dollar yearly business in workers' compensation in this state, operate in a non-competitive setting due to legally required minimum premium rates which are set by the California Workers' Compensation Insurance Rating Bureau, a non-governmental agency.

Two years ago, in an effort to reduce their expenditures on workers' compensation, California employers, led by the California Manufacturers Association and the Chamber of Commerce, established an employer's coalition called Californians for Compensation Reform. They have raised several hundred thousand dollars for a political action fund to support legislation which

would change the compensation system from one which compensates an injured worker on the basis of lost earning capacity, a theory which recognizes the loss of bodily functions due to work injuries, to one which compensates on the basis of actual lost wages, with supplemental compensation only in cases of amputation or other very severe impairment. Similar employer-led drives to achieve "wage loss" legislation have recently succeeded in Florida and Louisiana.

Although our workers' compensation system is clearly in need of reform, reforms must be made to the primary benefit of the clients of the system, the injured workers.

The California Labor Federation will continue to seek true reform of the system; to reduce delays to a minimum; to provide adequate coverage of occupational diseases; to provide adequate, indexed maximum benefits and to redirect the large amounts of money now spent on overhead to payments for benefits and medical treatment.

In 1983, a legislative resolution created a Joint Study Committee on Workers' Compensation consisting of the entire membership of the Senate Industrial Relations Committee and the Assembly Workers' Compensation Subcommittee of the Finance and Insurance Committee. Hearings were held in 1984, but the committee expired before a report was issued. However, in 1986 Senator Bill Greene issued a comprehensive staff report covering the issues studied by the committee. Further hearings were held on two areas not covered by the report, the insurance rate setting process and medical treatment cost containment. Senator Greene then produced an outline proposal for major changes in the workers' compensation system.

This outline has served as the basis for extended negotiations between labor and the employers, the two primary parties of interest in the workers compensation system.

Adopted, pp. 24-25.

## V. UNEMPLOYMENT INSURANCE

Although unemployment has dropped in the last two years it still remains at a relatively high level, about 6.5% in California as of June 1986, as compared to 7.1%

nationally. As a result over 860,000 workers and their families in our state are suffering the financial and emotional traumas of joblessness in a society which, despite the experiences of the Great Depression, still tends to view unemployment in terms of individual fault.

Of those Californians unemployed in June 1986, only about 40% (363,900) were receiving regular unemployment insurance benefits. The rest remained outside the pale of the unemployment insurance system. Most of the unemployed 425,200 had been laid off from their jobs; 100,700 had left their jobs voluntarily and the remainder were new entrants or reentrants into the labor market.

Unemployment continued to hit disadvantaged groups in the labor force harder than others. Female unemployment was 7.3% as of July 1986, contrasted to 5.9% for males. Non-white unemployment was 8.0% in June 1986 with black unemployment at 9.1% and Hispanic 9.7%. Teenage unemployment stood at 21.0%. It should also be noted that official unemployment figures understate the true extent of joblessness by not taking into account the discouraged workers, those who have given up looking for work and thus are not counted and workers who, through no choice of their own, are forced to work at part-time jobs.

While much of California's unemployment is due to cyclical recession conditions, a great deal of it has been caused by the unplanned national restructuring of our economy which has led to numerous plant closures throughout the state. The State Employment Development Department estimates that over 180,000 jobs were lost directly to plant closures from January 1980 in California. This figure does not include jobs lost to permanent reductions in production. EDD no longer keeps track of jobs lost to plant closures. Other estimates place the total number of jobs lost to plant shutdowns at almost 1,000,000 from 1979 to 1985.

Despite the hopes that the newly developing "high technology" industries will provide jobs for workers laid-off in the declining, older basic industries, recent indicators are that the high tech future is not so bright as it is often pictured. Between 1979 and 1986 over 176,000 workers in high tech industries lost their jobs in over 150 clo-

tures and layoffs. High tech companies are now turning more and more to the use of temporary employees, which serves to mask unemployment in the industry. Also much of the high technology sector is very polarized, with many low-paid, low-skilled jobs, few highly paid jobs and a dearth of middle income employment.

Although the state, through the Employment Training Panel and through the federally funded Job Training Partnership Act, has made some efforts at providing retraining for laid off employees, these efforts reach only a small percentage of those in need of help. The state's efforts to play an active role in creating new jobs have been basically limited to replays of the Reagan "free enterprise" zone idea and attempts to modify or repeal the state's unitary method of taxing corporations to encourage multinational corporations to locate here by reducing their taxes.

The Federation's efforts to gain protections against plant closures have been met by vociferous opposition and no bill has succeeded in getting out of the house of origin. Efforts by the national AFL-CIO for federal plant closure legislation this year met a narrow defeat in the House of Representatives.

In general, unemployment insurance programs, across the nation have been severely weakened in the 1980's.

During the recession of 1981-83, a smaller proportion of the unemployed were eligible for benefits and the amounts of those benefits were lower than in earlier, less severe, recessions. In 1975-79 as many as 76 percent of the jobless were receiving UI benefits. In 1982 only 42 percent of the unemployed received such assistance.

Today, as a direct result of Reagan Administration policy, the plight of the unemployed is even worse. Less than 30 percent of those the government counts as out of work are receiving compensation under the UI system. For the long-term unemployed the situation is desperate. More than 98 percent of those without work for 27 weeks or longer go without UI assistance.

Because of changes enacted through the Administration's Omnibus Budget Reconciliation Act of 1981, protection for the long-term jobless under the permanent Extended Benefit program (providing up to 13

weeks of additional benefits beyond the normal 26 weeks under state programs) was deliberately restricted in the midst of a recession. As a result, of the 50 states, only Alaska qualifies for the EB program. Even West Virginia, with the highest jobless rate (over 12 percent), fails to qualify under the system imposed by the Reagan Administration.

In March of 1985, the Federal Supplemental Compensation program expired—because of callousness by the Administration and indifference by the Congress. That program, established in 1982 because of high rates of unemployment, provided between 8 and 14 weeks of benefits for the long-term unemployed in all states. It provided hope against poverty for hundreds of thousands of Americans unable to find work for extended periods of time. The FSC program was terminated while the unemployment rate remained at 7.3 percent and nearly 1.5 million Americans had been without jobs for half a year or longer.

Five years ago the National Commission on Unemployment Compensation recommended that the individual weekly benefit amount should be not less than 50 percent of average earnings based on full-time employment and the maximum benefit should be at least two-thirds of the state average weekly wage. Only two states have laws that meet this recommendation. In 1984 the average weekly benefit amount in the United States was \$119 or just 35 percent of the average weekly wage in covered employment. Last year, with 8.5 million jobless, only \$16 billion was paid in benefits. Calculated in 1984 dollars, \$30 billion was paid in 1976 when unemployment was only 7.6 million.

Recent recessions necessitated borrowing from the federal government by 33 states in order to pay UI benefits. Rather than address the real problem of intentional underfunding from unduly low taxes on employers, the federal government and many of the states have restricted eligibility, reduced benefits and cut back on duration. The ratio of wages subject to UI taxes was 98 percent in 1939 while today it is 36 percent. Underfunding has become the rationale for curtailing benefits to keep inadequate outlays in balance with inadequate revenues.

On top of the damage already done to the nation's UI system, the Reagan Adminis-

tration has announced its intention to introduce legislation that would transfer the responsibility for funding the administrative costs of UI and the Employment Service to the states. Administration of these programs has always been the responsibility of the states but they have been financed by the FUTA tax collected by the federal government. The social insurance objectives of unemployment compensation have always required and benefited from a strong federal involvement in the UI system. The Administration's proposal, called "devolution," would seriously weaken protection and assistance to the jobless by forcing states to choose between raising revenues to assure effective administration or reducing benefits. It also relieves the federal government from the consequences of its economic policies which have increased unemployment and brought economic decline in individual states. Under "devolution," the administrative costs of programs dealing with unemployment problems resulting from federal actions would be the sole responsibility of the states.

Despite increases in U.I. benefits secured by the Federation, since 1982 California has lost ground in terms of maximum benefit levels compared to levels paid by other states. In 1982, California paid higher maximum benefits than 35 other states. As of January 1986, it pays higher benefits than only 15 states. A Federation bill to increase maximum weekly benefits by \$45 over a three year period was vetoed by Governor Deukmejian in 1985, as was a bill to lower the trigger level for state extended benefits from 6% to 5% of the insured unemployment rate.

California's eligibility requirements remain the most lenient in the nation, nevertheless, employer contributions are also relatively low. Employers in 26 states paid a higher percentage of their total payroll in unemployment insurance contributions in 1985, and 33 states have a higher taxable wage base than California. Also, California's U.I. Trust Fund, in contrast to those in 33 states which had to borrow federal funds to meet payments during the recent recession, has remained healthy with a projected balance of about \$3.5 billion at the end of 1986.

New legislation is needed to provide better protections and adequate benefits for

those thrown out of work by the rapid fluctuations of our economic system:

1. The weekly benefit amounts should be increased so as to equal at least 50% of the workers' earnings in the highest quarter of earnings and the maximum benefit should be increased to equal at least two-thirds of the state average weekly wage.
2. The trigger level for the state extended benefits program should be reduced from 6% to 5% of covered employment.
3. Extra benefits should be provided for dependents as in 10 other state plans.
4. The waiting week should be compensated retroactively after seven weeks of unemployment.
5. U.I. benefits should be available to strikers after seven weeks of strike or immediately if the employer is charged by a governmental agency with unfair labor practices.
6. The taxable wage base (currently \$7,000 annually) should be increased to insure the adequacy of future benefits and proper solvency of the fund.
7. At the national level, action must be taken to strengthen, rather than weaken, the federal role in the nation's U.I. system. A permanent program of jobless aid to the long-term unemployed funded out of general revenue should be enacted and federal action should be taken to correct the chronic underfunding of the U.I. system by many states.

Adopted, p. 25.

## VI. UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

California's 40-year-old Unemployment Compensation Disability Insurance program is one of only five such programs in the nation. It provides wage-related benefit payments to workers who are suffering from injuries or illnesses not related to their jobs. It is wholly financed by an employee payroll tax on most private sector employees.

A few private sector employees are cov-

ered by "voluntary" private plans in lieu of the state plan. Private sector employees must be covered by either the state plan or private plan approved by the Director of the Employment Development Department. Some public sector employees have gained coverage under the state plan although unemployment disability insurance coverage for public sector employees is not mandatory.

In 1985 more than \$1.2 billion in benefits was paid to over 647,000 California workers who were unemployed due to injuries or illnesses not related to their employment. Of these, more than 127,000 claims were based on disabilities related to pregnancy.

The California Labor Federation sponsored the original legislation on disability insurance and has been instrumental in securing various improvements in this essential program, including after years of struggle provisions to cover disabilities due to pregnancy. During the 1983 legislative session, the Federation sponsored legislation which increased the maximum weekly benefits from \$175 to \$224 and supported legislation which extended the maximum benefit period from 39 to 52 weeks.

This year, the Federation is sponsoring legislation to remove the sunset provision on the 52 week maximum benefit period, which would otherwise revert to 39 weeks at the end of the year, and to establish a new formula to set the tax rate. In 1985 the DI Fund experienced a \$26 million deficit, due to flaws in the new tax formula enacted in 1982. The new formula would set a maximum tax rate of 1.2% and would establish a method of determining the tax rate which would be more responsive to changes in claims and revenues. It would also establish a prudent reserve of from 25 to 50% of the benefits paid out in the previous year.

Historically, disability insurance benefits have been adjusted to keep pace with increases in workers' compensation benefits. However, increases in neither program are automatic and both benefits fall far short of the ideal goal of replacing two-thirds of the injured employee's average weekly wage. Disability benefits, like workers' compensation benefits should be tied to the state's average weekly wage and the maximum benefit amount should be set at an amount equal to at least 200 percent of the state's average weekly wage so as to provide most

injured workers with a replacement of two-thirds of their regular wages and to avoid the biennial legislative battles to achieve needed cost of living increases.

In addition, the Employment Development Department should undertake a major education program to inform workers in California of their rights to disability benefits, particularly to inform women workers that they are eligible for the maximum duration of disability benefits for time lost from work due to childbirth and to inform agricultural workers, who from the statistics do not appear to be availing themselves of benefits, of their rights under law.

Adopted, p. 25.

## VII

### WOMEN'S RIGHTS

Women are a dynamic and growing segment of the labor force in the United States constituting about 44 percent of all workers, yet they are still denied full social and economic opportunity by pervasive and entrenched sex discrimination. The result is that the incidence of economic hardship is greater for women than for men.

—Female headed households represent 16 percent of all families, but almost half of all poor families are headed by women.

—Over 90 percent of all Aid to Families with Dependent Children families are maintained by women.

—Two-thirds of all women work in low-paying, traditionally female jobs.

—In 1984, women earned, on the average about 65% of men's earnings, up from 59% in 1975, but scarcely higher than the 63% they earned in 1939, or the 63.9% they earned in 1955.

—Eighteen out of the twenty lowest paid occupations are predominantly occupied by women. Women hold two-thirds of all minimum wage jobs. Older women and minority women are especially disadvantaged.

—Fifteen percent of women 65 and over lived in poverty in 1984 compared with only 8.7% of elderly men. More than one-third of elderly black women lived in poverty.

—Half of black and Hispanic families headed by women lived in poverty.

—Black women earn 54 cents and Hispanic women 49 cents for every dollar

earned by men.

The Reagan Administration, through its budget cutbacks in Medicare, AFDC, food stamps and other social programs has hastened the development of what many have identified as the "feminization of poverty."

In accordance with his general philosophy of deregulation, Reagan has also done damage to the cause of women's rights by weakening affirmative action programs through cutting the Equal Employment Opportunity Commission staff by 50 percent, failing to fill key positions for long periods of time at the EEOC, the Office of Federal Contract Compliance and the Women's Bureau of the Labor Department; filling vacancies with appointees who openly admit they do not believe in affirmative action; and who mock the concept of comparable worth; and opposing voluntary affirmative action programs through court action and refusing to prosecute cases routinely pursued in previous administrations.

In the area of women's issues, Reagan has acceded to the New Right. For example, the Republican Party platform condemns the Equal Rights Amendment despite overwhelming support given ERA across the country.

The Reagan Administration and its New Right allies pose the greatest threat to the free exercise of civil, economic and political rights of America's female population the U.S. women's movement has ever faced. The next few years will be critical in determining the outcome of this struggle and whether women will once and for all be able to participate as full fledged American citizens with equal rights in a democratic society. Organized Labor cannot afford to stand on the sidelines of this fight. Without active intervention by the state, the role of the unions in the struggle to achieve equity for women is more crucial than ever.

California has seen the same attacks on women's rights as the nation at large, particularly in the area of social benefits. Rights gained through the efforts of the Federation in the legislature to disability leaves for pregnant workers have also come under attack in the courts, where a federal judge ruled that the state's provisions governing pregnancy leave were in conflict with the federal law because they did not provide equal rights for men. Although the state's Fair Employment Practices Commission

succeeded in getting the appeals court to overturn this decision, the employers have now taken it to the U.S. Supreme Court.

Some progress has been made at the state level in beginning to implement the concept of comparable worth in the public sector and in strengthening state anti-discrimination laws prohibiting sexual harassment in the workplace. However, the Deukmejian Administration remains firmly opposed to implementing the concept of comparable worth in the private sector and a bill to set up a Pay Equity Commission to study sex-based pay discrimination among state employees was vetoed by the Governor last year.

Although additional funding for child care was provided by the legislature and approved by the Governor in 1985, it was done so as a part of a "package" which implemented a workfare program that will require many welfare recipients to search for and train for jobs which do not exist.

In addition to addressing women's issues in the legislative and judicial arenas, the labor movement must increase its efforts to improve the status of women workers in the areas of its primary activity, organizing and collective bargaining.

Despite a growing sensitivity within organized labor towards the particular needs of women workers, the nation's proportion of women workers who are union members has been declining since 1950, from approximately 15% to 13%. However, the value of union membership to women workers has never been greater. The Bureau of Labor Statistics reports that last year women in all occupations who are members of unions had median earnings of \$347 a week as compared to \$262 for non-union women workers. Fringe benefits were not included in the survey. Union pay scales for women even topped the rates of non-union male workers whose median weekly earnings were \$315 last year.

A good union contract is not only the most effective guarantee against economic exploitation, but it is also the basis upon which true workplace quality can be built.

We urge our affiliated unions to work to attain pay equity through collective bargaining agreements that upgrade undervalued job classifications, and when a union determines that such factors as legal limita-



tions or the employer's bargaining policy makes it necessary, to seek pay equity through administrative and judicial redress.

The organization of women workers also has important implications for the growth of a strong labor movement. Many female workers are employed in non-union but rapidly expanding sectors of the economy, like electronics, finance and services. If the labor movement is to survive, the needs of these workers must be addressed. To meet this challenge, the California Labor Federation urges that its affiliates make a growing commitment to organize women workers. It is essential that the declining female membership trend be reversed if organized labor is to remain an important force in America.

To combat the other problems women workers may face, the Federation's women's activities unit will continue to coordinate and encourage involvement of women in the labor movement statewide, as well as pursue California Labor Federation-supported legislation to remove institutional barriers and discriminatory practices in all phases of employment and non-work activities.

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

1. Prohibit discrimination against women workers because of pregnancy since pregnant workers should be allowed to work as long as they are able to do so.
2. Would support the Equal Rights Amendment recently reintroduced in Congress. We must make the ERA one of the main struggles of the 1980's for organized labor.
3. Improve equal opportunity for women in employment and promotion.
4. Encourage the full participation of women in all trade union activities, including the encouragement of trade union women's involvement in the Coalition of Labor Union Women, (C.L.U.W.).
5. Provide free quality child care to meet the needs of all working women and heads of single parent households who require such services.
6. Support the principle of equal pay for

work of comparable value and its expansion in the workplace. For far too long, women have been shunted into jobs which, if measured fairly, would be highly rated and deserving of a higher level of compensation than presently received for performing such jobs.

7. Establish parental leave benefits covering both women and men within California state law.
8. Prohibit the industrially induced sterilization of women.
9. Strong support for state legislation and increased collective bargaining protection to combat sexual harassment in any form in the workplace.

We join with the national AFL-CIO in calling for the passage of a package of federal legislation that:

—Prohibits discrimination in insurance and pensions.

—Corrects the inequities in Social Security benefits for homemakers and women with interrupted careers.

—Provides more complete protection for women in private and federal civil service pension plans.

—Maintains and improves the existing tax credit for child care.

—Improves child support enforcement.

—Increases funding for Title XX child care services and job training as positive measures to enable poor women to become self-supporting.

—Restores funding to other social programs including AFDC, food stamps, and Medicaid in which the Reagan Administration cuts have severely harmed women.

Adopted, p. 25.

## VIII.

### SOCIAL SECURITY

The Social Security Act of 1935 represented Roosevelt's response to the demand for government sponsored old age and sickness insurance in a country which had just been made painfully aware of the failings of the private marketplace. The system now provides retirement, disability, medical and survivors' benefits to over 36 million people. About 90 percent of Americans will be eligible for benefits at some time in their lives. For over half of the labor force, Social

Security benefits are the sole source of retirement income.

It is indicative of the truly right wing character of the Reagan administration that, during the worst recession since the 1930's, its response to financial troubles in the Social Security system was to call the system itself into question and to call for reductions in benefits. Reagan was more interested in providing tax breaks to the wealthy and in encouraging those with adequate incomes to take care of themselves through tax sheltered Individual Retirement Accounts than in protecting the vast majority of working people and retirees who have no feasible alternative to the Social Security system.

Fortunately in 1981, the AFL-CIO, in coalition with dozens of allied organizations was successful in blocking Reagan's \$182 billion package of benefit cutbacks which would have reduced benefits for future retirees, postponed annual cost-of-living adjustments for current retirees, slashed benefits for those who retire at 62 and eliminated benefits for many disabled workers.

Instead of hurting retirees by cutting benefits, the AFL-CIO proposed several measures to stabilize and reinforce the financing of Social Security, including the use of general fund revenues to finance part of the system.

Reagan, worried about the political repercussions of the mass protests engendered by his failed plans to cut the program, created a bi-partisan commission to study Social Security's finances and to make recommendations.

Recommendations of the bipartisan commission were the foundation of the changes adopted by Congress in 1983 which included a delay in the 1983 cost-of-living benefit increase, increased tax rates, an increase in the retirement age, inclusion of new federal employees in the system and partial taxation of benefits for retirees in higher economic brackets.

These changes worked to put the system on a sound financial footing. For the first time in ten years, the Social Security Administration's 1984 and 1985 actuarial reports projected neither short-run nor long-run deficits in the social security and disability trust funds.

A continuing problem in recent years has been the effort to reduce social security protections because of overall budget considerations unrelated to the requirements of the social security program. Since 1974, social security trust funds have been included within a consolidated budget which combines regular federal income and expenditures with the self-financed social security program. Balancing trust fund income when it is in surplus against non-social security expenditures makes the consolidated budget deficit look smaller.

Though social security trust funds may be used only for the payment of social security benefits and administrative expenses, their inclusion in the unified budget leads to confusion in the public mind as to whether these funds are used exclusively for social security programs. Even worse, changes in social security benefits are considered not on their merits but on the basis of their impact on the overall budget deficit.

Social security is not contributing to the budget deficit and, in fact, its increasing reserves are helping to reduce it. In the next five years, the Old Age, Survivors and Disability Insurance trust funds are expected to grow by \$146 billion. Even though social security is soundly financed and helping to reduce the budget deficit, and in spite of repeated campaign promises by President Reagan not to cut social security protection, including cost-of-living increases, in 1985 the Senate Republicans with the support of the President passed a budget resolution providing for a one-year freeze in the social security cost-of-living adjustment (COLA).

The Democratic-controlled House refused to include a COLA freeze which caused a deadlock in resolving the differences in the House and Senate budget resolutions. The President then withdrew his support for the Senate proposal, which resulted in a budget resolution without a freeze.

In 1984, after three years of bitter controversy, Congress passed the Social Security Disability Reform Act. Through a so-called Continuing Disability Investigation (CDI) program, and without congressional authorization, the Administration restricted the standards by which disability was evaluated.

Between March 1981 and April 1984, out

of 1.2 million completed beneficiary reviews, about 500,000 beneficiaries were found ineligible and their benefits terminated. This was a 45 percent termination rate which was shockingly high particularly when measured against the two-thirds reinstatement rate for those who appealed their cases.

The reviews were obviously being conducted in a manner designed not to render fair evaluations but rather to remove disabled beneficiaries from the rolls. Indications of the magnitude of the crisis came in the unprecedented rejection of this federal policy by the states. Many of the states, all of which play a role in administering the disability program, refused to administer the CDI guidelines or did so under modified standards.

Problems in the disability program were the focus of congressional hearings and investigations during 1983, and by the spring of 1984 both the House and Senate had passed bills intended to stop wholesale removals. A long and difficult conference resulted because of Administration efforts in support of unsatisfactory provisions in the bill passed by the Republican-controlled Senate. Conferees were unable to reach an agreement until September, and the legislation was signed into law by the President on October 10, 1984. This legislation will do much to protect current and future beneficiaries by insuring that the disability determination process will be more humane, reasonable, and fair.

In addition to the COLA freeze and disability legislation, one other social security issue received congressional attention. In June, the Congressional panel on Social Security Organization, a commission mandated by the 1983 amendments, recommended that the Social Security Administration be made an independent agency headed by an administrator appointed by the President for a four-year term. The AFL-CIO has long supported an independent social security agency in order to insulate the program from political influence. Following the panel's report, several bills were introduced in the House and Senate to establish an independent agency governed by a bipartisan board. Should Congress remove social security from the consolidated budget, it is a good possibility that the legislation might also include a provision to

make the Social Security Administration an independent agency.

In addition to supporting these changes in the social security system the Federation calls for the introduction of partial general revenue financing into the system to provide relief for low- and middle-income workers. Such financing was anticipated by the founders of the system and is to be found in practically all industrialized countries.

The Federation strongly supports repeal of the retirement age increases legislated for the next century. Congress should return the age for full benefits to 65, as it was prior to the 1983 amendments. The retirement age increase is bad social policy because it amounts to a future benefit cut for today's younger workers and it will aggravate unemployment for tomorrow's younger workers. The retirement age increase will undermine decades of progress made in negotiated early retirement programs designed to meet the twin goals of a dignified retirement for the older worker and a job opportunity for the younger worker.

The program should be modified to more equitably provide income protection for women. When the social security program was enacted, the typical American family consisted of a working husband and a wife who was an unpaid homemaker. Though the social security law treats equally men and women with the same work and earnings record, modifications should be made in the law to better relate to changing work and family patterns. We support the concept of earnings sharing which recognizes marriage as an economic partnership and accords to each marriage partner the right to retirement income based on half the total retirement credits earned by a couple during their marriage.

The Federation supports the effort of the national AFL-CIO to monitor the implementation of the Disability Reform Act. This legislation by Congress to block the capricious removal from the rolls of tens of thousands of disabled beneficiaries must not be circumvented by unfair and unjust administration of the program.

On the 50th anniversary of social security, the Federation reaffirms its dedication to the program and pledges to fight program

cuts and to renew efforts to complete the structure which was begun a half-century ago.

Adopted, p. 27.

## IX HEALTH CARE

The United States has long lagged behind other industrialized countries in the provision of comprehensive, high quality health care for our nation's citizens. Instead of a national health insurance program, health care in the U.S. is obtained through a hodgepodge of plans, public and private, depending upon whether an individual is indigent, elderly, has suffered an industrial or non-industrial injury, is insured by an employer, or is able to purchase health insurance individually. The result of this patchwork of health insurance programs is that health care is often inaccessible or unaffordable to those who need it the most—the poor, the elderly, and the sick.

The labor movement has been in the forefront of the move towards health insurance in the United States, first through local union sickness benefits and, in 1877, through the first national sick benefit plan, adopted by the Granite Cutters Union. Since World War II, the number of unionized workers covered by health insurance, and the scope and quality of that coverage, have greatly increased because of labor's collective bargaining successes.

Now we are at a turning point in the nation's health care system. The cost of medical care has risen to 11% of the gross national product, some \$380 billion a year. At the bargaining table, workers are forced to choose between wages and health insurance. Working people who fought for the right to decent health care are being blamed for "creating a demand for costly services." Hospital workers are particularly singled out as the cause of increased expenditures, despite the fact that payroll costs have been decreasing as a percentage of hospital costs for the past ten years.

The causes of the crisis in health care today are complicated: the "usual, customary, and reasonable" system of payments provides no incentive for physicians, hospitals, and insurance companies to hold costs down; the trend in medicine towards specialization has driven the cost of care up while creating a shortage of primary care physicians; controls on hospital construc-

tion and the purchase of expensive equipment have been inadequate; and, perhaps most important, the emphasis on treating disease rather than preventing it has led to billions of dollars spent for hospitalizations that could have been avoided.

The California Labor Federation remains convinced that the only way to assure all Americans access to quality health care they can afford is through the enactment of universal, comprehensive national health insurance. Until that goal is won, we will do all in our power through both federal and state legislation, collective bargaining, and community action to fight cutbacks, control costs, and improve health services for all people.

On the Federal level, the California Labor Federation supports legislation on the lines of a proposal formulated by Senator Edward Kennedy and Representative Richard Gephardt, a comprehensive cost containment plan now called the Kennedy-Gephardt bill. This bill provides incentives to the states to develop their own cost containment programs within Federal guidelines and removes incentives in the current reimbursement system to reduce costs through layoffs or through cutting hospital workers to part-time status.

We will continue to oppose further cutbacks in essential Medicare and Medicaid health care services and any effort to introduce means testing into the Medicare program. We will oppose the Administration's plan to reduce health spending by placing an arbitrary ceiling on taxfree employer contributions to employee health insurance plans. We will support adequate public funding for home health care services and decent wages for workers involved in providing such services. Organized labor will work with consumer organizations to encourage the development of a more comprehensive and accountable regulatory system which would effectively ensure that nursing home residents receive quality care in a safe environment.

In California, the California Labor Federation endorses cost containment legislation along the lines set forth in the model bill developed by the AFL-CIO Department of Occupational Safety, Health and Social Security. This bill contains provisions to cap annual increases in an individual hospital's operating revenue as well as to cap capital

expenditures throughout a state.

It also establishes a system to distribute equitably among hospitals the cost of care to those without insurance protection, thus removing any incentive to turn away poor patients. The bill requires providers of healthcare to report on the quality and cost of their healthcare services, and it requires states to investigate ways to control the cost of outpatient care. In addition, the model bill protects healthcare workers from bearing the brunt of cost containment and provides retraining assistance for displaced workers. We will oppose all efforts to reduce medical benefits and efforts to dismantle the reporting and control systems for hospital expenditures set up under the Jerry Brown administration.

In accordance with national AFL-CIO policy, the California Labor Federation recommends that its affiliated unions join local health care coalitions and, when appropriate, form their own labor coalitions to combat employer efforts to cut back on bargained health benefits. Further, coalitions can take a progressive role in reshaping the way health care is delivered by encouraging preventive medicine, use of outpatient procedures, and home health care. Labor coalitions can serve as resources for local unions who are negotiating benefits.

The Northern California Labor Health Coalition has also been active in efforts to make HMO's, such as Kaiser, more responsive to the needs of their patients.

Local affiliates are encouraged to join forces at the bargaining table by combining health benefits trust funds and other purchasing groups to create a larger purchaser pool such as the Southern California affiliated health funds. The greater our collective numbers, the greater our power to determine the cost, scope and quality of our health insurance coverage. We also urge affiliates to bargain for reductions in health insurance premiums by incorporating into contracts such cost-cutting programs as pre-certification for all non-emergency hospital admissions, mandatory pre-admission testing, mandatory second surgical opinions, incentives for outpatient care, and, whenever appropriate home health care and hospice care.

Adopted, p. 27.

## X WELFARE

The task of our government should be to eliminate poverty. The actions of the Reagan administration have increased it. Reagan's war against the poor and the working people of America has thrown millions into poverty. The poverty rate went up 28% between 1979 and 1983. About 35 million people in the wealthiest nation on earth now live in poverty, some 9 million more than in 1979 and more people than at any time since the War on Poverty began in the mid-1960s. The amount of money it would take to raise the incomes of all poor families to the poverty level, after counting the monies they receive from existing programs, increased from \$31 billion in 1980 to \$45 billion in 1982.

The poor have borne the brunt of Reaganomics. The real disposable incomes of the poorest one-fifth of families fell by nearly 8% from 1980 to 1984 while the richest one-fifth of families reaped almost a 9% gain in income. The middle fifth experienced about a 1% gain. Reagan's policies have reversed the trend toward more equal income distribution over the last two decades. His policies have helped the affluent and hurt the poor and the middle class.

The real income of families with children fell by 8% between 1973 and 1984. The proportion of children in poverty has been steadily rising in the U.S. In California, 25% of all children aged 5 and under and 22% of all children aged 6-14 lived in poverty in 1985. Most children in households headed by women live in poverty.

Reagan proposed budget cuts that would have reduced annual federal spending for social programs by over \$75 billion by 1985, or more than one-sixth below prior levels. Congress granted most of his spending cut requests in the 1982 budget, but rejected most further cuts in subsequent budgets.

Reagan's cuts have pushed 493,000 families off of the Aid to Families with Dependent Children program according to the General Accounting Office. These AFDC reductions have also resulted in the loss of health coverage (Medicaid) to some 660,000 children according to a study by the Children's Defense Fund. Its study also showed that the cuts also resulted in an

increase in the number of pregnant women receiving late or no prenatal care. Not surprisingly, twenty states in 1982 reported increased death rates for infant populations. Ninety one million people have been cut from the Food Stamp program. All who remain on it have had their benefits reduced. Cuts in child nutrition programs have meant the following: the number of children receiving school lunches each day fell by 3 million, including one million low-income children; half a million fewer children now participate in the school breakfast program, and half a million fewer low income children receive summer lunches. These cuts come at a time of mounting clinical evidence of serious health problems among poor children who lack enough to eat.

Cuts in job training have resulted in great harm, especially to minorities and women. Of the 300,000 who lost their public service employment jobs, virtually all were low income and half were minorities; half were women.

Day care programs have also suffered with about 150,000 poor families losing child care as the result of Reagan's budget reductions. The number of poor and minority students receiving compensatory education assistance to overcome problems in reading and mathematics has declined by about 500,000. This, at a time when an estimated 13 percent of America's 17 year olds are functionally illiterate.

The Reagan attacks on our long established income maintenance programs have not only been directed against the recipients of social service benefits. Labor has also been a target. Historically, the government's income maintenance programs have hampered the employer's ability to depress wages because of economic insecurity. By cutting these programs and increasing the numbers of people willing to take any job at any wage, Reagan reduces labor's bargaining power.

Special note should also be taken of the effect of Reagan's programs on women and minorities; both groups have suffered disproportionate real income losses during the Reagan term. This may not be surprising, since two fifths of all families headed by women are poor and thus dependent to some extent on government benefits. How-

ever, according to the Urban Institute, black families fared worse than one would expect based on their generally lower income status.

At the state level, Governor Deukmejian shares much of Reagan's philosophy regarding social programs. Last year he signed into law a workfare measure which will force about 170,000 AFDC recipients to participate in a workfare program requiring them to either go back to school, get job training or work off their welfare grants for up to one year. Despite strong opposition by the Federation and by welfare rights and church groups this measure also gathered the support of most of the Democratic legislators.

Once again this year, Governor Deukmejian has cut millions of dollars from programs to aid the poor, the disabled and disadvantaged children.

- Cut—\$10 million for child welfare services.
- Cut—\$23 million for the homeless; there are no additional funds for the homeless in the new budget.
- Cut—\$27 million for In-Home Supporter Services providers.
- Cut—\$70 million for Medi-Cal services.
- Cut—\$55 million for health services for the working poor. This program's COLA was eliminated.
- Cut—\$2 million in additional funding for the adult literacy program.
- Cut—\$12 million as the COLA for Services for Developmentally Disabled was eliminated.

The Federation calls for a rollback of all of the Reagan and Deukmejian budget cuts in social services and a renewed commitment to aiding America's poverty population. First and foremost, this means that the federal government must foster economic policies with full employment as the number one objective. Second, specially targeted programs must be devised which meet the need of (1) those employed at jobs which do not pay enough to keep them out of poverty; (2) those fulltime workers who are unable to find fulltime employment and (3) those single parent households with dependent children who are unable to take jobs out of the home and are existing on sub-poverty level incomes.

Safe, healthy jobs at adequate wages must be created in both the public and private

sectors. Universal child care must be provided to help those single parents who are willing and able to work. For those who cannot work because of age, disability or other reasons, benefit payments sufficient to provide a decent standard of living for themselves and their dependents must be guaranteed.

We oppose anti-worker and exploitive proposals like workfare which require welfare recipients to work off their welfare payments, as well as other proposals which fail to meet the needs of the poverty stricken and fall short of the comprehensive welfare reform this nation desperately needs.

Employment programs must remain strictly voluntary and not be used to coerce people into working for low-wages under adverse conditions.

In order to break the cycle of welfare dependency and develop a humane welfare system for those in need, we urge the following:

1. Federal and state policies for rapid economic growth and expanded job training.
2. A federal income maintenance program for those people who are unable or cannot be expected to be employed or for those workers who are on strike, with payments raised as quickly as possible. The Federation solidly supports the principle that it is the duty of the state in a democratic society to provide an adequate level of subsistence for all segments of California's population which depend on such benefits for their survival.
3. Maintain the purchasing power of AFDC, General Assistance and Food Stamps. Public Assistance payments are currently falling further and further below the poverty line because of the failure to adjust for changes in the cost-of-living.
4. A permanent public services job program and training and placement services for those who could work in paid jobs but lack the education or skills.
5. A strengthened unemployment insurance system with decent benefit and eligibility standards including benefits for strikers.

6. Food stamps for anyone in need, including strikers.

7. Federally and state-financed child care centers with educational health and nutritional services for children of working and welfare parents.

8. Federal fiscal relief for state and local governments which bear rising financial costs due to their current welfare programs.

Adopted, p. 27.

## XI

### CONSUMER PROTECTION

The California Labor Federation is deeply concerned over damage to consumer protection programs and continuing threats posed by hostile governmental bodies and their business allies.

"Regulatory relief" for business must not be allowed to undermine or destroy the programs designed to assure the safety of consumer products, the prevention and punishment of unfair or deceptive trade practices or the consumer's right to full and accurate information about goods and services in the market. The consumer needs continuing protection against unfair monopoly pricing and redress against exploitation in the terms and costs of consumer credit. These are areas in which individual buyers are easily put at a disadvantage and in which government has both a right and a duty to regulate in behalf of the buying public.

The continued erosion of purchasing power and living standards due to a decline in real wages, persistently high unemployment and cutbacks in governmental assistance to the poor, underscores the need for substantive action to protect consumers as well as increased organization and education to enable consumers to better protect themselves.

The Federation reaffirms its traditional support for consumer rights under law. These include the right to honest and adequate information about products of purchase, fair terms of credit and insurance contracts, protection against unfair monopoly pricing, and both safeguards and redress against dangerous and defective products.

We continue to oppose the unwarranted powers arrogated to itself by the federal

Office of Management and Budget to interfere with agency rulemaking to the detriment of consumers and in behalf of the Administration's business allies.

We will oppose continuing deregulation efforts by the Reagan Administration when it enables business to escape its responsibilities to the consuming public.

We pledge our best efforts to maintain and expand the rights of consumers, to support adequate staffing and budgets for consumer agencies, and to seek assurance that agencies will act with independence and integrity in advancing and protecting the consumer interest.

One of the most pressing problems in the area of consumer protection is that of insurance. Liability insurance costs have skyrocketed and sometimes insurance is simply unavailable at any price. Child care centers needed special state legislation to assure the availability of insurance. Now insurance companies have stopped providing coverage to foster parents.

Some public agencies are unable to find or afford insurance coverage and are forced to reduce their services. Some Taft-Hartley trusts have been unable to get fiduciary liability insurance at all or have had to pay exorbitant rates to get it. The "insurance crisis" affects everyone.

Insurance companies blame the attorneys and our liberal tort system for the crisis. Attorneys point to the greed and mismanagement of the insurance industry. The issue is a complex one and a balanced solution must be found which protects the rights of victims to compensation and makes available reasonably priced insurance coverage.

We support the national AFL-CIO's position that the true "long-run" solution is to develop alternatives to the tort litigation system for compensating injured persons and to maximize safety. If government at all levels were to develop "no-fault" compensation systems, there would be far less need to rely on tort litigation to provide compensation to injured persons. And if governments at all levels—from OSHA to state licensing boards—had not abdicated their responsibilities to regulate unsafe practices and to punish unsafe practitioners, there would be far less need to rely on the tort litigation system as a policing de-

vice.

We also support the national AFL-CIO's proposals for immediate action which would couple more stringent regulation of the insurance industry with needed reforms of tort law and of the civil litigation process.

- State insurance commissioners should be given the necessary authority and, equally important, the necessary resources to assure that increases in insurance premiums are actuarially justified. Rate increases, or increases beyond certain stated amounts, should require prior approval. Consumer representatives should have a specified voice in insurance rate regulation.

- Insureds should be protected against arbitrary denial or cancellation of their insurance. Insurance companies should be required to justify cancellation decisions and to provide fair and adequate notice to the insured.

- The insurance industry should no longer be exempt from federal consumer protection regulation. For example, there is no justification for excluding the insurance industry from the jurisdiction of the Federal Trade Commission. To the contrary, given the inadequacies of existing state insurance laws and commissions, the federal government should play an active role in monitoring the insurance industry, in developing a set of basic regulatory requirements for state regulators to follow, and in assuring that not just manufacturers but all those who need insurance are free to join together to self-insure or to buy insurance at a group rate.

- Tort law should be modified so that injured persons cannot recover more than their actual losses through payments from more than one source. In addition, recoveries for non-economic losses—both damages for pain and suffering and punitive damages—should be more predictable and related to the degree of injury inflicted by, and the level of culpability of, the defendant.

- Judicial procedures should be reformed so that more dollars reach victims and fewer dollars get absorbed in litigation costs. Full use should be made of alternative dispute resolution procedures. Defense tactics of delaying or running up costs should be severely sanctioned.

We will work together with consumer groups to attempt to implement these proposals in the California legislature.



The California Labor Federation also supports efforts to:

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and unit price and improve item pricing requirements.
2. Provide that all lenders on consumer borrowing be subject to usury laws which provide a reasonable maximum rate of interest. We also oppose the annual fees banks and other financial institutions have been charging customers for the privilege of using credit cards.
3. Oppose legislation which reduces consumer and worker protections with regard to products liability, the burden of financial and legal responsibility in instances of injuries resulting from the use of a product.
4. Oppose any and all attempts to eliminate or restrict lifeline utility rates, subsidized rates on a minimal life supporting amount of energy which aids low income, low energy users and rewards those consumers who conserve energy.
5. Require lending institutions which offer variable interest rate home mortgages to make full, timely and understandable disclosure of the terms of the loan.
6. Support expanded consumer education programs in schools, consumer and non-profit organizations, as well as reiterating our endorsements of the Consumer Federation of California.
7. Prohibit auto deficiency judgments in California.
8. Enact legislation to permit the creation of a Consumer's Utility Board (CUB) to present testimony and lobby on behalf of consumers before the Public Utilities Commission on gas, electric and oil rate hikes and on telephone rate increase requests. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industries.
9. Support proposals which would provide state supervision of the cable antenna television industry (CATV), insuring real consumer protection for California's citizens.

10. Oppose any efforts to eliminate the Consumer Advisory Commission to the Department of Consumer Affairs and support adequate funding for the Commission.

Adopted, p. 27.

## XII

### LABOR LEGISLATION

Our hard won laws to protect the rights of working people to organize into unions and bargain collectively are in jeopardy by reason of anti-union administrative policies at both federal and state levels.

Employers now feel free to violate these laws with impunity, knowing that procedural delays will prevent enforcement for years and that even then the price of settling will be cheap.

Not only has Reagan gutted the National Labor Relations Act by his appointment of the anti-labor ideologues to the Board and his anti-labor administrative policies, thus hampering the ability of organized labor to protect the rights of workers, he has also stripped the Department of Labor of its role as the defender and protector of the individual workers. The NLRB and the DOL have become the outposts of management.

The Reagan administration has also followed industry's bidding to:

1. Gut the administrative regulations implementing the Davis-Bacon Act and support legislation raising the threshold of applying the act from contracts of \$2000 or more to contracts of \$1 million or more for military construction and to contracts of \$100,000 or more for other construction. Such changes would virtually destroy the law.
2. Erode the regulatory and enforcement protections of the National Occupational Safety and Health Act and all similar laws.
3. Support vicious anti-labor amendments to the Hobbs Act which would virtually prohibit strikers from picketing.
4. Support funding cuts and legislation to weaken health programs for miners and maritime workers and weaken the National Longshoremen Retirement Act.

5. Smash the Professional Air Traffic Controllers Union (PATCO) when they tried to exercise their unalienable rights to withhold their labor.
6. Amend regulations for Medi-care funding to allow hospitals to use federal funds to hire labor management consultants to break unions and prevent workers from organizing.
7. Support new bracero programs which lead to the further exploitation of farm workers and undermine the organizing efforts of the United Farm Workers Union.
8. Attack the rights of postal workers to bargain collectively by unilaterally implementing a two-tier wage system and by threatening to fire anyone who exercises the right to withhold labor.
9. Support a sub-minimum wage for teenage workers.
10. End the ban on industrial homework.

The Federation strongly opposes these and the many other anti-labor acts of the Reagan administration.

At the state level, employers, encouraged by the presence of a Deukmejian appointed Industrial Welfare Commission, have begun a concerted attack on the regulations providing for overtime pay after eight hours work in one day. After the hospital industry pushed through an exemption to the eight hour overtime provision for nurses, employers have filed petitions for exemptions which would cover virtually all employees in the state. It seems clear from this action, and from the employers' arguments in opposition to a much needed increase in the state's minimum wage, that business's program for California is to reduce our worker protection laws and regulations to the level of the federal rules.

As the enforcement activities of the Department of Labor have declined, so have those of our state Division of Labor Standards Enforcement. Special enforcement teams to deal with the garment industry were abandoned by the Governor. Long delays in processing wage claims are common and the record of enforcing judgments is abominable.

The California Labor Federation supports the national AFL-CIO in its efforts to:

1. Restore the protections which Ameri-

can workers have possessed for decades under the National Labor Relations Act, the Davis-Bacon Act, the Service Contract Act, the Walsh-Healey Act and the Fair Labor Standards Act.

2. Restore the minimum wage under the Fair Labor Standards Act to its prior purchasing power and index it at 60% of the average hourly earnings in private industry.
3. Reduce the hours of work under the FLSA in stages to 35 hours per week and increase the overtime rate to triple the hourly rate to increase employment opportunities.
4. Revise the FLSA salary test for executive, professional, and administrative personnel to reflect present day realities.
5. Achieve a ban on all forms of industrial homework, making special provisions for the handicapped.
6. Strengthen the enforcement of all labor standards acts by restoring the enforcement officer positions dropped since 1981.
7. Eliminate double-breasting.

At the state level, the Federation will again lead the struggle to move the Industrial Welfare Commission to increase our minimum wage to meet the Labor Code requirement that it provide the necessary cost of proper living. We call upon all affiliates to assist in this effort. The Industrial Welfare Commission, which rejected our call to increase the minimum wage two years ago, must become the focus of activity for labor and for community groups representing the working poor. We also call upon the IWC to eliminate the subminimum youth and learner rates and to increase to a meaningful level the dollar amount used to determine examinations for the executive, professional and administrative personnel salary test. We will also lead the opposition at the IWC to the employers' offensive against 8 hour overtime protections. We will support legislation to prohibit compulsory overtime with the approval of the affected unions as well as legislation or regulations to increase overtime penalties in order to increase employment opportunities.

We will continue to demand that the state

provide adequate resources to enforce wage and hour laws and prevailing rate laws.

Despite repeated defeats in the legislature of plant closure legislation, we continue to seek legislation to protect workers from plant shutdowns and mass layoffs.

We remain opposed to legislative efforts to:

1. Allow the use of prison labor at the expense of "free" labor.
2. Exempt any group of employees from coverage by the 8-hour overtime provisions of the Industrial Welfare Commission orders.

We support:

1. Enactment of a state licensing law for movie projectionists to insure safety in our theaters.
2. Abandonment of bogus "in-plant" or so-called parallel apprenticeship and/or training programs.

Adopted, p. 34.

### XIII

#### AGRICULTURAL LABOR

California's unique Agricultural Labor Relations Act of 1975 was the culmination of years of struggle in the fields and on the boycott picket lines. The law provided the framework for the establishment of normal collective bargaining relationships in the state's largest business. Scores of elections were held and the farm workers overwhelmingly chose the United Farm Workers of America, AFL-CIO as their bargaining representative.

In the legislative arena, since the passage of the ALRA, a series of bills to modify the Act were introduced by grower friendly representatives, many of them Democrats from agricultural districts. These measures were generally aimed at eliminating the Act's "make whole" remedy and at repealing the union shop provisions of the Act. The growers who had long resisted inclusion of farm workers under the National Labor Relations Act, now attempt to gut the ALRA by "conforming" it to the national act, which has shown itself incapable of protecting workers' interests in the non-agricultural sector.

The Federation, in coalition with the UFW, has succeeded in defeating all of the

growers' attempts in the last four years to weaken the ALRA through legislative action.

In the administrative arena, however, the growers have been more successful. The Governor, despite strong legislative resistance, slashed the ALRA budget by \$2.5 million in 1983 (more than one quarter of its previous budget). Legislative efforts to restore the cuts in both 1983 and 1984 were vetoed. Total staff cuts numbered 50. The Board, as of May 1984, had a backlog of over 1,000 cases, almost double the average of the previous four years. David Stirling, the Governor's appointee to the position of General Counsel to the Board, has consistently favored the interest of the growers in the name of "bringing balance" back to the agency. The Federation and the UFW opposed his confirmation, but the Senate voted 25 to 11 in favor of it. His most egregious action was his attempt to settle an unfair labor case with Abate Farms for \$1.1 million, approximately one tenth of what the case was worth. The Board fortunately rejected his settlement.

Again in 1985, the Governor responded to the growers' desire to gut the Board by vetoing \$1.2 million which the legislature put into the budget to eliminate the backlog of unfair labor practice claims and to protect the rights of farm workers. He also vetoed budget language which would have controlled the release of farmworkers' names and other confidential investigative data by the ALRB.

Out of frustration with the Governor's failure to enforce the ALRA, the UFW reinstituted its boycott of table grapes in 1984. In 1986 the UFW, convinced that the Board, now dominated by Deukmejian appointees coupled with a hostile General Counsel, was incapable of neutral administration of the law, called for cuts in the ALRB budget. The legislature responded to their concerns by deleting positions from the budget and by putting protective language into the budget prohibiting the use of funds to unilaterally settle unfair labor practice charges. The Governor struck this language from the budget.

The fate of the Agricultural Labor Relations Board remains uncertain. The organization representing the workers it is supposed to protect has lost faith in its commitment to protect them. Yet the legal

framework which enabled many farm workers to reap the benefits of collective bargaining remains basically intact. We must protect this framework and do all that we can to assure that the Board which administers it does not pervert the purpose of the law.

We pledge our continued support to the UFW in their difficult task of organizing the more than 300,000 farm workers working in California's fields and vineyards, a task which the Governor has made extremely difficult. We also support the boycott of table grapes and other actions designed to bring about a return to the effective and fair enforcement of the Agricultural Labor Relations Act and to bring the growers to the bargaining table.

Only when agribusiness and the anti-union growers understand that the continued oppression of one group of workers will not be tolerated by the overwhelming majority of working people in California will real justice and democracy be established in this state's agricultural industry.

Adopted, p. 34.

#### XIV

#### PUBLIC EMPLOYEES

Public employees, federal, state and local, comprise about 15% of the labor force in California. A relatively high percentage of them are unionized, over 40% as opposed to only about 20% for the state's non-farm work force as a whole. Many employee associations have become affiliated with AFL-CIO unions, the largest recent affiliate being the California State Employees Association representing 80,000 state civil service and state university workers which joined the Service Employees International Union in 1984.

The anti-union actions of the Reagan Administration in breaking the Professional Air Traffic Controllers organization and attacking the postal workers continues to encourage reactionaries at the state and local level.

In the California legislature, efforts to deny public employees the right to strike were defeated in both houses earlier this year. Last year, measures to begin to implement the concept of comparable worth for state employees and to make governmental entities subject to the same civil OSHA penalties as private employers were vetoed.

We applaud the recent decision by the

California Supreme Court which held that public employees indeed have the right to strike. In particular we endorse the concurring opinion of Chief Justice Rose Bird who found that "it is beyond dispute that the individual's freedom to withhold personal service is basic to the constitutional concept of liberty. Without this freedom, working people would be at the total mercy of their employers unable to either bargain effectively or to extricate themselves from an intolerable situation."

Presently, public employees and individuals working under contract with state and local governmental agencies are faced with an initiative on the November ballot sponsored by Paul Gann which would place a cap on public employee salaries and would prevent the accumulation of sick leave and vacation credits. Another Gann measure, Proposition 4, passed in 1979, which placed limits on spending by state and local government, will make itself felt for the first time in a significant way next year. Until now, the limit has had little effect at least on the state level because high inflation pushed the limit up while the recession kept revenues low. Now, after a period of real economic growth and low inflation, the state has quickly moved up to the limit. The Commission on State Finance predicts that in 1987 nearly \$1 billion will have to be cut from current programs and estimates that over the next nine years, regardless of state needs, a total of about \$30 billion of normally anticipated spending on basic state functions will have to be eliminated.

The effect of the limit could be to severely limit needed state services and make bargaining for needed wage increases difficult. It will also lead to new demands by special interests for tax breaks on the grounds that "we can't spend the money anyway."

In order to return the state and local governments to a sound financial footing and to avoid the bad governmental practices which will inevitably result from some special interests seeking tax breaks and others seeking legal gimmicks to finance the governmental functions which serve their needs in ways that sidestep the Gann limit, the Federation calls for the elimination of the Gann limit. At the very least, the limit must be changed to allow government services to grow as the economy grows.

Added to these fiscal problems faced by government employees is the new, Reagan-inspired drive to privatize public services—to turn the National Weather Service into a private enterprise; to create a voucher system to provide tax support to private schools; to turn over the operation of public water supplies to private management. These schemes are also becoming popular within California as evidenced in proposals at various levels of government to contract out work traditionally performed by public employees to private profit making firms. Higher costs of services, poorer quality of services, decreased accountability, and increased potential for corruption within government are all known to be results of contracting out services traditionally provided by government. Contracting out of public services does not solve the problems of government; it aggravates them.

The attack on government has also been an attack on public employees. To counter the popular resentment against government, which tends to be an abstract resentment rather than one directed at any one of the particular services performed by government, it is necessary to create a fair and equitable system of taxation, so that the cost of government falls most heavily on those with the greatest ability to pay—the corporations and wealthy individuals. The Federation supports efforts to create such a system. We also support the efforts of public employee unions to make government services more effective by correcting wasteful and inefficient management practices.

To insure the survival of public sector unionism, it is also critical for public employee unions to form support coalitions with their client groups, including welfare recipients, seniors and general working class constituencies. The objectives of public employees and working people are essentially the same and both groups are being attacked by federal and state budget cutbacks. Without such coalitions the living standards of public employees and the social services available to communities will only continue to deteriorate.

All public sector jurisdictions, due to the efforts of the Federation and its affiliates, in particular, those representing public employees, are now covered by one form of state collective bargaining law or another.

All of the laws, except that covering higher education employees, provide for the negotiation of agency shop agreements. Only employees of the state and of the various public education systems are currently covered under the jurisdiction of the Public Employment Relations Board. Consideration should be given, in consultation with the affected affiliates, to creating a more uniform system of state public employee collective bargaining law.

Despite labor's success in achieving the statutory right to bargain for all of California's public employees, the exercise of this right still meets with strong resistance by many public agencies, especially when it becomes necessary for public employees to withhold their labor.

The Federation believes that the distinction between public and private workers, so loudly proclaimed by right wing politicians, is totally artificial. Regardless of whether the boss is a local school board, or the plant manager of a multinational corporation, the people under their supervision are all workers. All employees, whether in the public or private sector, are entitled to the same rights of a fair wage, adequate fringe benefits, a healthy environment and safe working conditions, and adequate recourse from workplace abuse, including the grievance process and the inviolate right to strike.

As a first step in this direction, this Federation urges that full collective bargaining rights be extended to all public employees throughout the nation.

Towards these goals and in order to secure greater protection for public workers, we also seek the following actions:

1. Liberalization of existing collective bargaining rights for all government workers, including the inviolate right to conduct work stoppages.
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees.
3. Adoption of legislation prohibiting the contracting out of work traditionally performed by public employees.
4. Strict enforcement of prevailing rate laws in work performed under public contracts.
5. Reform of the federal Hatch Act to extend full political rights and safe-

guards to federal employees as are enjoyed by all other American citizens.

Adopted, p. 34.

## XV. CIVIL RIGHTS

The Reagan Administration has set back labor's efforts to achieve full economic and political justice for our nation's minorities and women. The depressed economic conditions of the late 1970's and 1980's have eroded the meager income gains achieved earlier by minority and women workers. Black unemployment nationally is once again over twice that of white workers and over 40% of all black teenagers cannot find work. According to Census Bureau statistics for 1984, the median income for all black families was 55.7% of what white families earn, down from the 1970's peak of 61% and 2% below the figure of 1964. Latino workers generally suffer one and one-half times the unemployment rate experienced by whites. The median income for Latino families is still only about two-thirds of what white families earn.

Women workers still have not made significant inroads into male dominated occupations, with over 80% of all women workers remaining in "female" jobs. The male-female income differential continues to grow, with women now earning only 62% of what men receive. As of 1983, 29% of all black families and 23% of all Latino families had incomes below the poverty level.

The policies of the Reagan Administration are designed to exacerbate these serious inequities. Cutbacks in federal social programs not only reduce the aid which the heavily feminized and minority poor need to survive, they also add to high unemployment rates of these groups as such budget cuts result in the disproportionate layoffs of minorities and women. The California Labor Federation continues its opposition to the administration's program to punish our nation's poor and minorities.

But the Reagan Administration's attack on minorities, women and workers in general extends far beyond the budget cutting that highlighted his first term in office.

Efforts now seem to have shifted to the attempt to tear away the foundations of civil rights law and regulations, giving them the narrowest of interpretations or pushing

to reverse them entirely. Historians watching the Reagan Administration's anti-civil rights program draw parallels with the 1870-to-1900 post-Civil War period when civil rights law, regulation and progress toward equality in political and economic life were steadily eroded through a relentless chipping away.

Administration appointees to sensitive positions in government have been antagonistic to civil rights if not outright promoters of racism and sexism. A nominee for associate attorney general, for example, had counseled for tax exemptions to private schools practicing racial discrimination, attacked more than 50 consent decrees negotiated with state and local governments to correct job discrimination, tried to scuttle the Voting Rights Act and generally worked to cut back on the remedies available to groups historically discriminated against in our society.

The Equal Employment Opportunity Commission, responsible for enforcing Title VII of the 1964 Civil Rights Act as amended, has shifted its focus away from effective civil rights enforcement and away from class action cases which helped to correct systematic discrimination. The budget of EEOC as well as other civil rights enforcement agencies has been reduced. The EEOC chair has prevailed upon the commission to consider a policy that would disregard statistical data showing underrepresentation as evidence of discrimination. He has also reversed the Commission's long standing practice of seeking "goals and timetables" relief against employers who have engaged in discriminatory employment practices, thereby encouraging the violation of the law by employers who know that the EEOC will not apply serious sanctions against wrongdoers.

A similar slacking off of enforcement has been pursued by the Labor Department's Office of Federal Contract Compliance Programs, which is responsible for enforcing Executive Order 11246 prohibiting discrimination by federal contractors. The Administration has proposed damaging modifications of the Executive Order and hints of other moves to cripple this enforcement program.

The Civil Rights Division of the Department of Justice is an adversary rather than an advocate of the people. The department,

along with the rest of the Administration, has opposed affirmative action and deliberately confused the public by discussing affirmative action, goals and timetables as if they were quotas.

The Justice Department is also assaulting the Voting Rights Act. In addition to a growing list of dubious approvals of voting rights changes, Justice is seeking indictments for alleged black voter fraud (alleging absentee ballot abuse) in such places as rural Alabama. There is no evidence that the so-called fraud affected a single election, nor has there been any investigation of the white-controlled election board. Intimidation of black voters is the only logical explanation.

The U.S. Commission on Civil Rights has been completely undermined, with its integrity impugned by the Administration and its ability to watch over civil rights enforcement rendered impotent. The commission has accentuated the negative by speaking out against affirmative action and denying pay equity as a civil rights issue.

Despite the continuing serious need for putting teeth into enforcement of existing fair housing legislation, there has been no change in the situation. Discriminatory practices such as racial steering, redlining and misinformation go on throughout the country.

The California Labor Federation, AFL-CIO, stands with our nation's minority and feminist communities in opposing the Reagan Administration on all of these issues. The Federation is also gravely concerned about the rise of the New Right movement in America, which has encouraged other racist groups like the American Nazi Party and the Ku Klux Klan to resurface as well. All of these groups pose a threat to our liberty and justice. There is no place for racism, anti-semitism or sexism in this nation. Such philosophies and activities must be opposed by all who believe in equality. Because of the current political climate, minorities and women, more than ever, need to unionize if they are to protect their civil rights and living standards.

The labor movement offers women and minority workers the means to exercise fully their civil rights granted by law and to defend themselves against economic hardship, racism, sexism and sexual harassment

in the workplace. To achieve this objective, the Federation calls on all affiliates to make a renewed, committed effort to organize female and minority workers. Minority union workers fare considerably better than minority nonunion workers. Not only are their incomes higher, but within the ranks of union members, the income gap between white and nonwhite workers is less than among their nonunion counterparts. Also, minorities in the unionized, middle-aged blue collar category are less likely to experience unemployment than their nonunion counterparts.

Only by organizing and participating in collective bargaining can minority and women workers protect what gains they have already achieved and make further advances in terms of equal employment and equal incomes.

All workers are entitled to suitable employment at a fair wage. To reach this objective, full employment must be achieved. Full employment is absolutely essential for minorities and women to attain work, experience and seniority in better jobs, and thus fully participate in the mainstream of the American economy. Minorities and women have suffered the most from the mismanagement and social neglect that have characterized the nation's economic policies. It takes a healthy and expanding economy to provide training, education opportunities, and jobs to give real meaning to the Equal Pay Act, the Economic Opportunity Act and the Civil Rights Acts.

We firmly support job opportunities for all workers through federal and state action whenever the private sector fails to assure full employment. In addition we support the following:

1. Full economic, social and political justice for Blacks, Hispanics, Asians, Native Americans or any other persons, irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, age, mental or physical disability.
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution.
3. Expansion of training and employment for youth and for those programs oriented towards skill training.

4. Full educational opportunities for all while providing additional resources for schools located in depressed areas.
5. Support for affirmative action programs and their full enforcement.
6. Increased support and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, National Urban League, National Association for the Advancement of Colored People, Coalition of Labor Union Women and similar community organizations that have visions of a just and fair society.
7. Active involvement of retired union members in senior organizations such as the Federation of Retired Union Members and the Congress of California Seniors, National Council of Senior Citizens and continued efforts by the Federation's Senior Action Program in organizing retired workers on issues reflecting the concerns of the aging.

Adopted, p. 34.

## XVI. HOUSING

The American dream of owning one's own home has now become an impossibility for the majority of American families. In California, not only can the median income household not afford median priced housing, but in many areas of the state households with incomes substantially above the median cannot afford to buy the average home. The cost of a median priced home in California has risen from \$63,713 in 1977 to \$132,814 in May of 1986, and increased about \$20,000 in the last two years alone.

Despite the recent drop in mortgage interest rates, from over 14 percent in 1984 to about 10% today, the increase in the price of homes over the last two years has meant that there has been little improvement in the percentage of households which can afford to buy a home. This percentage has dropped dramatically in the last 20 years. In the 1960's, over 65 percent of families could afford to buy a median priced home. By 1977, when interest rates averaged just over 9 percent, about 45 percent of California's households had a sufficient income (\$16,660) to afford to buy one. In 1984, only 29 percent made the \$45,040 required to purchase one. This number dropped to as

low as 23% in February of 1985. It increased to 32% in February, 1986, but the most recent figures as of May, 1986 show that only 30% of the state's households earn the \$43,910 a year needed to purchase a median priced single family dwelling.

During the last decade, the housing situation in California has become worse than that in the nation as a whole. In 1974, a median priced home in California cost about the same as it cost anywhere in the country. Today it costs about \$55,000 more to buy such a home in California than in the rest of the country, an increase of \$15,000 in the last two years. In the nation as a whole over 45% of households can afford to purchase a median priced home, as opposed to only 30% in California.

If the single family housing market is bad, the rental housing market is worse, and rapidly deteriorating. In California renters comprise about 45 percent of all households. As more middle income working people are unable to purchase a single family home, they must obtain rental housing. This creates greater competition and hardship for the poor, minorities and the elderly, those groups who still make up the bulk of all renters. Living conditions for those low income groups will only get worse as fewer housing units in any suitable condition are available at a price working people can afford.

Housing affordability is the major housing problem in California. There are 789,406 more very low income renter families in California than there are affordable housing units for them. For every unit of affordable housing, there are 3.7 very low income renter families in the state. This is the worst rental housing shortage of any state in the country.

1.5 million Californians have very low incomes (below \$7,050 per year), and pay an average 60% of their incomes for rent. This leaves only \$149 per month for all other necessities. Thirty-nine percent of these households are elderly, and 26% have children.

The federal government has been the major source of housing assistance for low income people since 1937. That assistance has been cut 60% in the past five years. It is estimated that 1 million fewer households are receiving federal housing assistance and 300,000 more families are living in substan-



dard housing in the United States now than would have been under a continuation of pre-Reagan policies.

The state government has not moved to fill the gap left by the federal retreat. In 1984 Governor Deukmejian vetoed \$41.5 million of the \$53 million appropriated by the state Legislature for low income housing, and vetoed \$37.5 million of the \$48.5 million appropriated in 1985. A \$20 million Housing Trust Fund was created in 1985, but the Governor proposes to use Trust Fund money in 1986 to replace or supplant most of last year's minimum General Fund funding of housing. California's funding of low income housing compares poorly to the \$98 million appropriated in New York, and the \$118 million in Massachusetts in 1985 for low-income housing.

The lack of affordable rental housing coupled with high unemployment rates and the dismantling of the "safety net" of social services have forced thousands of Americans to live in the streets. The Department of Housing and Urban Development estimates the number of homeless at 250,000 to 350,000. Other estimates place the number in the millions.

The number of homeless in California is estimated at hundreds of thousands of people. Many sleep in doorways, under freeways, in abandoned cars, in crude shacks made of plastic and cardboard, and, in the rural areas, in hand-dug caves. Emergency shelters are totally inadequate to meet the need. In Alameda County alone, they report turning away over 6,000 people a day.

Yet despite the crying need for more money to fund emergency shelters and to provide more low income housing, Governor Deukmejian, since he took office, has vetoed over \$100 million in housing assistance for the poor and homeless. This year while approving \$8 million for promoting tourism, he vetoed \$6 million for emergency shelter for the homeless. While approving a new \$27 million tax break for growers, he vetoed \$4.5 million for farm worker housing. He also vetoed \$12 million for permanent low and moderate income housing.

The federal government should adopt programs to help make adequate supplies of capital available at affordable rates to finance housing construction and rehabilita-

tion. This can be done through the reenactment and use, as necessary, of standby credit controls to assure adequate funds for reasonably priced mortgage credit for housing.

Housing production programs should be implemented to reduce inflation of housing prices and rents and to meet human needs. The supply of low and middle-income housing should be expanded through new construction to alleviate the housing shortage, and government assisted housing should be increased to levels realistically addressing the problems, through new construction and rehabilitation for low rent public housing, rental housing development, assisted homeownership, housing for rural people in credit-short areas, housing for the elderly and handicapped, and shelter for the homeless. Home mortgage financing by union pension funds should go forward through investment in long-term, fixed payment mortgages guaranteed by the government.

The existing low-income public housing supply should be modernized and maintained in good order. Even with the provision of adequate funds for those purposes, as the capital financing bonds are paid off, the permanent supply of about 1.3 million publicly owned housing units over the long run provides the lowest-cost method of housing low income families. The Congress should preclude the demolition or sale of public housing projects.

In California we support coalition efforts in the legislative arena to:

1. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.
2. Supplement existing low and moderate-income construction and rehabilitation program funding with additional state revenue.
3. Amend Article 34 of the state constitution to remove the onerous, costly and unnecessary requirement of holding a referendum before low-income public housing can be developed.
4. Oppose all forms of variable interest mortgages and all mortgage instruments which shift the burden of financial risk from the lender to the consumer.

5. Expand the use of employee pension funds for housing construction.
6. Prohibit discrimination in housing against single parent households, students, families with children, the aged, and minority peoples.
7. Provide that renters cannot be evicted without just cause.
8. Require strict building safety, health and plumbing codes enforcement in construction and rehabilitation.
9. Ban the use of plastic pipe in all housing construction.

We reject the Governor's program of trying to stimulate housing construction through accelerated tax depreciation allowances for developers. When tax monies are to be used for funding housing they should be used to fund it directly, not in a manner which redistributes income upwards to those who already have more than their share.

The Federation will also continue to oppose vigorously all efforts to take the option of rent control away from local government when inflationary conditions in the housing market require such controls to protect working people, the poor and fixed income people from exploitation by landlords and speculators. Rational local rent controls offer the only defense renters can obtain on a short term basis against rent gouging, in the absence of adequate state and federal funding for low cost housing for those who are the victims of unlimited rent increases. Further, local control is the logical way since the housing occupancy issue differs from community to community.

Adopted, p. 35.

## XVII EDUCATION

Throughout its history, the California labor movement has recognized the primary role that a public school system plays in the advancement of a free and democratic society. Labor was a major force in destroying the notion of education being the privileged preserve of the rich alone and has consistently worked to expand and improve the offerings of the public education system.

Education is an investment in the future of America, one that rewards all of us through 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 through state and federal programs which provide equality of access.

We firmly support quality educational instruction at all grade levels in all public schools. One way to maintain such quality is to insure that all public school personnel are organized and covered by collective bargaining agreements. We also believe that the quality of education bears absolutely no relationship to the age, sex, race, ethnicity or political beliefs of the instructors or other school personnel. The California Labor Federation firmly opposes any employment discrimination in our public schools based on any of the above criteria.

Quality education also needs adequate funding. We view with alarm the reduced commitment to education at both federal and state levels. The Reagan administration's obsession with cutting back social services has not spared our nation's education system. Reagan's 1987 federal outlay proposals for elementary and secondary school education reduce funding by over \$700 million — 10% below the already inadequate levels of last year. Each year Reagan has cut back these funds. Evidence indicates that these funds are not being replaced at state and local levels with the result that about 1 million (20 percent) fewer children are being served under compensatory education programs for disadvantaged students than were in 1980.

The Reagan Administration has also scheduled the elimination of federal support of teacher training programs, scholarships to encourage teaching careers, consumer and homemaker education, education for the handicapped, child nutrition programs and aid to public libraries.

During a period where our nation's flagging world economic leadership is of utmost concern to America's working people and when a renewed commitment to education is viewed as a key component to solving our economic ills, we are faced with an administration which does not believe that the federal government should play a role in providing funds for education. Since Rea-

gan took office in 1981, federal spending for education has been reduced by \$4 billion. Funds for education represented only 2.8% of his 1987 budget, as compared to 30% for military programs. The labor movement will continue to fight these cuts as a threat to the future well-being of America's working people.

At the state level, reduced funding for education because of Proposition 13 and other tax cuts has serious implications for California's future economic vitality and the general welfare of its working people. The California Labor Federation recognizes that SB 813, which was enacted in 1983, brought substantial new funds to kindergarten through high school education, but not enough to restore the cutbacks of the past ten years. California fell from a ranking of 16th in the nation for per pupil expenditures in 1972-73 to 27th in 1984-85.

As a result of inadequate funding, the quality of education in California has declined dramatically. Although the performance of our high school students on verbal SAT scores has climbed slightly over the last two years, it had dropped 46 points in the 15 years prior to 1983.

Dropout rates also reflect the crisis in our educational system. California is ranked 41st in the nation in its ability to graduate students from high school. One-third of all students will not complete high school, and this number appears to be increasing. For minority students the drop out rate may be as high as 40%.

By any comparison, California's classrooms are extremely overcrowded. We have the second highest student-teacher ratio in the nation. The average California teacher has one-third more students than the typical teacher in the United States. Los Angeles and other crowded districts have average class sizes as high as 34.

Enrollment is projected to increase dramatically in the next ten years with 100,000 students per year being added to our public schools between now and 1995. This compares to a steady annual decline in the number of students each year in the 1970's. The ethnic composition of our students is changing rapidly. By about 1990, the majority will be ethnic minorities. More will come from lower income families and 15 percent or more will arrive at school with-

out any knowledge of English.

At least 26,000 new classrooms, costing \$3.5 billion will be needed by 1990 to house these students, assuming present class size. 80,000 new teachers will also be needed by 1991 and if student/teacher ratios are reduced by 20% we will need 115,000 new teachers by 1990.

Clearly, we need a major new financial commitment to our public schools. The Federation calls for new revenues to be generated from a more progressive state income tax system to fund education at an adequate level. Quick fixes such as funding by lottery are no solution to the problem of funding education.

We firmly oppose any attempt to implement an educational voucher system within the California educational system and we explicitly reject proposals to create a private school tuition tax credit. Combined with already serious cutbacks in educational funding, these proposals can only further weaken public education in California. The Federation is especially concerned about the many variations of the voucher proposals. Such voucher proposals would erode California's public school system and weaken the already declining amount of upward mobility among occupational and income groups achieved through educational access. This upward mobility, which has always given America's poor a hope for a better future, is highly valued and must be preserved at all costs.

The California Labor Federation opposes all racial and ethnic segregation in public schools and embraces busing as a support method to rectify such illegal and morally unjust situations.

We urge the adoption of legislation to attain the goal of free, high-quality, comprehensive early childhood education and child care services for all children who need them.

This Federation believes vocational education must be related to actual employment and training needs. These programs can only be developed in consideration of local economic conditions, the area rate of unemployment and employment trends.

The Reagan cutbacks in college financial aid and the rising costs of university education are threatening to turn our state's system of higher education into a haven for the

rich alone. In particular, we call for funding increases for community colleges to match those for the University of California and the State University System. The ultimate goal for this state, and for the rest of the nation, must be free college tuition in higher education if all working people are to be assured of equal opportunity in the future.

The California Labor Federation endorses in principle the recommendations contained in the 1985 report of the California Commission on the Teaching Profession. In particular we support the report's emphasis on the need to expand and increase the direct involvement of teachers in the decisions that affect the teaching profession, eg., there should be a teacher majority on the California Commission for Teacher Licensing.

The California Labor Federation will also make every possible effort to protect collective bargaining rights for all teachers and school employees. Unionization is the most dependable way to correct the erosion of purchasing power and working conditions which has occurred during the past twelve years. Quality education is not possible while the skilled professionals who actually do the work are underpaid, overworked and are without the basic human rights to which all workers are entitled.

In reaffirmation of our support of quality education for all citizens as a civil right, we specifically endorse:

1. Adequate federal and state funding of education.
2. Universal early childhood education and child care within the public schools.
3. Continuation of the growth of adult and life long education.
4. A level of class size which allows teachers to provide individualized instruction and help.
5. Programs designed to dramatically reduce the current high rate of student truancy and drop-outs through expansion of remedial, clinical and guidance services so that children who come to school suffering the burdens of poverty can be reached and helped.
6. Presentation of organized labor's contribution to this nation's history in lectures, discussion and textbooks.
7. Opposition to the growing tendency by higher education institutions to "casua-

lize" teaching jobs by these schools' refusal to grant tenure to a greater number of instructors and by the replacement of full permanent tenured job slots with one year and other short term appointments.

8. Free universal public education.
9. Support for the allocation of funds to expand the arts on an equitable basis with other disciplines throughout the public school curriculum from pre-school through adult education.
10. Adequately funded programs to meet the educational needs of non-English speaking students.
11. Adequately funded programs for the education of the developmentally disabled.
12. Opposition to the policy of granting tax exemptions to schools which discriminate on the basis of race.
13. Elimination of a \$50 tuition imposed on Community College students in 1984.

Adopted, p. 35.

## XVIII THE ENVIRONMENT & WORKER SAFETY AND HEALTH

The Reagan Administration's commitment to protect and enhance corporate profits came into immediate and stark conflict with the legislative and administrative agencies which had been developed over the past several years to protect our natural and human resources.

Although none of the people Reagan appointed to carry out his plans to dismantle and deregulate, James Watt, Secretary of the Interior, Anne Gorsuch Burford, chief of the Environmental Protection Agency and Thorne Aughter, chief of the Occupational Safety and Health Administration, are still in office, the damage done to environmental and worker protections has been considerable.

Changes in leadership at the Environmental Protection Agency (EPA) helped put the EPA back on a more responsible course over the last two years, but inadequate funding for environmental programs and opposition to needed improvements of environmental laws threaten to weaken the protections these laws provide the public.

The catastrophe at Bhopal, India, which killed 2500 people, demonstrates that industrial health and safety hazards threaten whole communities as well as workers. U.S. communities have little protection against the occurrence of such accidents. The United States at present has no law which would have prevented a Bhopal type accident.

Two explosions at pesticide plants in different California communities, a train derailment in Arkansas that released deadly clouds of vinyl chloride into the air, and other accidents are further warnings that we live on the brink of disastrous accidents involving hazardous chemicals. Chemical spills and releases, contamination of work, clothing, and exposure to reproductive hazards put family members, neighbors and future generations at risk.

Currently the chemical industry is "virtually free to release into the air whatever poisonous or cancer-causing chemicals that it sees fit," according to the chairman of the House Subcommittee on Health and the Environment. Recent investigations by the subcommittee found one plant that annually releases 560,000 pounds of benzene, a chemical known to cause cancer, and another plant that annually releases 4.6 million pounds of methylene chloride, another carcinogen.

The EPA has never sought to collect information on toxic substances leaked into the air from chemical plants and has not kept an up-to-date list of where chemical plants in the United States are located.

The federal government has continued to fall well behind in its efforts to enforce the cleanup of hazardous waste sites, despite more responsible leadership of the EPA over the last two years. Since the Superfund law was enacted in 1980, only six waste dumps have been cleaned up. As many as 1,000 hazardous waste sites could end up on the priority list for cleanup under the Superfund program according to the Chairman of the House Committee on Energy and Commerce. The EPA can use the fund for immediate cleanup and then go to court to recover costs, but current funding for this process is woefully inadequate.

A ban has been proposed by the Administration on new EPA projects for wastewater treatment, allowing completion only of projects already started. Since there is considerable lead time involved in such large pro-

jects, the effects would first be felt in 1987. The reductions are estimated at \$50 million in 1987 and \$150 million in 1988.

Within a few years, annual construction of wastewater treatment plants would be reduced by an amount equal to a full year's budget authority, which has been about \$2.4 billion. Total federal grants have been accounting for more than one-half of total state and local annual investments in sewer systems. A backlog on unmet needs is developing at the current level of EPA grants, and termination of new project starts would accelerate the gap between required and available capacity for wastewater treatment in the nation.

Proposed budget cuts would reduce funding for public land purchase for parks and recreation areas by 35 percent. Present federal parks and recreation areas are already seriously overcrowded.

The budget cuts also mean that recreation user fees may increase substantially. User fees now cover 7 percent of the cost of maintaining recreation areas, and one proposal is to increase that figure to 25 percent.

Like the EPA, OSHA has been crippled by a combination of budget cuts and top administrators who have no commitment to the statutory goals of the agency. It has remained committed to deregulation and non-enforcement of the law. A leadership change in July 1984 brought no alteration in agency policies or actions. Reagan's second OSHA chief, Robert Rowland—the second political ideologue with no safety and health expertise—did virtually nothing during his brief, one-year tenure. It remains to be seen if Secretary of Labor William Brock and his new OSHA Administrator, will improve the agency's performance.

Despite OSHA's intransigence, the labor movement has been largely successful in thwarting Administration plans to weaken existing standards and has slowly moved OSHA to address a number of important health and safety issues.

In May 1985 the labor movement's struggle to win a strong right-to-know standard neared culmination with a major victory in the U.S. Appeals Court decision on labor's challenge to OSHA's Hazard Communication standard. The court ordered OSHA to extend right-to-know protections to all workers where feasible, and its decision

greatly limits employers' ability to hide behind trade secret claims. This has now been done through regulatory action.

Court suits have also been filed by unions in attempts to force OSHA to promulgate necessary new standards for ethylene oxide, formaldehyde and benzene. These legal challenges have advanced regulatory activity, but the process is long, slow and not always totally successful.

Other labor activities have resulted in proposed standards for asbestos and ethylene dibromide, but final regulations are still awaited. On the safety side, the final grain elevator safety rule remains in limbo and other promised safety rules have yet to be proposed.

Much of the blame for regulatory inaction rests with the Office of Management and Budget. Under Executive Order 12291, OMB has intervened in rulemakings on grain elevator safety, ethylene oxide, benzene and oil and gas well drilling, weakening or sidetracking proposed and final rules.

For the past several years OSHA enforcement activity has remained at a standstill. Budget cuts and policy changes introduced in 1981 are still producing fewer workplace inspections and citations and exempting the majority of employers from routine inspections. OSHA's baseless claims that its inspection policies are working have now been refuted by experience and independent analysis. National injury statistics for 1983 showed increased injury rates in many sectors targeted for inspection by OSHA. A major study of OSHA's effectiveness conducted by the Congressional Office of Technology Assessment found that earlier declines in injury rates were not due to Reagan inspection policies but were a result of the 1981-1982 economic recession.

The Mine Safety and Health Administration has operated under the same deregulatory philosophy as OSHA, but strict statutory requirements and a number of tragic mining accidents have somewhat limited MSHA's ability to weaken protections for miners. Nonetheless, enforcement statistics show citations and penalties are still reduced and the General Accounting Office has discovered that the agency failed to conduct mandatory inspections required by the law. MSHA has refused to respond to union requests to set standards for radon

daughter exposure and on the use of diesel engines in underground mines.

At the state level, developments under the Deukmejian administration have paralleled those at the federal level. The same philosophy prevails—business interests come first.

The State Department of Food and Agriculture has consistently and forcefully resisted legislative efforts to improve its regulation of dangerous pesticides. Nevertheless, public pressure and persistent lobbying by California Rural Legal Assistance, the California Labor Federation and numerous environmental and health groups did succeed in achieving the enactment of a compromise measure, the Birth Defects Prevention Act of 1984, to require the Department to fill some of the "data gaps" on the health effects of some 200 of the active ingredients in pesticides. A bill to require posting of warning signs around fields sprayed with dangerous pesticides was vetoed last year. The Governor's yearly cuts of millions of dollars in toxics program budget proposals by the legislature do not indicate a commitment to solving serious environmental problems such as the drastic threat to the state's drinking water supplies posed by toxic wastes.

In his first year in office, Deukmejian cut the Cal OSHA budget by \$4.9 million dollars which resulted in a loss of 86 positions most of which were involved in compliance activities. To its credit, the legislature restored the monies and positions in its version of the budget, only to have them vetoed by the Governor. Extensive oversight hearings by the Assembly Labor and Employment and the Senate Industrial Relations Committees succeeded in creating enough pressure to gain legislative restoration of 63 positions in the 1984-85 budget, but, despite a budget surplus, 33.5 of these were vetoed by the Governor. No further augmentations of the OSHA budget were attempted by the legislature until this year when the Governor blue-penciled the meager addition of two worker safety field enforcement staff positions.

Perhaps even more damaging to the effectiveness of the state OSHA than the budget cuts is the attitude of the administration toward worker safety. It relies more on the good will of employers than on a strict enforcement program to achieve compli-

ance with the law. New standards to protect workers remain bottled up in the proceedings of the OSHA Standards Board.

Persistent pressure from organized labor and from legislative oversight hearings have produced some results. A standard to protect workers from indoor air pollution was recently adopted, but only after the Federation had introduced legislation to set a definite date for the adoption of such a standard. This is the first standard adopted under the Deukmejian administration. Over a dozen new standards await board action and petitions for several more have been submitted in the last few months.

Cal-OSHA did support the renewal of California's "Right to Know" Act and a Federation-supported bill to delete the sunset provision of the law was signed last year. However, the Division continues to actively oppose bills to protect video display terminal operators and workers exposed to carcinogens.

The California Labor Federation supports the efforts of the national AFL-CIO to protect the laws protecting our environment and the health and safety of our workers from legislative and administrative attacks and to achieve effective enforcement of these laws. We recognize the need for a balance between the efforts to clean up our environment and the need for jobs. But the actions of the Republican administrations in Washington and Sacramento are neither motivated by the desire to preserve jobs nor by the desire to preserve the environment, but by the desire to benefit business.

At the state level the Federation supports:

1. Increased funding for Cal/OSHA to ensure strict enforcement and full implementation of the law.
2. Full implementation of the the "Right to Know" statute and defense of the state's right to provide stronger protection in this and all areas of health and safety than those provided by federal law or regulation.
3. The field posting of pesticides used in agriculture and coalition efforts to place the regulation of agricultural pesticides under control of Cal/OSHA.
4. The development of a comprehensive solid waste management resource recovery system. We oppose efforts to

institute a simplistic ban on nonreturnable beverage containers. Such a ban not only ignores the major litter problems we face but would also result in the elimination of thousands of permanent jobs in the bottle and can industries. Such legislation is insensitive to the social costs of economic dislocation. Bottle and can workers would be made to suffer as they experience unemployment, are forced to accept low wage jobs and are uprooted from their communities. We favor legislation which promotes recycling of beverage containers without the sacrifice of jobs in the bottle and can industry.

5. The establishment of a state land use policy which would prioritize public housing for low and middle income people. We reject the concept of blanket no-growth housing ordinances as essentially racist in nature and discriminatory against all working people.
6. That emergency response personnel must be afforded access to inspect the MSDS of any user, manufacturer, producer or seller of a hazardous substance.
7. Greater state control over the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects. The costs of toxic cleanups and damage to the environment should be borne by the industry, not by the public at large.
8. Increased state funding to acquire parklands and to provide better maintenance for our overcrowded park system which is falling into disrepair.

Adopted, p. 35.

## XIX ENERGY

The current drop in world oil prices is good news for American consumers who saw in the late seventies and early eighties a growing share of their income going to energy. Lower oil prices will help restrain inflation and raise consumer purchasing power and real wages.

The bad news is that the current oil glut is not likely to last for very long and the short sighted policies of the Reagan Administration have only moved us further away from solving our long term energy problems.

The basic premise of the Reagan govern-

ment's energy policy is that the market mechanism is the most effective and equitable system to allocate total energy supplies to different segments of the population and to determine the price each source of energy should bear. Because of this policy bias, our nation's energy policy will continue to be selfservingly dictated by the energy industry and income will continue to be redistributed from working people to big business.

The poor and the elderly suffer the most under the burden of high energy prices. They pay nearly 30 percent of their incomes for home energy needs, leaving little for other necessities. In winter months, the low-income family may pay as much as 50 percent of its monthly income for heat. For 1986 the administration has proposed cutting energy assistance to low income households by 39 percent.

The federal budgets for energy research and development and conservation programs were cut in 1985. Included in the cuts were research and development for fossil fuels and solar research and development. The programs to develop conservation standards for buildings and home appliances were abandoned. States concerned with energy conservation have been barred from developing their own standards.

The control of oil production, refining and distribution of oil, and natural gas by a few major oil companies continues to pose problems for consumers. Despite the natural gas oversupply, natural gas prices remained high in 1984 and began rising again in 1985.

Control over the energy situation has been strengthened by mergers involving some of the nation's largest oil and natural gas companies. In 1984, Texaco, the nation's third largest oil company, paid \$10.1 billion for Getty, the 13th largest company. Standard Oil of California, the 5th largest, paid \$13.2 billion for Gulf, the 4th largest. Mobil paid \$5.7 billion for Superior Oil Company. These mergers allowed oil companies to increase their oil reserves through acquisition rather than exploration and increased their power over prices and supplies.

The California Labor Federation stands firmly opposed to the Reagan Administration's free market energy policies. To speak of free market solutions, when less than a

dozen oil companies control the pricing and supply of oil and natural gas is an absolute travesty and an insult to the intelligence of the American people.

Instead the Federation urges Congress to pursue more extensive regulation of the pricing, supply and investment decisions of energy companies and utilities. Should pricing abuses continue, there will be an inevitable expansion of public ownership in these key economic sectors. During the short run, working people can no longer afford to leave energy decisions which affect their lives and the future health of their communities, simply to the profit motivations of big business. We must begin the fight to democratize energy pricing allocation and investment decisions by supporting proposals like the establishment of the Citizens Utility Board, if the U.S. is ever to be assured of safe, clean forms of energy in ample supplies at fair prices.

It is crucial that we succeed in formulating a rational democratic energy program calling for balanced planned economic growth. Our failure to devise and articulate such a program will fuel future inflationary pressures, the continued waste of our natural resources, and generate intensified levels of social conflict over the distribution of resources and income.

There have been successes with conservation. Energy use per dollar of production of goods and services has fallen from 47.9 thousand BTUs per dollar of output in 1982 to 45 thousand in 1984. The figure stood at 59.2 thousand BTUs per dollar of output in 1973. Government programs including mandatory automobile mileage standards and other conservation programs have helped improve energy efficiency. Americans have become more conservation minded, and industry has invested in more energy efficient plant and equipment.

One danger of the current low price of oil is that conservation gains of the past may be abandoned in a short sighted manner.

Oil imports have declined from the levels of the 1970s, but they have increased over the past two years, and total energy use in the United States was up in 1984. Oil imports rose from 4.3 million barrels a day in 1982 to 4.7 million barrels a day in 1984. Total energy use rose a substantial 4.6 percent in 1984, although some of this increase may be due to economic recovery and not



lessened conservation.

The Federation calls for a two-pronged program to increase conservation and to accelerate development of alternative energy sources. To encourage energy conservation, the California Labor Federation supports:

1. The increased government funding of research geared towards the development of more effective energy conserving technologies, products and services.
2. The establishment of temperature and lighting standards which could be effectively enforced in industry and commercial buildings and which would lead to energy conservation in heating, lighting and cooling.
3. Mandatory energy efficiency standards for major appliances and for all buildings.
4. The strengthening of automobile efficiency standards, the adequate enforcement of such standards and adequate funding for government research on improving automobile efficiency.
5. The expansion of subsidized mass transit and the retooling of industry to build more mass transit and insure that transit fares remain affordable.

Conservation, by itself, may not provide sufficient quantities of energy to insure full employment levels of economic activity, stable process and a clean environment. The development of popularly controlled alternative energy sources is an absolute necessity. Highest priority must be given to renewable energy sources: solar, wind, tidal, hydroelectric and geo-thermal. Various technologies are already available to harness these sources and these energy forms generally pose minimal environmental dangers. Some commitment should also be made to new areas of power generation like waste matter, oil shale, tar sands and other synthetic fuels. These resources must be developed at a careful pace because environmentally suitable technologies are not available in many instances.

The recent accident at Chernobyl points out the potential dangers of nuclear power.

More comprehensive safety inspections, licensing procedures and government regulation must be implemented to minimize the probability of nuclear accidents. There

must be increased research on viable solutions to the serious problem of nuclear waste storage. The California Labor Federation opposes the construction and operation of nuclear power facilities which may be threatened by earthquake faults. The decommissioning of PG&E's Humbolt nuclear power plant raises the question of the economic costs of nuclear power. The price of decommissioning may end up being six times the original cost of constructing the plant. The decommissioning of a larger facility could run between 3 and 4 billion dollars. The utilities' position at the Public Utilities Commission is that these costs should be borne by the consumers.

Should any of California's operating nuclear plants be closed due to safety problems, the utilities owning the plants should be responsible for finding comparable jobs for all plant employees.

It is also time for the U.S. government to take a controlling role in oil importation agreements and negotiations with exporting countries. Such government intervention should lower energy prices by cutting oil company profits.

We also urge continuation of the Alaskan oil export ban.

The Federation also endorses:

1. A state oil severance tax at the wellhead to protect California's natural resources and to ameliorate the state fiscal crisis. California is the only major oil producing state without a significant oil severance tax.
2. The reinstatement of a federal windfall profits tax on oil and natural gas.
3. Stronger environmental safeguards on energy derived from coal and nuclear energy sources.

Adopted, p. 35.

## XX. COMMUNITY CONCERN AND SERVICE

Crimes of assault and theft continue to plague our society and wage-earning Californians are among their most frequent victims.

While such a policy would certainly not end all crime, the California Labor Federation believes that the achievement of full employment for all at a just wage and good working conditions would go further to

reduce criminal activities than any other proposed solution. We especially oppose programs whose purported aims are to reduce crime but threaten the basic civil liberties of the American people.

Alcoholism and drug abuse are serious threats to job performance and job-site safety as well as to the life and health of millions of Americans. But employers are currently pushing methods for dealing with drugs such as random or blanket testing which violate the basic right to privacy.

Enlightened approaches to these problems and to the reduction of their ravages seeking their ultimate elimination, are legitimate concerns for labor unions, councils and this Federation.

It is the constitutionally mandated function of our American government to "promote the general welfare." Beyond that there is an ethical responsibility for all to assist those less fortunate economically and socially, whether in chronic distress or suffering the temporary effects of natural disaster or human-caused chaos.

In these areas of concern, the California Labor Federation, whenever consistent with the policies and interests of the national AFL-CIO, local unions and councils affected, and their memberships, urges positive action on:

1. Programs designed to stem the rising tide of crime and to alleviate its effects on law-abiding men, women and children of our communities, as well as seeking means to reduce the incidence of crimes against individuals and their property.
2. Cooperation with the National Council on Alcoholism and other similar programs in dealing with the many problems of the illness of alcoholism and drug abuse, particularly where they intrude upon the work site and affect occupational safety.
3. Cooperation consistent with the interests of the trade union movement is urged in United Way efforts and on behalf of such groups as the Red Cross, Muscular Dystrophy Association, City of Hope, International Guiding Eyes and others of similar merit.
4. Cooperation with pro-labor organizations committed to the elimination of bias stemming from prejudice against

people because of their race, color, creed, ethnic background, national origin, sex, sexual orientation, age, mental or physical disability.

5. Both at home and beyond our shores, working people and the poor too often suffer calamitous deprivation through natural disaster. The California Labor Federation, supports such causes as relief for earthquake, drought, and famine victims around the world.
6. Cooperation with programs for the benefit of the elderly.
7. Cooperation with community and local labor groups to gain access to Cable T.V. and other media and to encourage media work by organized labor to advance working people's interests.

Adopted, p. 35.

## XXI

### RIGHTS OF THE DISABLED

There are 47 million Americans who have disabilities including cancer, heart disease, back problems, multiple sclerosis, blindness and other visual impairments, deafness and impaired hearing, mental retardation, mental illness, and other physical and mental disabilities. Recent advances in medical science and technology assure that individuals who previously would not survive a disabling condition can now look forward to an average life span.

Historically, persons with disabilities have faced discrimination based on the general public conceptions 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 segregation in state hospitals, nursing homes, segregated and inferior educational institutions, and have resulted in massive unemployment and underemployment.

A recent survey of the civilian labor force in California determined that while almost 80% of non-disabled persons were in the labor force less than 45% of all disabled persons considered themselves in the labor force. Within that same year approximately 72% of all non-disabled individuals were employed while less than 35% of all disabled individuals were employed. These statistics were underscored by the fact that while 45% of disabled men were employed,

less than 28% of disabled women had found employment.

Similar to other segments of the labor force, disabled workers suffer from high levels of unemployment and even higher rates of underemployment, the latter being part time work or the under-utilization of skills.

Persons with disabilities are still largely unemployed or relegated to low paying non-union jobs in industry.

During the past decade the independent living movement has emerged to provide services and resources so persons with disabilities can become independent and self-supporting and participate in state and federal vocational rehabilitation programs. Through the efforts of the independent living programs, persons with disabilities have been able to achieve a place in the mainstream of society where they can make a lasting contribution.

Historically, the labor movement has always had a strong concern for workers who became disabled and unable to continue in their customary occupation or who must retrain into a new occupation. In order to promote the employment of persons 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. Continued enforcement of federal legislation prohibiting discrimination against individuals with disabilities including the Education of all Handicapped Children Act (94-142) and the Rehabilitation Act of 1973 including Section 501, 502, 503 and 504 with existing regulations and will oppose any revisions that weaken existing compliance requirements. Additionally we support the allocation and appropriation of budgets to agencies charged with the enforcement of this legislation that is significant to the task.
2. Legislation prohibiting discrimination against persons with disabilities by local transit providers who receive federal financial assistance since persons with disabilities have the right and need for access to transportation in order to obtain employment.
3. The adoption of a national health poli-

cy which will include provisions for a continuum of health care delivery systems embracing children, adults and the elderly, and which will provide benefits for all persons with disabilities without respect to age, disability or income.

4. State legislation to amend the Fair Employment Act to include mentally handicapped persons as a protected group.
5. Continued and expanded state and county support of community programs for the mentally disabled and developmentally disabled to ensure that those individuals have adequate services to continue to live outside of institutions.
6. Continued and expanded state and federal funding of rehabilitation and vocational rehabilitation programs so that disabled individuals have the maximum opportunity of entering the work force.
7. Accessibility by qualified disabled individuals to union employment and apprenticeship programs.
8. The continuation and expansion of efforts to bring union representation to sheltered workshops for persons with disabilities.
9. Efforts to bring union representation to board and care, community group homes and private convalescent facilities housing and caring for persons with disabilities.
10. Continued and expanded efforts to secure funding for county operated attendant care programs so that individuals employed as attendants can earn a wage adequate for their life needs and so that the stability of the attendant care workforce will be increased resulting in improved quality of care to persons with disabilities. This implies efforts to unionize the attendant care workforce.
11. The inclusion of non-discrimination on the basis of disability clauses in collective bargaining agreements including support for the concept of modified work to accommodate an individual with a disability and other reasonable accommodations.

Adopted, p. 36.

## Resolutions

### Trade with South Africa

**Resolution No. 1**—Presented by Painters & Tapers No. 15, Mountain View; and Service Employees No. 535, Oakland.

Whereas, Importation of South African goods results in the unemployment of many U.S. workers; and

Whereas, The United Nations Assembly has repeatedly called for the ending of trade with South Africa in order to end apartheid; and

Whereas, The Geneva Conference, attended by representatives of the entire world labor movement, in June 1983 called for all workers and their trade unions to organize a boycott of goods imported directly or indirectly from South Africa; and

Whereas, Even a number of large retail corporations with annual sales of almost 150 billion dollars have committed themselves to boycott South African goods, at the urging of CISTUR and the California Labor Federation, AFL-CIO; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, demand an end to trade with South Africa, and declare that its members have the right (if they choose to do so) to follow their consciences and refuse to handle such obnoxious goods.

Referred to Committee on Resolutions

Adopted as amended, subject matter referred to incoming Executive Council, p. 23.

### Rights of Labor in the Philippines

**Resolution No. 2**—Presented by Painters & Tapers, No. 15, Mountain View; and Service Employees No. 535, Oakland.

Whereas, The workers of the Philippines have suffered many, many years of Marcos repression, in which the right to join a union, and the right of that union to strike, boycott and picket were seriously curtailed; and

Whereas, The government headed by President Cory Aquino has freed all or almost all of the labor and political prisoners, for which we congratulate her, but she has not yet acted on the crucial question of trade union rights; and

Whereas, Congress is considering aid to the

Philippines; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that we request President Cory Aquino to grant immediately and in full, to the workers of the Philippines, all internationally recognized trade union rights; and be it further

Resolved, That we further request the United States Congress to grant immediate and adequate aid to the Philippines, but such aid must be conditioned upon the Philippine government granting all internationally recognized trade union rights immediately.

Referred to Committee on Resolutions

Adopted as amended, p. 23.

### Support South Korean Workers

**Resolution No. 3**—Presented by Painters & Tapers, No. 15, Mountain View; and Service Employees No. 535, Oakland.

Whereas, An increasing number of U.S. workers are losing their jobs due to the flight of U.S. capital to such countries as South Korea because of the low wages resulting from the flagrant denial of workers' rights to join and function in unions; and

Whereas, South Korea is among the worst of these countries; it chooses which union workers will be permitted to join, forbids a large number of workers to be in a union, brutally attacks strikers and now imprisons some 60 labor activists for legitimate labor activities; and

Whereas, There is further threat to the jobs of U.S. workers as a result of the very unfavorable (to the U.S.) balance of trade with South Korea, following Chun Doo Hwan's taking over of the government in a May 1980 coup, after which he rewrote the country's labor laws; and

Whereas, The United States furnishes well over a billion dollars every year in aid to dictator Chun in the form of a tremendous number of troops and a great deal of weaponry; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, demand that the South Korean gov-

ernment release all prisoners imprisoned for their union activities; change the laws so as to allow workers to freely organize and control their own unions; stop its present suppression of circulation of a petition for the direct election of the President; and be it further

Resolved, That this Convention demand that the U.S. government cease all military aid, economic aid and loans to South Korea until that government grants full trade union and political rights; and be it finally

Resolved, That this Convention demand that the Administration declare South Korea to be excluded from the tariff-free privileges it now enjoys under the Generalized System of Preferences.

Referred to Committee on Resolutions  
Adopted as amended, p. 24.

### Community Services

**Resolution No. 4**—Presented by Orange County Central Labor Council, AFL-CIO, Santa Ana.

Whereas, It is clear from emerging patterns of unemployment and manpower trends in our industry that the jobless will need locally sustained human services for the foreseeable future; and

Whereas, Unemployment undermines the mental, social and economic health of our member families. It creates an alienation that results in increasing numbers of suicides, divorces, alcohol and drug addiction and physical and mental abuse cases; and

Whereas, Unemployment is a concern, not only because of the human tragedy, but also because it creates a permanent threat to dropping membership, to bargaining power and to our ability to organize; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation encourage the development of union support groups, utilizing the help of human service professionals to involve their membership in identifying the problems and joining together to address their common concerns; to encourage the self-help capacity and build on the strengths of the working, retired, elected officers and unemployed members, joined in solidarity; and be it further

Resolved, That they train AFL-CIO union counselors through Labor's Community Ser-

vices Liaison Program so that more union members become skilled at working with human service professionals to assist members in need of information or referral for personal and family concerns; and be it finally

Resolved, That the California Labor Federation also strongly recommend community service activity, at *all* levels, in light of its value to organized labor in making visible the value of unions in our communities.

Referred to Committee on Resolutions  
Adopted as amended, p. 35.

### Oppose Anti-Meat Packer Bill, HR 4744

**Resolution No. 5**—Presented by United Food and Commercial Workers No. 126, Fresno.

Whereas, Arizona and California cattle-feeder associations are planning a \$50 million dollar meat packing plant at the Mexican border near San Luis Rio, Colorado or Mexicali to process up to 780,000 U.S. cattle annually for sale as beef to this country; and

Whereas, The cattle holding pens would be on the American side, with the plant on the Mexican side; and

Whereas, About 70% of the jobs would be on the Mexican side where wages are about \$9 per day compared to pay scales of \$12 to \$16 per hour for packinghouse jobs in this country; and

Whereas, The proposed new plant venture would employ a potential of 1,200 people; and

Whereas, This giant packinghouse with a capacity larger than any in Arizona or California could be operating within the next eighteen months; and

Whereas, The 780,000 annual head of cattle that would be slaughtered at the plant can be compared with last year's total for Arizona of 406,000, or California's 1.6 million; and

Whereas, Arizona and Imperial Valley California feeders have already pledged to send 307,000 cattle per year to the new plant; and

Whereas, Cattle-feeder associations in Arizona and Southern California have raised \$44,000 to support the Mexican meat packing plant through a 10 cent per animal fund set up last year; and

Whereas, With that money they have hired

the Washington, D.C. lobbying firm of McMillan and Farrell to push a bill; and

Whereas, That bill referred to as HR 4744, was introduced in the House of Representatives in Congress on May 1 by Congressman Bill Thomas, Republican of California; and

Whereas, Basically that bill, HR 4744, and soon-to-be introduced Senate legislation would seek exemption from certain U.S. laws to assist the venture so that they would enjoy the advantages of cheap \$9 per day Mexican labor without the disadvantages of U.S. tariffs and U.S.D.A. inspection requirements and also to create a free trade zone to avoid import quotas; and

Whereas, Unsigned agreements have been reached with a Mexican meat company to build and operate the plant and with a U.S. meat packer to sell the meat; and

Whereas, It is rumored that unsigned agreements have also been reached with state and national governments in Mexico and with the U.S. meat inspection agency; and

Whereas, It is further rumored that unsigned agreements have been reached with the U.S.D.A. to operate the plant on the Mexican soil under a grant from the U.S.D.A.; and

Whereas, The Mexican World Bank in Mexico City and Pablo Brener, who owns several Mexican meat packing plants, will heavily finance the venture; and

Whereas, Monfort of Colorado plans to provide technical expertise in operation and sales; and

Whereas, Issues such as poor health standards and inferior water standards and inferior safety standards and grossly unfair labor competition and the needless changes of existing law and concerns of unwholesome products and the integrity of the beef industry are very legitimate issues; and

Whereas, This group of cattle feeders and their supporters will do everything in their power to pull off this scheme; and

Whereas, This scheme will cause irreparable harm to our packinghouse members who have fought bitter battles in recent years to maintain decent wages and benefits and working conditions; and

Whereas, No other industry or its workers will be secure if corporations decide to copy-

cat what is being attempted; therefore be it

Resolved, That the delegates to this Sixteenth Biennial Convention of the California Labor Federation go on record to unanimously oppose HR 4744 and any companion or similar legislation; and be it further

Resolved, That this body will make every effort possible to seek a similar resolution from the AFL-CIO, either through Executive Board or convention action, at the earliest, due to the grave nature of this matter.

Referred to Committee on Resolutions

Adopted as amended, p. 34.

### **Oppose The Boucher Bill**

**Resolution No. 6**—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The Board of Directors of Musicians' Union Local 47, AFM ("Board") has studied those certain bills currently before Congress known as HR 3521 and S 1980 (the "Boucher Bill") which concern mandatory source licensing of public performance rights in musical compositions; and

Whereas, The Board has concluded that the Boucher Bill would cause substantial economic loss to the songwriter/composer members of the American Federation of Musicians and otherwise is adverse to the interests of the membership of the Federation as a whole; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, request the support of the Executive Council of the AFL-CIO in taking all necessary steps to urgently oppose the adoption of the Boucher Bill by Congress; and be it further

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation take all necessary steps to oppose passage of the Boucher Bill by Congress, including but not limited to requesting the Executive Councils of the California Labor Federation, AFL-CIO, and the National AFL-CIO to take all such similar action on an urgent basis.

Referred to Committee on Resolutions

Adopted, p. 34.

**Textile and Apparel Trade Enforcement Act**

**Resolution No. 7**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, The apparel and textile complex is the largest manufacturing industry in the United States, and one out of eight industrial workers is employed in apparel and textile production; and

Whereas, There are now 1.8 million apparel and textile workers (down from 2.5 million in 1975)—more than in basic steel, auto assembly and chemical refining combined; and

Whereas, Apparel imports now stand at over 50% of domestic apparel consumption—the equivalent of over 300,000 lost job opportunities for Americans; and

Whereas, Apparel imports increased 21.3% last year alone, and in 1983 and 1984, imports grew two and three times, respectively, faster than domestic demand for garments; and

Whereas, Garment and textile workers are often the most vulnerable and least "marketable" members of our society. Over 80% are working women. In urban areas, many are minority members and new immigrants. In rural areas, garment or textile factories are often the only employers in the area; and

Whereas, Apparel workers are not highly paid. The average garment worker (including union and non-union scales) earns \$5.75 an hour, 40% below the average American industrial wage; and

Whereas, Consumers do not see any savings from low-wage imports. Studies show that retailers regularly mark-up imports to the same price as domestically made goods; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, urge all affiliates and their membership to write their representatives in Washington to urge an override of the Presi-

dent's veto of the Textile and Apparel Trade Enforcement Act of 1985 on August 6, 1986.

Referred to Committee on Resolutions

Adopted, p. 23.

**Statue of Liberty**

**Resolution No. 8**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, 1986 is the 100th anniversary of the Statue of Liberty, the universally known and loved symbol of America as a land of freedom and opportunity. A nationwide campaign is being carried out to raise the \$230 million needed for the restoration of the Statue of Liberty and Ellis Island; and

Whereas, The Statue of Liberty is an embodiment of labor's purpose, a symbol of a nation built by working people of all races, creeds, and nationalities, drawn to these shores in search of freedom and the opportunity for decent work. Our movement, like the nation itself, was built on the struggles of generations of immigrant workers who found that the promise of openness and opportunity was not always a reality. Many of our forebearers arrived on these shores to face prejudice and exploitation. Not only the slaves cruelly imported for hard labor, but the refugees from poverty and oppression in Ireland, Italy, China, Eastern Europe and so many other lands, were all too often welcomed by sweatshop bosses and ignorant prejudice; and

Whereas, Those workers of all races and nationalities joined together to make the promise of the Statue of Liberty a reality. Many of our unions were born of those struggles by immigrant workers. The International Ladies' Garment Workers' Union was founded by immigrants, mainly Jewish and Italian, who combined the ideals they brought from their native lands with the promise of their new land to create a new kind of unionism. Our experience is not unique. Every American union has roots in the rich and varied experience of immigrant workers; and

Whereas, Today, the American labor movement continues this tradition. We in the ILGWU find our immigrant traditions enriched by new generations of workers from Latin America and Asia. We continue the fight against exploitation of vulnerable immigrant workers and the prejudice too often facing newcomers of different races and cultures. This struggle is the true legacy of the Statue of Liberty and of the American labor movement; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, begin an on-going campaign to educate the American people about the valuable contributions of immigrant workers and about the role of the labor movement in bettering the condition of immigrant workers and making the promise of the Statue of Liberty a reality.

Referred to Committee on Resolutions  
Adopted as amended, p. 35.

#### **A. Philip Randolph Institute**

**Resolution No. 9**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, A. Philip Randolph's life and work are an historic contribution to and symbol of cooperation of the black community and organized labor's idealism and practical activism for the advancement of civil rights and the rights of working people; and

Whereas, The A. Philip Randolph Institute is an institution which carries on his work through systematic organization, membership involvement and activism; and

Whereas, The A. Philip Randolph Institute works within the councils of the labor movement on every level; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the A. Philip Randolph Institute and urge affiliated unions to cooperate with its programs.

Referred to Committee on Resolutions  
Adopted as amended, pp. 34-35.

#### **Strengthening Medicare**

**Resolution No. 10**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, The health care system in the United States of America is woefully inadequate to meet the needs of the American working people; and

Whereas, Many in our society are unemployed, underemployed, disabled, elderly, or children in these families who have no recourse to job-related health care coverage; and

Whereas, Medicare is the only recourse to health care for these many people who are the victims of an uncaring, unjust economic system which favors the rich and powerful; and

Whereas, The privileged few, through their right-wing political representatives, have continually sought to weaken Medicare, inadequate as it is; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, endeavor to protect and improve the Medicare system.

Referred to Committee on Resolutions  
Adopted, p. 27.

#### **Civil Rights**

**Resolution No. 11**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, The American labor movement has a strong and proud tradition of supporting civil rights for all people. It is the responsibility of unions to guarantee that workers shall be judged on the merits of their work and not by what they do in their private lives; and



Whereas, Dismissal and harassment of workers for reasons unrelated to job performance have been used to intimidate workers from unionizing. Legislation prohibiting discrimination based on sexual orientation is consistent with the principles of the California Labor Federation, AFL-CIO, and a person's right to privacy; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, protest any personnel actions taken against any worker merely based on sexual orientation; and be it further

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, support the enactment of federal, state, and local legislation that would guarantee the civil rights of all persons regardless of sexual orientation in employment, housing, credit, public accommodations and public service.

Referred to Committee on Resolutions  
Adopted, p. 35.

#### **Child Care for Working Women**

**Resolution No. 12**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, The lack of adequate and affordable child care facilities causes economic distress among families with working mothers; and

Whereas, Women are often kept from gainful employment which they seek out of necessity rather than choice because they have no available child care; and

Whereas, A large and growing percentage of the American work force is composed of working mothers; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, call for and support the enactment of federal and state legislation to broaden child care services in both scope and quality.

Referred to Committee on Resolutions  
Adopted, p. 26.

#### **Insurance Availability and Affordability**

**Resolution No. 13**—Presented by International Ladies' Garment Workers' Union, Cloakmakers No. 8, Dressmakers No. 101, Ladies' Garment Cutters No. 213, Office & Distribution Workers No. 214, Ladies' Garment Workers No. 215, San Francisco; Locals 55, 84, 96, 97, 270, 451, 512, Los Angeles; and the Pacific Northwest District Council, I.L.G.W.U.; and the Southwest District Council, I.L.G.W.U.

Whereas, Consumers, small businesses and public agencies across the state are experiencing a crisis in the availability and affordability of insurance; and

Whereas, This affordability and availability crisis affects consumers in both their personal and professional lives; and

The state has failed to adequately address this problem; and

Whereas, The long term effects of this crisis may leave consumers inadequately protected in the marketplace; and

Whereas, Insurance is a necessary component of the competitive marketplace; and

Whereas, In some cases the dramatic increases in premiums are not justified by loss data; and

Whereas, The prohibitive high cost of liability insurance has forced some to "go bare," thereby opening themselves and consumers to unprotected risks; and

Whereas, The liability insurance crunch has forced some local governments to reduce services; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, support the following actions:

1. Increasing the authority and resources of the state insurance commissioner to assure that increases in insurance premiums are actuarially justified.

2. Insuring that consumers are represented in the rate regulation process.

3. Requiring the disclosure of loss data to both the commissioner of insurance and the public.

4. Redefining excessive rates to allow the insurance commissioner to both investigate and prosecute those companies charging rates which are too high or too low to be actuarially

justified.

5. Bringing the insurance industry under the anti-trust laws on both a federal and state level.

6. Limiting insurance companies' abilities to cancel mid-term or non-renew policies to businesses and public agencies.

7. Requiring review by the insurance commissioner of all rate increases greater than 50% of the previous year's premiums.

8. Allowing consumers, public agencies, businesses and organizations to form groups to obtain insurance.

Referred to Committee on Resolutions

Adopted as amended, p. 27.

### Keep Delaval Open

**Resolution No. 14**—Presented by Molders and Allied Workers No. 164, Oakland; and the Central Labor Council of Alameda County, Oakland.

Whereas, The Enterprise Engine Division of Transamerica Delaval, Inc. has operated a large diesel engine building plant in Oakland, which historically employed over 1,000 workers until three years ago, over three quarters of whom have been union members; and

Whereas, Transamerica Corporation has announced its intention of divesting itself of all manufacturing operations, not because they have not been profitable, but because they make a lesser rate of profit than the 20% rate of return the corporation desires in concentrating on its insurance business; and

Whereas, Transamerica Delaval, Inc. closed the foundry in the Oakland plant on June 27, 1986, laying off the last 66 workers there and moving their work to South Korea, where, because of the suppression of workers' rights by the South Korean military dictatorship, the corporation expects to have the work done for \$1.00 per hour; and

Whereas, The part of the Oakland plant remaining open will close soon for the same reasons which led to the closing of the foundry; and

Whereas, The closing of the Enterprise Engine plant will mean the direct loss of over 1,000 jobs in the Bay Area, the loss of thousands more jobs dependent on the operation of the plant and the paychecks of its workers, the loss of tax revenue to local government, and an increased strain on social

services and increased suffering for the workers involved; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation believes that a new owner for the plant should be found, committed to operating the plant and vigorously pursuing the business; and be it further

Resolved, That the California Labor Federation ask the City of Oakland and Alameda County to fund a plant retention study, showing how the plant can be profitably operated and the negative impact of its closing on the community; and be it further

Resolved, That the California Labor Federation ask the City of Oakland and Alameda County, on the basis of the plant retention study, to take all necessary steps to ensure the sale of the plant and the business to a buyer committed to keeping it open, and be it finally

Resolved, That the California Labor Federation call on Transamerica Corporation to reopen the foundry in the Enterprise Engine plant, and to keep the plant open until an acceptable buyer is found.

Referred to Committee on Resolutions

Adopted, p. 36.

### Defeat the LaRouche Initiative

**Resolution No. 15**—Presented by Service Employees No. 535, Oakland.

Whereas, The so-called LaRouche Initiative has been placed on the November ballot in the State of California; and

Whereas, The measure was launched by forces of the notorious ultra-right-wing Lyndon LaRouche; and

Whereas, It would grossly violate the civil liberties of thousands of workers in public employment, health care, and the service industries; and

Whereas, It aims at fueling ignorance and hysteria and is based on unscientific testing, guilt-by-association, and suspicion; and

Whereas, It would provide for measures comparable to the shameful internment of Japanese-Americans during World War II and would inflict on persons with AIDS or AIDS Related Condition unnecessary, additional suffering, including virtual imprisonment; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation urge all of its affiliates to educate our members against the measure through our newspapers and every other available means; unite with the gay and lesbian and other allied movements toward a broad-based campaign to defeat the LaRouche Initiative.

Referred to Committee on Resolutions

Filed with comment, p. 35.

### **Support Hayes-Conyers Income & Jobs Action Act and Conyers Shorter Work Week Bill**

**Resolution No. 16**—Presented by Molders and Allied Workers No. 164, Oakland; the Central Labor Council of Alameda County, Oakland; the Northern California Joint Council of Service Employees No. 2, San Francisco; and Office and Professional Employees No. 29, Emeryville.

Whereas, Long-term unemployment places an intolerable burden on the economy and an unnecessary load on working taxpayers, and no worker's family has escaped the sting of government-assisted corporate attacks on the living standards of the American people, their schools, their housing and their medical care; and

Whereas, Never, since the Great Depression, have the twin burdens of unemployment and poverty weighed so heavily on so many for so long, and never, in more than a half-century have employers so brazenly used the growing army of the unemployed to attack the conditions of organized workers; and

Whereas, The labor movement, battered by the ruthless restructuring of basic industry, the application of new technology, the export of jobs and the vicious union-busting attack by corporate power, faces a difficult but necessary challenge—to require the creation of jobs for all who need and want them; and

Whereas, Our labor movement was born in the battle for the 8-hour day, grew to maturity in the campaigns that culminated in the passage of legislation in 1938 that paved the way for the 8-hour day, 40-hour week, and has always fought for shorter hours as the best means of creating jobs and reducing unemployment; and

Whereas, Since that time there has been no significant decrease in the hours of labor, and

in fact the 8-hour day, 40-hour week has been sabotaged by the concerted campaign for compulsory overtime; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse enactment of HR 2933, the Conyers Shorter Work Week Bill, with its provisions for a 32-hour statutory work week, a ban on compulsory overtime and an increased penalty for overtime work from one and one-half times to two times the regular rate, creating at least 7 million new jobs; and be it further

Resolved, That this Convention also endorse enactment of HR 1398, the Hayes-Conyers Income and Jobs Action Act, in order to force the Federal government to accept its responsibility to guarantee either a job or a decent income to all working people unable to work for the duration of unemployment; and be it further

Resolved, That this Convention request the California Labor Federation to endorse these two bills and mobilize the entire labor movement, its friends and allies to join in a mass campaign for its passage; and be it finally

Resolved, That the Federation call on our Congressional Representatives to hold hearings on these two bills in the Bay Area in the near future.

Referred to Committee on Resolutions

Filed with comment and referred to incoming Executive Council, p. 34.

### **Oppose Food Irradiation**

**Resolution No. 17**—Presented by Graphic Communications No. 583, San Francisco.

Whereas, Research into the consumption of irradiated foods and food components contains examples of serious and adverse effects on health; and

Whereas, Irradiation with gamma radiation and X-ray radiation can adversely affect vitamin content and nutrient profile, and can create potentially harmful (carcinogenic, mutagenic & teratogenic) chemical compounds not found originally in the unirradiated food; and

Whereas, Commercial irradiation of foods will depend upon the redistribution of spent nuclear weapons and fuel wastes (Cesium-137) and man-made radioactive materials (Cobalt-60); and

Whereas, The economics of food irradiation require the building of many facilities throughout our state and nation, and such facilities will contain significant quantities of radioactive materials and would be located in and around food producing and processing areas and close to population centers; and

Whereas, Extensive and regular transport of great quantities of highly radioactive material over the state's roads and highways would be required and would greatly increase the likelihood of nuclear accidents and the risks of human exposure and ecological contamination from spills, accidents and leaks; and

Whereas, Past irradiator experience in the United States and elsewhere in the world reveals that employees of such facilities are at greatly heightened risk of radiation exposure; and

Whereas, There needs to be federal, state and regional and local emergency networks and procedures and trained personnel in place and prepared for any eventuality; and

Whereas, This proposed nuclear food industry cannot be allowed to launch with the consequences to the public learned on a trial and error basis; and

Whereas, There must be in place proven and reliable technology for decontaminating the facilities in the case of an accidental release within the plant, proven and reliable methods in place for protecting the workers from even short exposures to radiation, proven methods of evacuation, emergency response systems and communication within the plant and with authorities, and identification of persons responsible for emergencies; and

Whereas, There needs to be unambiguous identification of parties responsible for liability and the carrier of liability insurance in amounts necessary to fully indemnify for all losses; and

Whereas, The food safety of irradiated foods is strictly theoretical, and as the Food and Drug Administration puts it, "based entirely on theoretical calculations in radiation chemistry," and the FDA has found only five (5) studies in the literature which "can be said to support food safety" among 413 it reviewed while 32 revealed adverse effects; and

Whereas, Food irradiation has been falsely presented as eliminating the need for pesticides; and

Whereas, Food irradiation will not eliminate the need for pesticides, but it will (1) alter the pesticides used in pre-harvest, the steroids and hormones and antibiotics used in animal husbandry, and produce additional potentially toxic chemicals, (2) frequently require additional use of chemical preservatives after irradiation, and (3) only be capable of substituting for a particular fumigant in unusual quarantine circumstances in import/export trade from other countries into the United States; and

Whereas, The introduction of nuclear technology into agriculture will adversely affect small and medium farmers, and may accelerate their demise and unemployment; and

Whereas, The long term use of higher sterilizing doses of radiation will lead to the export of meat and poultry packing jobs to areas of lower wage and working conditions, and will lead to export of American food treatment and preparation jobs; and

Whereas, Reliable alternative methods exist for each potential application of nuclear technology to food; and

Whereas, This is a costly, capital intensive technology whose costs would have to be borne by food purchasers, in the short run, and ultimately by the taxpayers in the long run in the event of disasters and lower employment; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as opposed to the introduction of gamma and x-ray irradiation technology in food processing and post-harvest treatment; and be it further

Resolved, That the California Labor Federation call upon the California State legislature to adopt legislation prohibiting food irradiation treatment within California; and be it further

Resolved, That the California Labor Federation ask each of its affiliates in California to urge their State Senators and Assemblymembers to support Senate Joint Resolution 58 which calls for Congress to require extensive studies of the impacts of this nuclear technology on food, and urges no further promulgation of new regulations approving food irradiation; and be it further

Resolved, That the California Labor Federation direct its affiliates to urge their U.S. Con-

gress members to support HR 4762, the Food Irradiation Safety and Labeling Requirement Act of 1986, which will impose a moratorium on the irradiation of fruits, vegetables and pork, mandate impact assessments and biochemical studies, prevent export "dumping" of illegally irradiated foods, and require full labeling of irradiated ingredients in processed foods; and be it further

Resolved, That the California Labor Federation call upon the State legislature to acknowledge the public's right to know what is in their food, and how it has been treated, and urge the State legislature to adopt legislation requiring all retail food stores to post notices and shelf-talkers which announce IRRADIATED FOOD adjacent to or near each food which contains irradiated ingredients or which has been irradiated; and be it finally

Resolved, That the California Labor Federation shall communicate this resolution to its affiliates, to the California Congressional delegation, and the California legislature.

Referred to Committee on Resolutions  
Adopted as amended, p. 27.

### **Wrath of Grapes Boycott**

**Resolution No. 18**—Presented by United Farm Workers of America, Keene.

Whereas, Table grape growers in California continue their advertising campaign to convince consumers that fresh grapes are a natural snack; and

Whereas, The United Farm Workers of America, AFL-CIO, have begun their "Wrath of Grapes" campaign to tell the American people the truth about toxic chemicals which are used on grapes, about how these pesticides harm farm workers, and about the pesticide residues which remain on the grapes which the American people buy; and

Whereas, The World Resources Institute reports that over 300,000 farm workers are poisoned each year by chemicals used in agriculture; and

Whereas, Juan Chabolla, a farm worker who died of pesticide poisoning, might be alive today if legislation that Senator Nicholas Petris has been trying to pass for the last 20 years in the California Legislature had been in effect; and

Whereas, Senator Petris' bill is a modest

proposal requiring growers to post warning signs in fields which have recently been sprayed with dangerous pesticides; and

Whereas, Since the 1960s, the United Farm Workers of America have helped farm workers and consumers win protections from dangerous pesticides such as DDT, Aldrin, and Dieldrin before the government took any action; and

Whereas, Grape growers are now using five deadly pesticides—Parathion, Captan, Dinoseb, Methyl Bromide and Phosdrin that poison farm workers, cause cancer and birth defects in children, and threaten the safety of consumers; and

Whereas, The California Agricultural Labor Relations Board has ceased to be a vehicle to help farm workers improve their lives; and

Whereas, The United Farm Workers of America, under the leadership of Cesar Chavez, has called for a new boycott of non-union table grapes; and

Whereas, Across North America, state and federal lawmakers, mayors and city councils, labor and religious leaders, minorities, students, and consumers are taking the grape boycott pledge and spreading the word; and

Whereas, The National AFL-CIO stands behind the farm workers in their resolve to improve the lives of North American farm workers and their right to safe working conditions and decent wages and benefits; therefore be it

Resolved, That the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, endorse the new Wrath of Grapes boycott and urges its affiliates to do the same and adopt the Solidarity Membership Program.

Referred to Committee on Resolutions  
Adopted as amended, p. 34.

### **Toxics Pollution in the Workplace and the Environment**

**Resolution No. 19**—Presented by East Bay Regional Parks, A.F.S.C.M.E. No. 2428, Albany.

Whereas, The use of toxic chemicals and the use of pesticides and herbicides to control insects and weeds in agriculture and on public lands has reached the point of posing a serious

threat to California's environment and to our own physical well-being as workers and consumers as well as a threat to our economy if such use remains uncontrolled; and

Whereas, This threat is exemplified by:

- State Department of Health Services tests indicating that 22% of California's large drinking water systems are contaminated by toxic chemicals and 41% of the wells tested in the Los Angeles area are contaminated.
- A 1984 study by the National Resources Defense Council which found that 44% of the fruit and vegetables sampled in San Francisco stores showed contamination with 19 pesticides and chemicals.
- A recent feature article in the San Francisco Chronicle which reports that Aldicarb, the chemical which poisoned 1,175 people who ate contaminated watermelons last summer, is still in use in California and that the legislature is considering spending \$6.1 million of the taxpayers' money to reimburse growers and retailers for watermelons which were ordered to be destroyed and nothing to reimburse victims.
- A California Legislative Analyst's report which estimates that cleaning up 200 contaminated waste sites in the state will cost up to \$2.6 billion.
- A study by the National Academy of Sciences which indicates that there is insufficient data on almost 80% of the 65,000 most widely used industrial chemicals to determine their health risk.
- A study of the costs of asbestos related deaths in California which estimates that such costs will average \$600 million a year during the period from 1979 to 2027.
- A Labor Department study which shows that only 1 out of 20 persons totally disabled from an occupational disease collects from our workers' compensation system, 53% draw Social Security, 21% private pensions, 17% veterans benefits, 16% welfare and 1% private insurance; and

Whereas, The best method of preventing further toxic tragedies and reducing the incidence of toxics-related cancer and birth defects is to reduce the use of toxic chemicals; and

Whereas, Only a well-informed public can make the decisions to protect families and

communities from toxics problems; and

Whereas, The people who are exposed to the risks should have a major voice in determining policies for dealing with toxics problems; and

Whereas, The rights of victims of toxic exposure must be protected and the burden of toxics pollution should not be shifted to the public; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation:

- 1) Support legislation designed to promote the development of alternative, safe substitutes for toxic chemicals, and to promote the use of integrated ecological pest management programs in agriculture and on public lands.
- 2) Support legislation which would expand right-to-know laws, to require more complete monitoring of the chemicals made, used, stored and emitted by industry and also of the levels to which workers and the public are exposed.
- 3) Support legislation to require full study of the long term health effects of toxic chemicals.
- 4) Support the right of local governments to have stricter protective guidelines regarding toxic chemicals and pesticides than federal and state guidelines.
- 5) Support legislation to ensure that toxic polluters are strictly liable for the harms they cause to workers and to the public and oppose industry efforts to shift the expense of public health onto individual victims and taxpayers.
- 6) Work closely with the Toxics Coordinating Project, a statewide coalition dedicated to supporting the right of Californians to both healthy jobs and a healthy environment, in its efforts to achieve sound public policy in California to reduce toxic contamination in our workplaces and in the environment.

Referred to Committee on Legislation

Adopted, p. 17.

### **Drug Testing and Workers' Rights**

**Resolution No. 20**—Presented by the San Francisco Labor Council, San Francisco.

Whereas, It is the public policy of the State of California that all citizens enjoy the right of privacy in the work place; and

Whereas, Such right is guaranteed in Article I, Section 1 of the California Constitution; and

Whereas, The purpose of the aforementioned Article is to protect employees against unreasonable inquiry and investigation into off the job conduct, associations and activities not directly related to the actual performance or job responsibilities; and

Whereas, The abuse of testing procedures to determine the use or misuse of chemical substances of any type or kind violates the basic law of individual privacy; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation prepare appropriate protective legislation that clearly defines workers' rights regarding testing for use of chemical substances; and be it further

Resolved, That the California Labor Federation present such legislation to the legislative bodies for enactment into law; and be it finally

Resolved, That the recently enacted resolution to the Charter of the City & County of San Francisco be used as a model for the proposed legislation.

Referred to Committee on Legislation

Adopted, p. 17.

### **Credit Card Interest Rates**

**Resolution No. 21**—Presented by Engineers & Scientists of California, MEBA, San Francisco.

Whereas, The use of credit cards is an integral part of today's consumer world; and

Whereas, California retailers and banking institutions currently charge interest rates on credit card use well above the national average; and

Whereas, In addition to exorbitant interest rates, banks and retailers also charge annual membership fees for the use of the credit cards; and

Whereas, California retailers and banking institutions have failed to pass along the lower costs of borrowing money to their credit card users; and

Whereas, California credit card users would save more than \$500 million annually if charges on credit card accounts were held to 5% above

the current interest rate on Treasury bills; and

Whereas, The savings to California consumers and workers would provide a powerful economic stimulus to the retail store industry thereby increasing employment; and

Whereas, California credit card holders now pay \$1.2 billion annually in interest payments; and

Whereas, The Labor Federation in the State of Washington has previously undertaken a successful campaign to reduce interest rates on charge accounts; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the California Labor Federation adopt this resolution and cause to be introduced legislation establishing credit card interest rates to be held to 5% above the current interest on six month Treasury bills; and be it further

Resolved, That annual membership/usage fees on banking and retail credit cards be held to a maximum of \$18; and be it finally

Resolved, That if this proposed legislation is not acted upon due to legislative inactivity or gubernatorial veto, the California Labor Federation will assume leadership to qualify this proposal as a proposition on the November, 1988 ballot.

Referred to Committee on Legislation

Adopted as amended, p. 17.

### **Child Care**

**Resolution No. 22**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, As increasing numbers of women continue to enter the workforce, the issue of the availability of responsible and affordable child care takes on critical importance affecting the quality of life of American working families and the welfare of the nation's children; and

Whereas, In light of the demonstrable need, unions, employers and governmental bodies are paying greater attention to this significant issue; and

Whereas, The California State Legislature, in 1985, took a partial but major step forward by enacting legislation providing organized care and programs for school-aged "latch-

key" children; and

Whereas, A few union contracts now address the issue of child care and the subject is being brought to the bargaining table with greater frequency; therefore be it

Resolved, That, the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO:

1. Urge its affiliates to recognize Child Care as a priority issue, to educate their members on the need for Child Care through worksite campaigns and publicity, and to negotiate Child Care benefits in their contracts.

2. Actively support and encourage the passage of comprehensive Federal and State legislation providing for pre-school and school-aged Child Care programs.

3. Commend the California Legislature for the passage of the recent "latch-key" legislation and urge much needed increased funding and expansion of this program.

4. Urge that Child Care programs be made available on an ability-to-pay basis for any family wishing to use them and free to those unable to pay; and that there be parent participation in the decision making process regarding the planning and operation of all levels of Child Care programs.

5. Urge affiliates to participate in and monitor all Boards, Commissions and Committees in their communities dealing with Child Care — making certain that organized labor and therefore the needs of working people, are adequately represented on these bodies.

Referred to Committee on Resolutions  
Adopted, p. 26.

### Sexual Harassment

**Resolution No. 23**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Sexual harassment is a serious issue facing working women. This problem affects women (and some men) regardless of job category or description, age, race or economic background. Surveys have shown that at least 75 percent of working women have at some time suffered repeated and unwanted sexual advances in the workplace; and

Whereas, In 1980, the Equal Employment Opportunity Commission (EEOC) adopted the

following definition of sexual harassment:

Unwelcome sexual advances or requests for sexual favors and other verbal and physical conduct of a sexual nature constitute sex harassment when submission to such conduct is made a term or condition of employment; submission to or rejection of such conduct is used as a basis for employment decisions; and such conduct unreasonably interferes with work performance or creates an intimidating, hostile or offensive work environment; and

Whereas, There are legal prohibitions against sexual harassment on the job. Title VII of the 1964 Civil Rights Act prohibits sexual harassment and allows victims to sue based on a "hostile or offensive working environment even if the victim did not suffer any economic loss in employment benefits." (Upheld by a recent Supreme Court decision); and

Whereas, The California Fair Employment and Housing Act forbids sexual behavior by the employer, supervisors or co-worker which creates a hostile, oppressive, intimidating or offensive workplace or where the victim loses a tangible job benefit; and

Whereas, Despite legal prohibitions, the problem of sexual harassment is widespread. Women are often made to feel they are "poor sports" or are punished or disadvantaged for trying to retain their dignity and their rights. Workers are too embarrassed or humiliated by the experience to come forward with their complaints. This problem can only be corrected if workers feel assured that their union will take their complaint seriously and will treat it as a confidential matter as far as possible; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, that the California Labor Federation encourage an atmosphere of support for victims of sexual harassment by:

- Continuing to press for enforcement of existing legislation to provide protections and benefits in cases of sexual harassment,
- Urging all affiliates to include effective mechanisms and language where possible in their collective bargaining agreements for dealing with sexual harassment,
- Urging employers and unions to establish, publicize and enforce strong policies against sexual harassment in the workplace,
- Providing a support system for victims of



sexual harassment by holding workshops on the issue and incorporating sessions on sexual harassment in training programs and summer schools,

- Sponsoring a survey of the union membership to identify the extent and nature of sexual harassment problems in California,
- Educating union officers and staff that this conduct is equally offensive if it involves a union official abusing his or her position of union authority, and
- Publicizing this resolution and facts on sexual harassment through the California AFL-CIO News.

Referred to Committee on Resolutions.

Adopted as amended, p. 27.

#### **Support for 1986-87 United Way Campaign**

**Resolution No. 24**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Citizen participation in voluntary human service programs is a hallmark of the American democratic society; and

Whereas, The AFL-CIO has been committed to voluntary action since its foundation and, through its Department of Community Services, has worked together with the United Way, Inc. and its member agencies for the benefit of the total community; and

Whereas; It is important that this cooperative relationship must be based on equal partnership and it must be extended to the entire community; and

Whereas, More than 350 United Way member agencies and 13 chapters of the American Red Cross are joined together in a campaign partnership in business and industry with local affiliates of the American Cancer Society (California Division); American Diabetes Association (Southern California Affiliate, Inc.); American Heart Association (Greater Los Angeles Affiliate); American Heart Association (Greater Long Beach Chapter); American Lung Association of Los Angeles County Arthritis Foundation (Southern California Affiliate); City of Hope Medical Center; Crippled Children's Society of Los Angeles County; Hemophilia Foundation of Southern California; Long Beach Lung Association; Pasadena Lung Association; Mental Health Association in Los Angeles

County; Myasthenia Gravis Foundation, Inc. (California Chapter); and the National Multiple Sclerosis Society (Southern California Chapter); and

Whereas, This campaign now combines community services at the local level with national programs directed towards curing crippling and life threatening disease, constituting the largest federated campaign in California and one of the largest in the country; and

Whereas, Members of organized labor are represented on the United Way Corporate and Regional Boards, Councils and Campaign Committees; on the American Red Cross, as well as on the voluntary health agencies joining this campaign; and are participating in the effective budgeting and allocation of contributed funds for the good of the total community; and

Whereas, The support of Labor is extremely important to United Way in planning for the future social needs of our community, and United Way supports the basic voluntary services of the community through its campaign, and is the only one that can and does represent its agencies and partners; and

Whereas, Hundreds of thousands of residents of this community, including many members of organized labor and their families will be served through the United Way Campaign and the agencies and services it supports; and

Whereas, The United Way Campaign will have the effect of increasing people's opportunities to give where they work, providing a partnership between public and private organizations to attack the many and pressing needs of all residents of the community; and

Whereas, This partnership will underwrite to the maximum extent possible, a balanced network of vital human care services including health, child care, neighborhood centers, professional guidance, youth services, emergency aid and disaster relief, blood programs, aid to military, families, as well as national research, therapeutic and educational programs; and

Whereas, There is an established Community Services Department of the Los Angeles County Federation of Labor, AFL-CIO as a permanent part of the United Way, with full-time staff members on the United Way payroll and the Red Cross payroll, devoted to a year-round program of education, health and welfare referral services, strike assistance, etc.

to union members and their families, utilizing the more than 350 member agencies of United Way, 14 major health agency partners, and 13 chapters of American Red Cross; and

Whereas, It is United Way policy, by action taken by the National Assembly of Voluntary Health and Social Welfare Organizations, a federation of 37 national voluntary health and social welfare organizations, including the United Way and Red Cross, to respect the right of their employees of member agencies to join unions of their own choosing for the purpose of collective bargaining in good faith; and

Whereas, United Way's policy is to honor all designations of individual donors, allowing each freedom to choose, and is a continuing program, to be made available to all donors for as long as they elect to make designations; and

Whereas, Individual members of organized labor are working as volunteers in behalf of the United Way, the Red Cross, and the voluntary health agencies and have been continually and actively involved in fund-raising efforts for the benefit of the total community; be it therefore,

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO strongly endorse the United Way Campaign, and reaffirm its position in support of United Way, and urge all affiliates and members to support this year's campaign by contributing their fair share in accordance with established giving throughout the community.

Referred to Committee on Resolutions.

Adopted as amended, pp. 35-36.

### **Image of Women in the Media**

**Resolution No. 25**—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, TV has a social responsibility not only to entertain viewers, but also to mirror the significant aspects of our lives; and

Whereas, In recognition of the fact that TV is a powerful force, capable of sending messages to viewers regarding the important issues facing society; and

Whereas, It is important that working women be represented before the TV/film cameras in a more realistic way than presently; and

Whereas, The reality gap between TV por-

trays of women in the workforce and their actual situation may be as wide in the 1980s as it was in the 1950s; and

Whereas, The problems that confront today's women, such as juggling home and job duties, locating and paying for child care or stretching the family budget... are virtually "invisible" on TV; and

Whereas, Based on a recent TV study by the National Commission on Working Women: all of TV's single mothers are middle-class or wealthier, while in reality, 69% of all homes headed by women live in poverty; and

Whereas, No poor families are portrayed on TV; child care centers do not exist; although realistically almost all families with working parents depend on some form of child care, and

Whereas, Women in the 1980s comprise 44% of the civilian labor work force, and 35% of all trade unionists, TV rarely, if ever reflects this and continues to fail to deal with working women's issues such as pay equity, sex harassment on the job, age discrimination and the like; therefore be it

Resolved, That the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, call on TV writers, producers and advertisers to integrate real world concerns into the comedies and dramatic shows they are developing, and be it further

Resolved, By this Convention, That:

- Labor organizations should educate the media about the clout and significance of trade union members in the marketplace.

- Labor media groups should meet with TV/film writers, producers and advertisers, and work in coalitions with other organizations concerned with a "balanced portrayal" of working women in the media (e.g., National Commission On Working Women, Coalition of Labor Union Women).

- Labor committees should monitor TV programs to watch for improved portrayals of working women.

- Union leaders as well as the rank-and-file should be educated about the importance of women being accurately portrayed in the media.

- This resolution should be publicized through the California Labor Federation newspaper and all labor publications in California.

• The National AFL-CIO should receive a copy of this resolution with the recommendation that they implement this approach to "Image of Women In The Media."

Referred to Committee on Resolutions.  
Adopted, p. 27.

#### **David Ben-Gurion's Centennial**

**Resolution No. 26** — Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, This year the centenary of David Ben-Gurion's birth is celebrated in Israel, in the United States and throughout the International Free Trade Union Movement and the democratic world; and

Whereas, David Ben-Gurion was the founder of the "Histadrut" and the Israeli Labor Movement, a pioneering leader in transforming the Jewish people ingathered in their ancient land to a pioneering working people building a new and a just society based on democracy and social justice; and

Whereas, David Ben-Gurion was the leader of the State of Israel in its formative years insuring its adherence to democratic principles, freedom and equality to all segments of society, including working people, Jews and Arabs; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, join the State of Israel and the Histadrut in celebrating the centenary of David Ben-Gurion's birth and in saluting the long-lasting achievements of Israel and its labor movement due to his inspiring leadership.

Referred to Committee on Resolutions.  
Adopted, p. 36.

#### **Federation Vice Presidents**

**Resolution No. 27** — Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article IV beginning on page 9 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 (a) on page 9 by striking "25 Geographical Vice Presidents" and add "24 Geographical Vice Presidents";

2. Amend Section 1 (b) on page 9 by striking

"10 At Large Vice Presidents" and add "11 At Large Vice Presidents";

3. Amend Section 2 on page 9 by striking "25 Geographical Vice Presidents" and add "24 Geographical Vice Presidents";

4. Strike from Section 2 on page 10 of the paragraph:

"District No. 15 (Humboldt, Del Norte, Mendocino, Lake, Siskiyou, Modoc, Lassen, Plumas, Shasta, Tehama, Trinity and Sierra Counties), one Vice President."

5. In Section 2 on page 10 add to "District No. 13" the counties of "Mendocino, Lake, Humboldt and Del Norte."

6. In Section 2 on page 10 add to "District No. 14" the counties of "Siskiyou, Modoc, Lassen, Plumas, Shasta, Tehama, Trinity and Sierra."

7. In Section 3 on page 10, strike "ten" in the second line and substitute "eleven."

In the last 2 lines of this same Section 3 strike the words "and J respectively." and substitute "J and K respectively."

Referred to Committee on Constitution.  
Adopted, p. 16.

#### **Enact Immigration Reform Bill**

**Resolution No. 28** — Presented by California State Electrical Workers Assn., Santa Ana.

Whereas, Illegal immigration into the United States is "Out of Control," it is perceived that way at all levels of the government and by the American People — indeed by people all over the world; and

Whereas, No other country in the world attracts potential migrants as strongly as the United States of America. No other country approaches the United States in the number of legal immigrants accepted or refugees permanently re-settled. We believe that most Americans are proud of both the reputation and the history of this country as a land of opportunity and refuge. We believe that this reputation and this history have generally had a positive effect on America; and

Whereas, The paramount obligation of any nation's government, indeed the very reason for its existence and the justification for its power, is to promote the national interest — the long-term welfare of the majority of its citizens and their descendants; and

Whereas, Illegal immigration is almost ex-

clusively motivated by unfortunate people in the hundreds of thousands annually, seeking employment to the detriment of our own citizens' employment opportunities, security, and standards; therefore be it

Resolved, by the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation exercise its considerable influence within the house of labor to motivate the National AFL-CIO, all of its departments, and each of its affiliated International Unions, to make passage of an Immigration Reform Bill, and funding for its implementation a priority legislative goal.

Referred to Committee on Resolutions.  
Adopted, p. 36.

**Oppose the La Rouche Initiative,  
Proposition No. 64**

**Resolution No. 29** — Presented by California State Council of Service Employees, Sacramento.

Whereas, The so-called La Rouche initiative is Proposition 64 on the November ballot in the State of California; and

Whereas, The measure was launched by the notorious ultra right-wing Lyndon La Rouche; and

Whereas, It would grossly violate the civil liberties of thousands of workers in public and private employment; and

Whereas, It aims at fueling ignorance and hysteria and is based on unscientific testing, guilt by association, and suspicion; and

Whereas, It would provide for measures comparable to the shameful internment of Japanese-Americans during World War II and would inflict on persons with AIDS or AIDS Related Condition unnecessary additional suffering, including virtual imprisonment; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation is in opposition to Proposition 64 and urges all its affiliate unions to educate our members and our communities to defeat the La Rouche Initiative.

Referred to Committee on Resolutions.  
Filed with comment, p. 36.

**Eliminate Adverse Effects  
of the Gann Limit**

**Resolution No. 30** — Presented by Califor-

nia State Council of Service Employees, Sacramento.

Whereas, Article XIIIB was added to the State Constitution in 1979, and is popularly known as the Gann Limit; and

Whereas, Beginning in 1987-88 the Gann Limit will force elected officials to consider policies which harm our members and their families; and

Whereas, The Gann Limit will adversely affect future economic growth and restrict the number of new jobs in California; and

Whereas, Our members depend on programs that ensure their good health, public safety, care of the young and old, and on-the-job protections, all of which are threatened by the Gann Limit; and

Whereas, Per capita spending for students in public schools now causes California to be ranked in the bottom five states in the country; and

Whereas, There is now an accumulation of unmet needs on our highways and increased traffic congestion that can only be remedied by new spending for public works and construction; and

Whereas, The state and local communities must be free to set their spending priorities based upon their own needs and concerns, not an arbitrarily imposed constitutional formula; and

Whereas, Each level of government must have the ability to respond quickly and effectively to sudden and unpredictable events without imperiling previously established priorities; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation will explore every available means to comprehensively eliminate the adverse effects of the Gann Limit on all of our members, their families and communities.

Referred to Committee on Resolutions.  
Adopted, p. 36.

**Oppose Proposition No. 63, "English  
Official Language of California"**

**Resolution No. 31** — Presented by California State Council of Service Employees, Sacramento.

Whereas, The United States of America and the State of California enjoy a rich variety of

cultural traditions by virtue of the many nations that combine to make us one nation; and

Whereas, This richness and variety are expressed in the many languages that Americans speak; and

Whereas, American workers and the American labor movement proudly illustrate this cultural and linguistic diversity; and

Whereas, The Service Employees International Union counts as members many immigrants and children of immigrants whose first language is not English, but without whose contributions this country would be inestimably poorer; and

Whereas, An initiative has been qualified for the November 1986 ballot to declare English the official language of California, in direct insult to the linguistic and cultural traditions of millions of California workers; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation vigorously oppose Proposition 63 on behalf of all California workers and their families and communities.

Referred to Committee on Resolutions.

Filed with comment, p. 36.

#### **Boycott Miller Brewing Co.**

**Resolution No. 32** — Presented by California-Nevada Conference of Operating Engineers.

Whereas, Miller Brewing Company has waged a union-busting campaign against the members of Operating Engineers Local 501 employed at its Irwindale, California brewery for more than one year; and

Whereas, The Engineers have been targeted for retribution by Miller for refusing to cross the picket lines of two other AFL-CIO unions which struck the brewery in July 1985; and

Whereas, In retaliation for this act of solidarity, Miller has fired the Engineers, hired scabs as permanent replacements, and filed a multi-million dollar lawsuit against the union alleging that the membership's refusal to work behind a picket line constituted a breach of contract; and

Whereas, This suit is a direct threat to every union and every union member in the United States, representing a challenge to the rights of individuals to withhold their labor and to respect the sanctioned picket lines of other unions; and

Whereas, Miller Brewing Company is intent on pursuing a course of action that brings it into contention with the Adolph Coors Brewing Company for the dubious distinction of number-one union-buster in the brewing industry; and

Whereas, The Operating Engineers on strike against Miller continue to be steadfast in their struggle: picketing month in and month out, with not a single one of the strikers breaking ranks despite over a year of the hardships and deprivations of the strike; therefore be it

Resolved, By the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Labor Federation reaffirms its support for the International Union of Operating Engineers Local 501 strike and boycott against Miller Brewing Company and calls upon its affiliates to observe and promote this boycott throughout California and the Irwindale brewery's Western-United States marketing area.

Referred to Committee on Resolutions.

Adopted as amended, p. 36.

#### **Oppose "California Fair Pay" Initiative in November**

**Resolution No. 33** — Presented by California-Nevada Conference of Operating Engineers.

Whereas, The so-called "California Fair Pay" Initiative shall appear on the November 1986 ballot; and

Whereas, This initiative would limit compensation of state and local officials to no more than 80 percent of the governor's salary; and

Whereas, The initiative severely damages California's competitive position in retaining and attracting top talent to public service positions; and

Whereas, The arbitrary limits set by the initiative are in conflict with the marketplace in which California must compete for technical and managerial skills; and

Whereas, The initiative destroys rational salary setting due to the arbitrary limits it establishes and the compaction problems it creates with respect to salary structures; and

Whereas, The management of California's public business could suffer serious, perhaps irreparable damage as a result of the loss of competent managers that the initiative would

cause; and

Whereas, The concept of establishing the governor's salary as a single salary standard and top public salary in the state is inappropriate and unworkable; and

Whereas, This initiative would prohibit all public employees from accumulating sick leave and vacation time from one year to the next; and

Whereas, The so-called "California Fair Pay" Initiative could actually result in higher, not lower, pensions for some already highly-compensated former public officials; therefore be it

Resolved, That the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, opposes the so-called "California Fair Pay" Initiative and urges its defeat by the voting public.

Referred to Committee on Resolutions.

Filed with comment, p. 36.

#### **Protect Recording Artists**

**Resolution No. 34** — Presented by California State Theatrical Federation, San Francisco.

Whereas, SB 469, as amended, is presently pending for consideration by the Assembly Labor and Employment Committee; and

Whereas, SB 469 would amend Labor Code Section 2855 (commonly referred to as the "seven-year Statute") by allowing "tacking" of successive agreements between a recording artist and a record company for the purposes of extending the maximum seven-year employment period; and

Whereas, The Statute has been in its current form since 1937 and serves an important function by protecting recording artists against the overwhelming bargaining power of the recording companies; and

Whereas, The proposed changes which would occur if SB 469 is enacted would have a profound and detrimental effect on recording artists working in the phonograph recording industry so heavily concentrated in California; and

Whereas, The California State Theatrical Federation, at its Convention on July 27, 1986 strongly opposed the proposed change in the law; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation oppose the

passage of SB 469 as amended and take all steps necessary or desirable to assure that this bill is not enacted into law.

Referred to Committee on Legislation.

Adopted, p. 33.

#### **Support A.F.T.R.A. and S.A.G. in Negotiations**

**Resolution No. 35** — Presented by California State Theatrical Federation, San Francisco.

Whereas, The American Federation of Television and Radio Artists and Screen Actors Guild, AFL-CIO, are currently engaged in joint negotiations with film and television network producers for collective bargaining agreements covering performers in film and tape for theatrical and prime time television use; and

Whereas, The previous collective bargaining agreements expired on June 30, 1986; and

Whereas, The most recent management proposals remain retrogressive and inequitable for professional performers; and

Whereas, The memberships of both unions have overwhelmingly authorized strike action in that portion of the television and film industries covered by these contracts; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation strongly deplore the failure of the producers in these important fields of activity for workers in the television and film industries to make meaningful and reasonable proposals; and be it further

Resolved, That should economic action, including a strike if necessary, be called by the American Federation of Television and Radio Artists and Screen Actors Guild, the members of the California Labor Federation, AFL-CIO, will strongly support any such economic action.

Referred to Committee on Resolutions.

Adopted as amended, p. 36.

#### **Use Union Labor on University Campuses**

**Resolution No. 36** — Presented by California State Theatrical Federation, San Francisco.

Whereas, The City of San Francisco spon-

sored the 1985 Super Bowl held at Stanford University; and

Whereas, Personnel of the United States Air Force was used to build the scenery and the props for the half-time performance at the Stanford Stadium; and

Whereas, The use of public employees for the foregoing purpose circumvented private enterprise and union labor available to perform work of this type; and

Whereas, The California State Theatrical Federation at its Convention on July 27, 1986 strongly opposed the use of public employees to perform jobs that can and should be done in the private sector; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation effectuate legislation that would prohibit the employment of public employees for the construction of scenery and props in connection with events held on the campus of public or private universities which receive federal or state financial support.

Referred to Committee on Resolutions.  
Adopted as amended, pp. 36-37.

#### **Collective Bargaining for Utility Employees**

**Resolution No. 37** — Presented by Electrical Workers No. 1245, Walnut Creek.

Whereas, The California Labor Federation, AFL-CIO, is composed of utility rate payers throughout California; and

Whereas, It is the policy of the United States to promote industrial peace by means of collective bargaining as the recognized method of dispute resolution; and

Whereas, Wages and benefits of California utility workers have been in the past and are currently under attack by the California Public Utilities Commission; and

Whereas, Labor costs constitute a small portion of utility rates — approximately 7¢ out of every dollar; and

Whereas, The primary focus of the Public Utilities Commission's current inquiry into wages at Pacific Gas and Electric Company has been in the clerical work force, whose predominantly female members have been organized and represented in collective bargaining for the past forty years; therefore be it

Resolved, By this Sixteenth Biennial Con-

vention of the California Labor Federation, AFL-CIO, that the Federation support collective bargaining as the method of setting wages and benefits for utility employees without interference by the California Public Utilities Commission and that the California Labor Federation will communicate this resolution to the California Public Utilities Commission.

Referred to Committee on Resolutions.  
Adopted, p. 37.

#### **Support Strikers at Watsonville Canning Co.**

**Resolution No. 38** — Presented by Central Labor Council of Santa Clara County, AFL-CIO, San Jose.

Whereas, The approximately 1,000 members of Teamsters Local 912 employed by Watsonville Canning Company have been on strike since September 9, 1985 to defend their rights and hard won wages and benefits; and

Whereas, Watsonville Canning has engaged in union busting tactics by demanding wage reductions of up to 47%, demanding the virtual elimination of health and welfare and pension benefits, and demanding the reduction of vacations, holidays and other benefits; and

Whereas, Watsonville Canning has repeatedly refused to bargain in good faith and has attempted to destroy the long bargaining relationship with Local 912 by hiring permanent scabs to replace the striking employees; and

Whereas, The members of Local 912 have proven their determination to defeat Watsonville Canning's union busting efforts by refusing to accept outrageous contract proposals, by remaining on strike for 8½ months, and by faithfully performing picket duty in spite of numerous attempts by Watsonville Canning to limit their right to picket; and

Whereas, The striking members of Local 912 have been without income for 8½ months, and many have been evicted from their homes, lost family possessions, have gone without food and other necessities of life, and are dependent upon Teamster-supported food drives and support programs for food and shelter; therefore be it

Resolved, By this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, that the Federation go on record in support of the striking brothers and sisters employed by Watsonville Canning; and be it

further

Resolved, That the entire California Labor Federation, AFL-CIO members pledge themselves to a determined effort to help the cause of the strikers with increased financial aid, continued support for food drives, support of accelerated lawful picketing activities, and participation in a national consumer boycott of all products produced by Watsonville Canning Products.

Referred to Committee on Resolutions.  
Adopted as amended, p. 37.

### **Condemn C&H Sugar Company**

**Resolution No. 39** — Presented by Central Labor Council of Contra Costa County, AFL-CIO, Martinez.

Whereas, Sugar Workers Union No. 1, affiliated with the S.I.U., A.F.L.-C.I.O., has been on strike since June 14, 1986; and

Whereas, The company, C&H Sugar, has demanded that the workers in Crockett, California take at least a 20% cut in wages, 20% cut or more in working conditions, and last but not least, has demanded the Union sign a real yellow-dog contract (the company wants to charge each member a penalty for going on strike); and

Whereas, The Sugar Workers Union No.1, S.I.U., A.F.L.-C.I.O. is asking that the California State Labor Federation's convention go on record as supporting the Sugar Workers Union No. 1 in their fight for a decent contract, a contract the workers can continue to support their families with; therefore be it

Resolved, That the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, go on record as condemning the C&H Sugar Company for trying to play the I.L.W.U against the S.W.U. #1 by settling with the warehousemen and then not offering anything but a big reduction to the other workers in Production and Maintenance Department.

Referred to Committee on Resolutions.  
Adopted as amended, p. 37.

### **Disneyland Hotel Dispute**

**Resolution No. 40** — Presented by H.E.R.E. No. 681, Long Beach.

Whereas, The contract between Local 681 and the Disneyland Hotel expired on 3/1/86

and management has offered a substandard contract with wage freezes and takeaways; and

Whereas, Bonita Grandville Wrather, Chairman of the Board of the Wrather Corporation (which owns the Disneyland Hotel) gave herself a wage increase of \$149,744.00 last year; and

Whereas, The Disneyland Hotel employees have picketed for 147 days and clearly expressed their need for a better contract - see their STANDING TOGETHER petition - and their fair share of the huge profits they make for the Disneyland Hotel; therefore be it

Resolved, That the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, strongly urges the Wrather Corporation to enter good faith negotiations with Local 681 and sign a new contract which gives the Disneyland Hotel employees what they deserve; and be it further

Resolved, That if there is no settlement of this dispute by Labor Day, the Disneyland Hotel will be placed on Labor's Unfair/Do Not Patronize list as of 9/1/86.

Referred to Committee on Resolutions.  
Adopted as amended, p. 37.

### **Immigration Bill, H.R. 3080**

**Resolution No. 41** — Presented by United Farm Workers of America, Keene.

Whereas, There is presently pending in the U.S. Congress legislation for a temporary foreign worker program for U.S. agriculture that will have a devastating impact on the domestic agricultural workers in the United States; and

Whereas, These temporary worker programs are part of the Simpson-Rodino-Mazzoli Immigration Bill and are called expanded H-2, transition and "guest" worker programs; and

Whereas, There are currently over 200,000 farmworkers in the U.S. who are unemployed or partially employed, 14.3% of the total agricultural work force, greater than the number of unemployed in all sectors of work in the U.S. during the great depression; and

Whereas, Women who make up between 40% of the agricultural work force, will be replaced by the young single males of the H-2 program. Many of these women are heads of households and are dependent on farm work for their livelihood; and



Whereas, Rural youth derive their school income exclusively from farm work, and this legislation will erase their only hopes for continuing their education; and

Whereas, Farmworkers approaching their senior years (late forties and above) are now experiencing discrimination in hiring. This temporary foreign worker program will accelerate their displacement, although they are not yet retirement age; and

Whereas, This mass displacement of farmworker families will throw them on the welfare rolls, creating an additional burden for the taxpayers; and

Whereas, The mass displacement of domestic farmworkers will result in municipalities losing tax revenues now paid by farmworkers in sales and property taxes. Additional federal revenues will be lost as farmworkers' wages are lost; and

Whereas, Businessmen who depend on farmworkers for their commerce will be especially hard hit. Farmworkers spend their earnings on basic needs such as food, clothing, furniture and transportation in their communities. This income will be lost to business. Decreases in wages will also result in less spending; and

Whereas, Medical providers will lose revenues now provided by medical plans from their farmworker clients. The temporary foreign workers will not have medical plans; and

Whereas, Additional revenues in contributions to the Social Security Fund and Unemployment Insurance, Disability Insurance funds will be lost as the H-2 temporary foreign workers are not covered by these social programs; and

Whereas, Thousands of legalized commuter workers, legalized to work in the United States and live in Mexico are also facing job discrimination in Agribusiness's attempt to create perception of a "labor shortage"; and

Whereas, Mechanization continues to eliminate jobs as it has in cotton, potatoes, sugar beets, onions, asparagus, nuts, melons, tree fruits, tomatoes, broccoli, celery, etc. These crops hired the majority of foreign workers during the infamous "bracero program" of the 40's, 50's and 60's; and

Whereas, The employment of 30,000 temporary H-2 foreign workers already working in the United States have resulted in a permanent lockout of domestic farmworkers and has adversely affected the wages in the crops where they have been hired. Court actions in rural courts have not been successful in reversing the adverse effects on domestic farmworkers; and

Whereas, Hard won social benefits such as increased wages, medical plans, job protections, and collective bargaining will be lost as the temporary foreign workers will not have the freedom to organize to better their working conditions as local domestic farmworkers are doing; and

Whereas, The expansion of the temporary foreign worker programs such as H-2 will result in a de-facto apartheid program for farmworkers by relegating them to a state of semi-slavery and taking away from them their only hope for improving their condition through self-determination; therefore be it

Resolved, That this Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO, is on record to oppose the inclusion of any temporary foreign worker program or expansion of the H-2 temporary foreign worker program in the Simpson-Rodino-Mazzoli bill, and that the chairman of the House Judiciary Committee, Peter Rodino, and the members of the House Judiciary Committee be advised of this opposition.

Referred to Committee on Resolutions.

Adopted as amended, p. 37.

# Report of the Executive Council

Sacramento, Calif.  
July 25, 1986

To: The 16th Convention of the California Labor Federation, AFL-CIO.

## Greetings:

Under the authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council has met in regular session on seven occasions during the interim period following the September 10-12, 1984 convention in Oakland, and on two other occasions when the Executive Council convened as the Standing Committee on Political Education.

The dates and locations of the regular meetings of the Executive Council were as follows:

December 18, 1984 at the San Francisco Hilton, San Francisco; March 12-13, 1985 at the Woodlake Inn, Sacramento; June 18, 1985 at the Capitol Plaza Holiday Inn, Sacramento; September 17-18 at the Hyatt Regency Hotel, Los Angeles; December 10-11, 1985 at the Palm Springs Marquis, Palm Springs; March 18-19, 1986 at the Woodlake Inn, Sacramento; and June 16-17, 1986 at the Woodlake Inn, Sacramento.

Convening as the Standing Committee on Political Education, the Executive Council met on April 7-9, 1986 at the San Francisco Airport Hilton, San Francisco, and beginning on July 23, 1986 at the Capitol Plaza Holiday Inn at Sacramento.

## LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the Hilton Hotel in San Francisco December 17, 1984, to develop recommendations on legislative priorities for the State Legislature's 1985-1986 session to be submitted to the Federation's full Executive Council at its December 1984 meeting.

The Advisory Committee on Legislation was established, pursuant to action of the 1964 Convention for the purpose of assisting the Standing Committee on Legislation in establishing priorities for legislative pro-

posals by the California Labor Federation, based on Convention Policy Statements and Resolutions adopted. The Advisory Committee is appointed by the Executive Secretary-Treasurer and the President to assist the Committee on Legislation.

These are guided in drafting their recommendations by the provisions of the legislative review authority granted to the Executive Council under Article VIII, Section 4, of the Federation's Constitution which provides, in part, as follows:

**"... Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolutions shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."**

Procedurally, the Advisory Committee made its recommendations on each appropriate Policy Statement and Resolution to the Legislative Committee, which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's Legislative Program was made by the Council itself. The Legislative Committee and its Advisory Committee were confronted with the task of considering the 21 Policy Statements and several Resolutions adopted by the Federation's 15th Convention in September, 1984.

All recommendations requiring the introduction of legislation were placed in categories calling for introduction in the first year of the session, the second year of the

session or for support of legislation introduced by others, consistent with Policy Statements and Resolutions adopted.

The Federation's Standing Committee on Legislation presented its recommendations to the Federation's Executive Council at its meeting December 18, 1984, at the Hilton Hotel & Tower in San Francisco.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee included:

James Quillin, Machinists; Ed Powell, IATSE; William Demers, CWA; Larry Edginton, Operating Engineers No. 3; Mary Bergan, AFT; Leo Mayer, CSEA SEIU Local 1000; Jerry Cremins, State Building Trades; Fred Felix, H.E.R.E.: Tom Stapleton, Operating Engineers No. 3; Tim Twomey, SEIU; Tony Ramos, Carpenters State Council; Paul Dempster, Sailors Union of the Pacific; Dick Groulx, Alameda County Central Labor Council.

A similar procedure was followed for a mid-session legislative review to analyze bills that were still being considered as well as potential new proposals for the 1986 session. The Executive Council's Standing Committee on Legislation met with its Advisory Committee on December 4, 1985 at the San Francisco Hilton Hotel to prepare a report which was presented to the Federation's Executive Council meeting of December 10-11, 1986 in Palm Springs.

California AFL-CIO trade union representatives requested to serve on the Advisory Committee for this meeting were:

Mary Bergan, California Federation of Teachers; Jerry Cremins, State Building & Construction Trades Council; William Demers, Communications Workers; Paul Dempster, Sailors Union of the Pacific; Fred Felix, Hotel & Restaurant Employees; Roberto De La Cruz, United Farm Workers; Edward Powell, California State Theatrical Federation; Charles Reiter, Laborers; John McMahon, Operating Engineers Local 3; Daniel Terry, Federated Fire Fighters; Tim Twomey, Service Employees International Union; James Quillin, Machinists; Vernon Watkins, American Federation State, County & Municipal Employees; Leo Mayer, California State Employees Association; Walter Johnson, San Francisco Labor Council.

## 1984 LEGISLATION

The 1984 session was a mixed experience for labor. While the Governor signed 33 AFL-CIO endorsed measures into law and allowed another to become law without his signature, he also vetoed 26 labor bills. The Governor also vetoed efforts by the legislature to restore funds for cuts made in 1983 in the branch offices of the Agricultural Labor Relations Board, CAL/OSHA, the Labor Commissioner's office and the Division of Industrial Accidents.

Highlights for this session were bills signed into law that protect employees against discrimination by employers for disclosing their wages, require employers to furnish employees with itemized statements of total hours worked during a pay period, protect women workers against sexual harassment, require employers to advise employees of their right to be treated by physicians of their choice in industrial injuries.

Notable legislative victories in the session for the California Labor Federation included:

- SB 1510 (B. Greene) employers to post notices informing employees of their right to use their own physician for treatment of compensable injuries and to upon request provide forms for employees to use to designate their personal physicians.
- SB 1653 (L. Greene) requiring the Workers' Compensation Appeals Board to award reasonable attorney's fees incurred in enforcing the payment of workers' compensation awards if payments are unreasonably delayed or refused by a self-insured public employer subsequent to the issuance of an award.
- AB 1285 (Young) establishing the Self-Insurers' Security Fund as a Nonprofit Mutual Benefit Corporation; requires each private self-insured employer to participate as a member; and requires the fund to assume the workers' compensation obligations of insolvent self-insurers.
- AB 3648 (Young) requiring third party administrators of workers' compensation claims for self-insured employers to obtain certificates of consent to administer workers' compensation insurance claims from the Director of Industrial Relations, who may require a competency test before

issuing a certificate and may revoke a certificate or impose a fine of up to \$500 for good cause.

- SB 1792 (B. Greene) strengthening Cal/OSHA procedures regarding enforcement of Safety and Health Standards.
- SB 1534 (McCorquodale) requiring State OSHA notices to contain an explanation of employees' right to receive data on hazardous substances under the Hazardous Substances Information and Training Act.
- AB 2377 (Davis) funding for school districts to remove materials containing asbestos which pose health hazards in schools.
- SB 950 (Petrus) requiring the Department of Food and Agriculture to fill "data gaps" on the health effects of active ingredients in pesticides now registered for use in California.
- AB 2033 (Connelly) providing public access to certain data regarding the ingredients of pesticides.
- AB 3989 (M. Waters) requiring the Department of Food and Agriculture, in consultation with the Department of Health Services, to implement a program to provide the public with information on the spraying of pesticides.
- AB 2490 (Agnos) requiring employers of 25 or more employees to reasonably accommodate any employee who wishes to participate voluntarily in an alcoholic rehabilitation program.
- AB 3566 (Katz) regulating the surface storage of hazardous wastes.
- AB 2494 (Campbell) raising penalties for violations of hazardous waste laws and allows local health officers to order that hazardous waste sites be fenced under specified conditions.
- AB 3019 (Klehs) requiring the Department of Health Services to notify the Department of Industrial Relations when it discovers information gaps on chemicals used in the workplace.
- AB 3219 (Tanner) extending civil penalties for violators of rules of emission limitations and control of toxic air contaminants to include pesticides.
- SB 380 (Montoya) providing stricter licensing requirements for garment manufacturers and increases penalties for violations of laws regulating the garment industry.
- AB 2389 (Floyd) requiring employers to furnish each employee with an itemized statement of the total hours worked by the employee during a pay period.
- AB 3422 (Molina) requiring that certain notices used by the Labor Commissioner in wage and hour law enforcement be posted in other languages as well as English in areas where there are substantial numbers of non-English speaking workers.
- AB 2744 (Margolin) requiring employers claiming overtime exemptions from the Industrial Welfare Commission Orders on overtime based on pre-existing work-week arrangements to file a petition with the IWC by *July 1, 1985* to receive a valid exemption.
- AB 1981 (Floyd) restricting exemption from the overtime compensation provisions of the Industrial Welfare Commission to certain types of ski establishments and to a period when skiing activities are actually taking place.
- AB 2452 (M. Waters) making it a misdemeanor for employers to retaliate against employees who disclose information regarding the employers' activities to a government agency when the employee has reasonable cause to believe the information discloses a violation of state or federal law.
- AB 3193 (Hayden) prohibiting employers from requiring that employees, as a condition of employment, refrain from disclosing their wages and bans discrimination against employees for disclosing their wages.
- AB 2970 (Connelly) providing that the payment of unemployment benefits shall continue even if the legislature fails to meet its constitutional deadline for adopting a budget.
- AB 3883 (Molina) deeming that a person who left employment due to sexual harassment has quit for "good cause" for the purpose of eligibility for U.I. benefits.
- AB 2540 (McAlister) providing that an employee with greater seniority under a collective bargaining agreement may elect to be laid-off in place of one with less seniority and still be deemed to have left

employment for "good cause" for the purpose of eligibility for U.I. benefits.

- SB 2252 (Marks) outlawing sexual harassment in state educational institutions.
- SB 2012 (Watson) strengthening enforcement procedures in the state's Fair Employment and Housing Act and extends coverage.
- AB 621 (Klehs) repealing antiquated laws regulating laws for female employees and leaves them subject to the same protective laws as all employees.
- SB 1674 (Rosenthal) expanding certain child care and child development programs.
- SB 1754 (Torres) creating the Division of Child Day Care Licensing in the Department of Social Services.
- SB 2126 (L. Greene) appropriating \$55,000,000 from the state's General Fund for various housing projects.
- AB 2579 (M. Waters) prohibiting a city, county, or city and country from discriminating against emergency shelters.
- SB 450 (Presley) providing funding for prison construction and establishes a legislative committee to oversee prison construction projects.
- AB 507 (Waters) providing \$77 million to cover unfunded liability of the University of California retirement system and to pay increases or reduce employee contributions.

A large number of anti-labor bills directed at farm workers, building trades workers, industrial workers and public employees and at safety and hours protections for all workers were defeated either in committee or on the floor of the State Senate or Assembly.

Among them were the following:

- AB 1457 (La Follette) would have placed penalties on employers who hired employees who quit their last employment without good cause or were discharged and who obtained the subsequent employment for the purpose of avoiding disqualifications for unemployment benefits.
- AB 2210 (Lancaster) would have required that benefit amounts be rounded down to the nearest dollar rather than up and would have added an unpaid waiting peri-

od on certain claims which presently require no waiting period.

- AB 2485 (Bader) would have limited the applicability of the power press exception to the workers' compensation exclusive remedy doctrine.
- SB 1516 (Davis) would have exempted work done on low and moderate-income housing developed, maintained or remodeled by housing authorities where the federal government determines wage rates, from paying state determined prevailing wage rates.
- AB 2394 (Frizzelle) would have exempted construction, alteration, demolition or repair work done under contract awarded by a public school district from paying prevailing rates if the contract requires that at least 10% of the workers employed are unemployed minorities and women.
- AB 2958 (Frazee) would have permitted school districts to hire students to paint school buildings with no wage protections.
- ACA 125 (Bader) would have required the Legislative Analyst to compare the costs of performing public works contracts under present law with costs which could be anticipated if prevailing wage requirements did not apply and report to the Legislature.
- ACA 40 (Nolan) would have outlawed union shop, agency shop and maintenance of membership provisions in both private and public sector collective bargaining contracts, making California a "right to work" state.
- AB 8 (Kelley) would have amended the Agricultural Labor Relations Act to conform to the National Labor Relations Act.
- AB 111 (Costa) would have the Agricultural Labor Relations Act to conform to the National Labor Relations Act.
- SB 1700 (Vuich) would have amended the Agricultural Labor Relations Act to conform to delete the "make whole" remedy and the union shop provisions.
- AB 543 (Areias) would have amended the Agricultural Labor Relations Act to remove any obligations of an agricultural employer to bargain with a labor organization over what crops are grown.
- SB 983 (Seymour) would have excluded Field Examiners employed by the General

Counsel of the Agricultural Labor Relations Board from coverage under the State Employer-Employee Relations Act.

- AB 2828 (M. Waters) would have amended the Agricultural Labor Relations Act by repealing its "make whole" remedy and union shop provisions.
- SB 60 (Nielsen) would have amended the Agricultural Labor Relations Act by repealing its "make whole" remedy.
- AB 1376 (LaFollette) would have repealed the statutory right of Southern California Rapid Transit District employees to strike and explicitly prohibited concerted activities by these employees.
- AB 3324 (Nolan) would have exempted automobile mechanics working on a flat rate basis from the Industrial Welfare Commission's orders requiring overtime pay.
- AB 2414 (Hughes) would have modified the unitary method of taxing corporations.
- AB 2415 (Hughes) would have modified the unitary method of taxing corporations.
- SB 1437 (Alquist) would have modified the unitary method of taxing corporations.
- AB 3808 (Costa) would have preempted local government rent control laws.
- AB 3334 (Robinson) would have insulated insurance companies issuing contractor's license bonds from the unfair practices provisions of the state insurance code.

## Force for Progress 1984

These legislative accomplishments were published in a 41-page softbound book, **Force for Progress 1984**, which cited the gains of organized labor despite a conservative atmosphere prevailing in Sacramento. It recorded defensive victories against conservatives who view with contempt the purposes of Labor and the needs of the low and middle income millions of America.

However, there was continued disappointment with the rejection of plant closure protection for workers, the failure to extend unemployment insurance benefits and the inaction on protection of workers

from video display terminal (VDT) hazards. The book concludes, "These evaluations have a certain dramatic integrity. They present the unvarnished record of legislative deeds, whether good or bad."

## 1985 SESSION

The continuing legacy of labor's 1982 gubernatorial election defeat was coldly reasserted by the Governor's devastating vetoes of two major AFL-CIO bills that would have raised state workers' compensation and unemployment benefits from among the lowest in the nation.

In all 32 labor backed bills were passed by the legislature, 19 signed into law and 13 vetoed.

AFL-CIO backed bills that were enacted into law:

- SB 11 (Montoya) strengthens the law governing athlete agents.
- SB 680 (B. Greene) provides that interest on Labor Commissioner awards for unpaid wages shall accrue from the date the wages were due rather than from the date of the Labor Commissioner's or court's decision.
- SB 1106 (B. Greene) improves the procedures for investigating and adjudicating complaints by employees who have been discriminated against for filing OSHA complaints or other claims under the jurisdiction of the Labor Commissioner.
- AB 1180 (Hayden) makes it an unlawful employment practice for an employer to discriminate in employment against a person because of a conflict between the person's religious observances and any employment requirement unless no accommodation of the religious observance can be made without undue hardship on the conduct of the business.
- AB 824 (Margolin) increases civil penalties for serious violations of the Occupational Carcinogens Control Act from \$1,000 to \$2,000 and the minimum penalty for repeated serious violations from \$5,000 to \$10,000.
- AB 1042 (Jones) renews the state's Hazardous Substances Information and Training Act and conforms it, where required, to the federal Hazard Communication Standard.

- AB 2040 (Davis) requires contractors performing asbestos related work to pass an asbestos certification examination and takes other steps to protect employees performing asbestos related work.
  - SB 495 (Petrus) requires the State Department of Health Services to establish an occupational health and disease prevention program by January 1, 1988 and gives the Department access to places of employment and records to carry out research, health hazard evaluations and epidemiological surveillance.
  - AB 1286 (Hannigan) requires, with certain exceptions, all water closets sold or installed in California be water conservation water closets.
  - AB 2021 (Connelly) require registrants of economic poisons used in agriculture to submit information to the Director of Food and Agriculture relating to the impact of the poison on water sources and takes other steps to protect groundwaters from contamination.
  - AB 2184 (M. Waters) requires the Legislative Analyst to prepare a report on hazardous materials with recommendations as to the sources, content and methods of collection of data for a statewide inventory of the handling of hazardous materials.
  - AB 2185 (M. Waters) requires businesses and local governments handling hazardous materials to prepare emergency response plans and to report any release or threatened release of hazardous materials.
  - AB 1677 (Condit) makes successors of a landlord liable for repayment of the unused portion of a security deposit when the tenant vacates and the original landlord refuses to pay.
  - SB 478 (Petrus) establishes and allocates \$20 million to the California Housing Trust Fund to develop low income housing programs and the farm Housing Rehabilitation Loan Program to provide loans to restore farmworker housing.
  - SB 303 (Roberti) establishes and funds an extended day care program for the children of working parents.
  - SB 557 (Watson) requires initial state disability insurance benefit payment to be made within 14 days of the receipt of a properly completed claim.
  - AB 1575 (McAlister) prohibits federal old-age, survivors, and disability insurance benefits from being offset against an individual's unemployment compensation benefits retroactive to November 1, 1980 and provides state funding for local government unemployment insurance benefits.
  - SB 1148 (Dills) revises and extends the life of a statute providing lower electrical rates for steel producers and precludes companies who substantially reduce employment in their California plants from eligibility for such rates.
  - SB 474 (Morgan) authorizes the State Department of Transportation to make bulk purchases of passenger tickets for commuter trains serving the San Francisco Peninsula corridor and resell them at less than cost and protects present ticket sales employees from layoff.
- Many AFL-CIO supported bills, though adopted by the legislature, were vetoed by the Governor. These measures would have:
- SB 370 (Petrus) created an Office of Occupational Disease Compensation within the Department of Industrial Relations to recommend to the Legislature presumptive standards to establish eligibility for workers' compensation in disease cases.
  - SB 1273 (Lockyer) increased maximum workers' compensation temporary disability benefits from \$224 a week to \$273 a week and increased death benefits from \$70,000 to \$85,000 for one survivor and from \$95,000 to \$115,000 for multiple survivors.
  - SB 390 (Rosenthal) increased weekly unemployment compensation benefits from the current \$166 to \$181, in 1986, \$196 in 1987 and \$211 in 1988.
  - AB 620 (Floyd) reduced the percentage of the insured unemployment needed to trigger state extended unemployment benefits from 6% to 5%.
  - AB 7 (Klehs) prohibited employers from requiring job applicants to take personality tests unless such tests are job related as determined by standards published by the American Psychological Association.
  - SB 1197 (Dills) required transit districts to provide equal representation to labor organizations on retirement system boards.

- SB 269 (Petris) required growers to post warning signs around fields which had been sprayed with pesticides that make it unsafe for workers to reenter for 48 hours or more after spraying.
- AB 376 (Floyd) made governmental entities subject to the same civil OSHA penalties as private employers.
- AB 2151 (Eaves) renewed and strengthened the state's Hazardous Substances Information and Training Act.
- SB 719 (Alquist) required freight trains carrying hazardous materials to have a caboose staffed by qualified operating personnel.
- AB 1134 (M. Waters) required the state to disinvest its pension funds and other monies from business firms doing business in South Africa or with the government of South Africa.
- SB 2 (Roberti) created a Commission on Pay Equity to study state compensation and classification plans with the aim of identifying and correcting inequities between female-dominated and male-dominated classes of employees.
- AB 1696 (McClintock) enabled California printers to better compete with out of state printers by lifting the sales tax from materials printed here and delivered to customers in other states.

## 1985 Force for Progress

A 42-page paper-backed book titled **"1985 Force for Progress"** was published by the Federation and distributed to affiliated unions and councils, defining issues, listing important bills by number and author, and the votes of individual legislators on key labor issues.

"Across the board," the book says, "Governor Deukmejian vetoed the bills that organized labor fought hardest for in the 1985 session." By killing two AFL-CIO bills that would have raised state workers' compensation and unemployment insurance benefits, "Governor Deukmejian unfortunately accepted the philosophy of employer organizations..."

"In sum," the book concludes, "the Governor signed 19 measures into law and vetoed 13. However, the vetoes of the two most important labor bills adopted by the legislature were immeasurably more impor-

tant than any numbering balance of approvals and rejections."

## ACTION ON CONVENTION RESOLUTIONS

During the 1984 convention at Oakland, four resolutions were referred to the Executive Secretary-Treasurer and the incoming Executive Council for consideration and appropriate action.

At the December 18, 1984 meeting the council reviewed these resolutions, all submitted by the SEIU.

A resolution calling for continuation of data collection and publication by the California Health Facilities Commission until such time as another agency can fully and adequately assume its functions was accepted with a motion to have the California Labor Federation introduce legislation to achieve this purpose.

Another resolution concerning SEIU political action was judged as not properly under Federation jurisdiction and therefore not reviewed.

Regarding a resolution concerning the problem of subcontracting at below prevailing wage, the Executive Secretary-Treasurer was empowered to act, along with Vice President Twomey, to consult with other unions in order to develop a common approach to this problem.

Resolution No. 46 on Chile was referred to the Executive Council by the 15th Biennial Convention of the Federation. After consultation with the national AFL-CIO by the Executive Secretary-Treasurer the resolution was adopted with amendment to be consistent with national AFL-CIO policy.

This Council would like to note that all resolutions adopted by the 15th Biennial Convention of the California Labor Federation that carried instructions of communication to Congress, the national AFL-CIO, the President of the United States, or any other entity were so communicated.

## SONG RESIGNATION: FEDERATION VICTORY

Governor Deukmejian appointed former Senator, Alfred H. Song, to a labor seat on



the CAL/OSHA Appeals Board. Although a pro-labor vote while Senator, Song was appointed to a seat reserved by California law for someone "from the field of labor."

In order to protect labor's right to representation on a large number of state bodies the California Labor Federation Executive Council voted unanimously to oppose the appointment and mounted an extensive campaign to defeat it.

To begin, Attorney General of California John Van de Kamp granted the Federation the right to challenge the appointment of Song, never a member of organized labor, on legal grounds.

The battle was carried to the state legislature where the fight focused on the Senate Rules committee which would be responsible for ratifying the appointment.

The continuing political and legal pressure resulted in the resignation of Song from the Appeals Board just prior to the confirmation showdown in the Senate Rules Committee.

Executive Secretary-Treasurer Henning, in announcing the victory to delegates at the annual Joint Legislative Conference said, "We could never have won the fight without the hundreds of letters that our union affiliates wrote to the members of the Senate Rules Committee and to the members of the state Senate."

We've won a great and historic victory in terms of precedent and the law and we thank you very much for that struggle."

While the immediate result was a victory, the underlying challenge to labor's hard won right to representation on boards and commissions remained unsettled. In response, the Federation sponsored SB 1651 introduced this year clarifying labor appointments as "from the field of organized labor." The bill has cleared the Senate and is awaiting a vote on the Assembly floor at the time of this report.

## **FED PUSHES CAL/OSHA INVESTIGATION**

Council Vice Presidents Jack McNally, chairman of the Fed's Occupational Health and Safety Committee and Tony Ramos, a member of the Committee were assigned to

pursue and report to the Council public allegations that CAL/OSHA was harassing workers who reported health and safety hazards, failing to protect whistle blowers and reducing the number and effectiveness of safety inspections. McNally and Ramos, along with Executive Secretary-Treasurer Henning held several meetings with California and Federal OSHA officials voicing our concerns that any truth in these allegations should be immediately addressed. The trio reported that David Valoff, CAL/OSHA director and Bart Hess, regional official of the U.S. Department of Labor promised to investigate and correct any failings. It was generally concluded by the Council, however, that major budget cutbacks in Labor agencies by the Deukmejian administration made any potential improvements highly unlikely.

## **SOUTH AFRICA ANTI-APARTHEID ACTION**

The Federation Executive Council has actively pursued a policy in opposition to the racist apartheid system of South Africa. At the September, 1985 Executive Council meeting the Federation took a position in support of the striking Sarmcol workers in South Africa and at the same meeting discussed plans to divest Federation pension money that might possibly be invested in that country. Given no assurance from the Transamerica Company that Federation pension funds were not invested in South Africa the Council at the December meeting, authorized removal of those funds to be placed in an investment plan that would so guarantee. This was accomplished with the aid of the Martin Segal company and the federation legal counsel.

At the same December meeting the Council went on record in support of legislation to restrict investment of state funds and pension money in firms doing business in South Africa. The Council also took action at this meeting to administer a program that would attempt to persuade retail merchants not to import or sell goods produced in South Africa. At the instruction of the Council, Executive Secretary-Treasurer Henning addressed a letter to 14 major

retail firms doing business in California urging them to support our position against goods produced in South Africa "neither purchasing nor marketing goods produced in South Africa."

These actions were augmented by active participation of Council members in anti-apartheid demonstrations including an April, 1985 demonstration at the South Africa Airways in San Francisco and a May 17 demonstration at the same site in which scores of demonstrators were arrested. In 1986 the 26th anniversary of the Sharpsville massacre in South Africa was marked by labor demonstrations in Los Angeles and San Francisco. In San Francisco, demonstrations against ships carrying goods from South Africa were held in January and March.

## **RETIREE AFFILIATION: HISTORIC DEVELOPMENT**

The Council continued the movement towards full participation of labor's retired members in the affairs of the California Labor Federation at the March 18-19, 1986 meeting in Sacramento where language was approved to allow local union retiree organizations and Federation of Retired Union Members (FORUM) organizations to send delegates to the 16th Convention of the Federation in Sacramento, July 28-31, 1986. This action was a direct result of constitutional changes made at the 15th California Labor Federation convention in Oakland providing for this development.

A meeting was conducted by Executive Secretary-Treasurer Henning to discuss this new action with senior representatives at the 1986 Joint Legislative Conference in Sacramento. Guidelines were discussed and it was explained that properly affiliated retiree groups would be entitled to send a delegate with voice and vote. Following this meeting affiliation forms and delegate credentialing information for retiree organizations were sent to all California Labor Federation affiliated local union and central labor bodies.

The affiliation of retiree groups was again discussed at the June 16-17, 1986 Council meeting in Sacramento with a report by

Executive Secretary-Treasurer Henning of actions taken to date. Clarifying language was adopted to include retiree groups representing multiple unions from the same International.

Speaking to a UFCW retiree organization meeting on May 20, 1986 Executive Secretary-Treasurer Henning said, "This is an historic development. It's for the good of the labor movement, for the retiree movement and for the community as a whole. It is a great idea, and we are very proud that we are bringing your organizations officially into the California Labor Federation."

## **FIGHT FOR "JUDICIAL INDEPENDENCE"**

The Executive Council decided early to join the battle in defense of the judicial independence of California's Supreme Court. At the June 18, 1985 Council meeting in Sacramento the Council authorized the sponsorship of a committee to muster labor support and coordinate with other organizations to fight the conservative attack on California's liberal Supreme Court justices in the November, 1986 confirmation election.

After the proper legal groundwork was finalized the Executive Council announced formation of "The Labor Committee for Judicial Independence" sponsored by the California Labor Federation early in 1986. John F. Henning, Executive Secretary-Treasurer of the Federation is chairman and Albin J. Gruhn, Federation President, is treasurer of the committee. Members of the Executive Council of the Federation will serve as the members of the committee. Henning said the committee is determined to "preserve the independence of the court and keep it free of lynch mobs and the kind of vigilante action that San Francisco knew in the 1850's." He added, "We regard as essential the maintenance of the tradition of a free and independent judiciary."

Although the far right has seized upon the death penalty debate to incite emotional opposition to the justices, the overriding motive for their attack is opposition to decisions upholding rights of workers, women, children, minorities and the poor. The committee plans an aggressive public

relations campaign that will utilize radio, billboards, bus signs as well as more traditional forms of labor communication in its effort to defend the integrity and independence of the California judicial system.

## ELECTION OF NEW COUNCIL MEMBERS

At the June 18, 1985 meeting in Sacramento, members of the Council elected Leo Mayer, President of the California State Employees Association, Local 1000, SEIU, as a Vice-President of the California Labor Federation, At-Large District F replacing John F. Crowley who died on March 16, 1985.

At the March 18-19, 1986 meeting in Sacramento, Council members elected Steve Martin, Executive Secretary-Treasurer of the Alameda County Central Labor Council, as Vice-President, District 11A. He replaced Richard K. Groulx who retired and resigned from the Council.

Also at the March 18-19, 1986 meeting the Council members elected Sherri Chiesa, President of HERE Local 2 in San Francisco, as Vice-President, District 10B. Sister Chiesa replaced Charles Lamb who resigned from the Council.

At the June 16-17, 1986 Council meeting in Sacramento, the Council members elected Harry Ibsen, Vice President of CWA District 9, to Vice-President At-Large District B. He replaces William Demers who resigned from the Council.

Also elected by the Council members at the June 16-17, 1986 meeting was Edward C. Powell, business manager of IATSE Local 16 and Vice-President of the International, to Vice-President At-Large District A. He replaced James L. Evans whose seat became vacant as a result of the withdrawal of the United Transportation Union from the national AFL-CIO.

Elected at the July 24, 1986 meeting was Steven Nutter who replaced Cornelius Wall who retired and resigned as Vice President of District 3-E.

Also at the July 24 meeting resignations of Ray Mendoza, Vice President of District 2-B and Raymond Nelson, Vice President of District 15, were accepted with regrets.

The Council would also like to note with deep regret, the death of General Counsel, Charles P. Scully, who served the Federation most capably from 1943 until his death in 1985.

We would also like to note with sadness the deaths of Federation staff members Douglas Barrett, James Patton and Marie Gorrebeeck.

## SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award a record 100 scholarships, valued at \$500 each, in the past two years to graduating seniors in California's public, private and parochial high schools, participants in the California Labor Federation's annual scholarship awards competition throughout the state.

In 1985, 48 scholarships were awarded and in 1986 there was a record for the 36 year history of the program: 52. Four of the scholarships each year are given directly by the Federation in memory of C.J. Haggerty and Thomas L. Pitts, former Executive Secretary-Treasurers of the organization. The rest are co-sponsored by affiliated unions and councils.

During 1985 there were a total of 2404 applicants from 600 high schools and 1285 completed the tests. In 1986 there were 2314 applicants from 581 schools and 1314 completed the tests.

The program is under the direct supervision of the Standing Committee on Education and of the President of the Federation. Judging is entirely impartial, with the participants' anonymity preserved until after the winning papers have been determined.

The judges for the 1985 and 1986 scholarship judging were: Gloria Busman, Coordinator for the Center for Labor Research & Education, Institute of Industrial Relations, University of California, Los Angeles; Alice Clement, Instructor, History-Labor Studies, Los Angeles Trade Tech Labor Center, Los Angeles; Peter Guidry, Coordinator for Labor Programs, Center for Labor Research & Education, Institute of Industrial Relations, University of California, Berkeley; Michael B. Lehman, Ph.D., Professor of Economics, University of San Francisco,

San Francisco; and Leland S. Russell, Member and Past President, California Council Adult Education, Bay Section, Walnut Creek.

New scholarships have been secured since the Council decided to permit co-sponsorship of memorial scholarships to honor distinguished trade unionists. This has allowed creation of new scholarships, subject to the criteria that includes a requirement that the person being so honored is deceased and had been a member of the co-sponsoring union or council.

As attested by letters from "alumni" of previous contests, school officials and publicity in communities throughout California, this contest is making a significant contribution to expanding public understanding of the organized labor movement, its structure, functions, goals and its place in American society.

## COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1984 convention by its seven regular standing committees. As a result of changes in the Council membership, the make-up of these committees has also changed during the period.

The composition of these committees as of July 23, 1986 is as follows:

### Legislation

William G. Dowd, Chairman  
M.R. Callahan  
Jerry Cremins  
Loretta Mahoney  
Justin Ostro  
Edward C. Powell  
Tony Ramos  
George Soares  
Raoul Teilhet  
Ray Wilson

### Housing

Jerry Cremins, Chairman  
Billy Joe Douglas  
Don Hunsucker  
Paul Miller  
Ray Nelson  
Richard Robbins  
John Valenzuela  
William Ward

### Civil Rights

Ray S. Mendoza, Chairman  
Sherri Chiesa  
Billy Joe Douglas  
Steve Edney  
Frank Souza  
Timothy Twomey  
Cornelius Wall

### Education

Raoul Teilhet, Chairman  
Val Connolly  
Paul Dempster  
Steve Edney  
Loretta Mahoney  
Steve Martin  
Paul Miller  
William Robertson  
William Waggoner

### Safety & Occupational Health

Jack McNally, Chairman  
Paul Dempster  
Harry Ibsen  
Dallas Jones  
Leo Mayer  
Kendall Orsatti  
Justin Ostro  
Anthony Ramos  
William Waggoner  
Charles Yelkey

### Community Services

William Robertson, Chairman  
Cass Alvin  
Don Hunsucker  
Harry Ibsen  
Kendall Orsatti  
Timothy Twomey  
William Ward

### Union Labels, Shop Cards and Buttons

Cornelius Wall, Chairman  
Sherri Chiesa  
Steve Martin  
Frank Souza  
John Valenzuela  
Charles Yelkey

## EXONERATIONS

Since the last convention, the Federation's Executive Council has continued the

policy authorized by Article XIII, Section 2, of the Federation's Constitution for it to grant exonerations from payment of per capita tax by affiliates involved in labor disputes or for other good causes. Since the 1984 convention, such aid has been granted in reponse to requests received from the following:

United Food and Commercial Workers Local 1100, San Francisco, was exonerated for the months of April through October, 1984, inclusive.

Lumber and Sawmill Workers Local 2801, Oroville, was granted exoneration beginning June, 1985 to last through the duration of the Louisiana-Pacific strike.

Carpenters Local 701, Fresno, was exonerated for a six-month period beginning July, 1985.

Communications Workers of America Local 11555, Los Angeles, was exonerated for the period August 1985 through August 1986.

Hotel Employees, Restaurant Employees Local 220, Eureka, was granted exoneration for a six-month period beginning February 1, 1986.

United Food and Commercial Workers, Local 274, Los Angeles, was exonerated for the period September, 1985 to September, 1986.

## FRATERNAL DELEGATES

Continuing the fraternal relationship established between this Federation and the Labor Council of New South Wales, Australia, the Executive Council voted to accept the invitation of J.W. MacBean, Secretary of the Labor Council of New South Wales to send two delegates to their annual meeting being held in Sydney, Australia, February 20-21, 1986.

The Executive Secretary-Treasurer noted that he had served as the first exchange delegate from our Federation and that he has subsequently hosted Frank Harding as the fraternal delegate from the Labor Council of New South Wales to our 1984 convention in Oakland.

President Gruhn was selected as a fraternal delegate with the vice president highest in seniority to be the second delegate. Vice

President Callahan, while having the most seniority, declined the invitation. As a result, Vice President Dowd, next most senior, was selected as the second fraternal delegate.

## CONFERENCES

Expanding the education of working people in California, the Executive Council has been involved in many educational conferences sponsored by the Federation during the period covered by this report. This includes, by year:

### 1985

Workers' Compensation held in Sacramento on March 5-6 presenting views from all major sectors involved in the complex Workers' Compensation issue.

A. Philip Randolph Institute in San Jose March 29-31, on motivating and organizing in the political arena.

Labor's Joint Legislative Conference in Sacramento June 3-5, co-sponsored by the State Building and Construction Trades Council of California and the California State Council of Carpenters.

Women in the Workforce in Los Angeles, October 3-5 focused on pay equity issues and leadership development.

### 1986

Public Employees Issues Forum in Burlingame, March 7, co-sponsored by the California Labor Federation and the AFL-CIO Public Employees Department covering contracting out, taxation and workfare.

A. Philip Randolph Institute at Anaheim, March 21-23, gearing up for voter registration and get-out-the-vote efforts.

Labor's Joint Legislative Conference in Sacramento, May 5-7, co-sponsored by the State Building & Construction Trades Council of California.

Labor Council for Latin American Advancement seminar in Sacramento, June 7, discussing voter registration and political targeting for the general election.

Political Training Seminar at Sacramento, June 24-25, co-sponsored by the California Labor Federation and the national AFL-CIO Committee on Political Education.

## 1984 ELECTIONS

The 1984 convention at Oakland endorsed a full slate of individuals for election to statewide office at the General Election. This came after recommendations from the Executive Council's Standing Committee on Political Education. Also endorsed were candidates for legislative, congressional and judicial offices. Of 17 statewide propositions on the ballot, the convention took "Yes" or "No" positions on 16.

AFL-CIO backed candidates and issues were winners in most instances.

However, the 1984 election was marked by the overwhelming defeat of Walter Mondale, labor's nationally endorsed candidate for President. In spite of this rejection, labor's opposition to the regressive Jarvis tax initiative, Proposition 36 and the right-wing reapportionment initiative, Proposition 39 was supported by the electorate at the polls. These two significant victories were a part of otherwise outstanding election victories.

A special California Labor Federation voter registration project conducted by the A. Philip Randolph Institute and the Labor Council for Latin American Advancement was responsible for the addition of over 47,000 newly registered voters in the black and brown communities. This project, financially assisted by the Laborers International Union, was in addition to the State Federation funding of local central labor council non-partisan voter registration drives.

The Federation's Standing Committee on Political Education also prepared and mailed nearly 1,000,000 endorsement pamphlets to registered AFL-CIO union members. The pamphlet, prepared in 15 variations based on geographical location, stressed the Presidential election and Labor's support for the Mondale-Ferraro ticket. Also highlighted in the pamphlet was the Federation's opposition to Proposition 36, the Howard Jarvis-backed initiative, a regressive property tax measure which would have destroyed state and local governments' ability to provide needed services. Another major conservative threat to liberal government was highlighted in Labor's opposition to Proposition 39, the right-wing sponsored reapportionment initiative.

Unfortunately, the results of the Presidential race did not reflect the energy put into the Labor effort. The Mondale-Ferraro ticket could not overcome the popularity of an incumbent president. The count in California showed Reagan taking 58% of the total to Mondale's 42%. However, election day polls showed the results to be the reverse among AFL-CIO union members with close to 60% supporting Mondale. Mondale carried only the counties of San Francisco, Alameda, Santa Cruz, Yolo and Marin.

Despite this loss at the Presidential level a significant victory was gained by protecting the liberal legislative majorities in the state legislature and the U.S. Congress. The electorate also overwhelmingly defeated the two reactionary propositions opposed by the State Federation, Propositions 36 and 39.

In the Congress, Democratic incumbents, all endorsed by the California Labor Federation, were reelected save one, Jerry Patterson in the 38th C.D. Twenty-seven of our 42 endorsed candidates were elected for a record of 64.2%. The election resulted in a congressional delegation of 27 Democrats and 18 Republicans.

The state Senate saw 10 of our 16 endorsed candidates victorious for a total of 66.6%. The new Senate was composed of 25 Democrats and 15 Republicans. The Republicans gained a seat by the defeat of Senator Ray Johnson, newly registered as an independent and AFL-CIO endorsed.

Forty-six of Labor's 72 endorsed candidates for state Assembly were victorious for a success rate of 63.8%. Republicans made a gain of one seat by winning the open seat vacated by Democrat Bruce Young. The new Assembly line-up included 47 Democrats and 33 Republicans.

In the area of Propositions, California Labor Federation endorsements prevailed in 13 out of 15 contests, 86.6% victorious. Foremost among the victories were the defeat of the regressive Jarvis tax initiative, Proposition 36 and defeat of the right-wing reapportionment initiative, Proposition 39. Above and beyond all of Labor's efforts in the campaign to defeat these propositions was massive fund raising to aid the fight against Proposition 39. In all, Labor organi-

zations contributed close to \$1,000,000 to the campaign to defeat Proposition 39.

## 1986 POLITICAL ACTION

Aware of the political dangers surrounding the Supreme Court Justices' confirmation question the Council has taken actions as outlined in another section of this report. However, it must be kept in mind that the issues raised by the Supreme Court election will reverberate throughout every electoral battle in the state this November.

Another serious issue clouding the California electoral process in 1986 has been the attempt by followers of Lyndon LaRouche to capture party nominations in what would otherwise be hopeless electoral contests. By doing this they hope to gain the legitimacy of mainstream party identification. The Council took careful measures at its April 7-9 COPE meeting in San Francisco to isolate the LaRouche candidates and thereby thwart their efforts. In one case the Council endorsed a write-in candidate to prevent the LaRouche candidate from obtaining the nomination. The effort was successful. No LaRouche candidate succeeded in gaining a nomination.

Prior to the Federation COPE Convention on April 10 the Executive Secretary-Treasurer, in a February 11 letter, encouraged all affiliates to prepare for this year's election activity by making use of computer data available through the Federation from national COPE.

## 1986 Pre-Primary Convention

On April 10, 1986 the California Labor Federation Pre-Primary convention was held at the San Francisco Airport Hilton Hotel to consider endorsement recommendations for nomination to U.S. Senate, all state constitutional offices, and four State Board of Equalization positions, 45 California districts in the U.S. House of Representatives, 20 State Senate positions and 80 State Assembly seats as well as 11 statewide propositions to be on the June 3, 1986 Primary Election ballot.

The Council called upon the assistance of an Advisory Group for the purpose of interviewing and recommending candidates for statewide offices to the Executive Council of the Standing Committee on Political

Education. The Advisory Group was composed of the following California trade unionists:

Robert Hanna-Ca. St. Carpenters  
William Dougherty-SEIU 250  
Fernando Felix-Ca. St. Cul. All.  
Dolores Huerta-UFW  
Harry Ibsen-CWA Dist. 9  
Walter Johnson-SF Labor Council  
Mattie Jackson-ILGWU  
Frank Kuberski-S.W.Reg.Co. UFCW  
Miles Meyers-CFT  
Edward Powell-IATSE #16  
Mike Quevedo, Jr.-Laborers #300  
James Quillin-Ca. Conf. Mach.  
Robert Skidgel-Opr. Eng. #3  
Ed Turner-Seafarers Int'l. Union  
Vernon Watkins-AFSCME  
Mary Yunt-Orange County CLC

James Quillin, acting as chairman of the Advisory Group, presented their recommendations to the Executive Council meeting on April 9, 1986. The Executive Council of the Standing Committee on Political Education voted to recommend for endorsement to the Convention those recommendations submitted by the Advisory Group.

On the basis of Convention action this Federation's Standing Committee on Political Education printed and distributed endorsement pamphlets in 15 variations based on geographic location to inform members and their families of official California Labor Federation positions in the June 3, 1986 Pre-Primary election.

## Election Results

COPE-endorsed candidates prevailed in 128 state Primary Election contests. Only four candidates won without labor's endorsement in races where COPE made recommendations.

The labor-backed Democratic standard-bearers, U.S. Sen. Alan Cranston and Tom Bradley, plunged into the new campaigns even as these statistics were being posted:

- In the State Senate races, all 17 COPE-endorsed candidates won.

- In the Assembly, 62 candidates won with labor backing and only one succeeded without it.

- Thirty-nine congressional candidates carried labor's standard to victory; just three won without COPE support.

- COPE-endorsed candidates won in all 10 statewide races, although there was a dual endorsement for controller.

- All nine of the statewide propositions that labor supported were approved. Approval also was extended to the two that labor opposed, Prop. 51, limiting lawsuit awards to injured persons, and Prop. 49, forbidding political party endorsement of non-partisan candidates.

## 1986 General Election

Highlighted by the critical Gubernatorial election, the Federation's Standing Committee on Political Education has already begun its activity for success of its endorsed candidates and issues in the General Election on November 4, 1986.

A COPE training seminar featuring video cassette training tapes was held June 24-25 in conjunction with national COPE. A letter has been sent on July 8 to all central labor bodies alerting them to the availability of these training tapes and the necessary video cassette recorders through the Federation for use this election year. July 29, at this convention, a special COPE meeting for central labor bodies will be convened to review voter registration and get-out-the-vote efforts. North and south political meetings are scheduled for August 13 and 14 to plan local union activities for the November election.

In mid-September a special COPE session will be held at the 1986 trade union summer school to prepare labor activists for the final election push.

## ADDITIONAL SUPPORT FOR AFFILIATES

Aside from support provided through the Federation's "We Don't Patronize" program which includes extensive publicity of sanctioned boycott efforts, the Executive Council has taken action in the two years since the last convention on the following:

At the June 18, 1985 Council meeting the CWA's call for a "Call Union — Buy Union" telephone campaign was endorsed. At the same meeting the Council voted to support the Transamerica Coalition for Bargaining Strength Corporate Campaign because of the union busting tactics of the Transamerica Corporation. The Council

also endorsed support for water storage and hydroelectric facilities in the Kings River watershed area at the request of the Fresno, Madera, Kings and Tulare Counties Building and Construction Trades Council. Also at that meeting at the request of the Alameda County Central Labor Council the Executive Council went on record in support of prevailing wage requirements for Port of Oakland leases.

At the September 17-18, 1985 meeting of the Council support for the Inmate Apprenticeship Training Plan was adopted with the proviso that future developments be carefully monitored. In that regard, the Executive Secretary-Treasurer announced to the Council at the December 10-11, 1985 Council meeting that he had been named chair and Vice President Jerry Cremins had been appointed to a newly formed state Apprenticeship Supervisory Committee. At the same meeting the Council voted to instruct the Executive Secretary-Treasurer to communicate to the California Congressional delegation urging support for control of the overwhelming flood of imports and the establishment of an equitable international trade policy. The Council also passed at this meeting a strong protest statement condemning Senator Pete Wilson's Alien Worker Amendment to the Simpson Immigration Bill. The amendment would have allowed the importation of as many as 350,000 alien workers to harvest fruit and vegetable crops.

At the December 10-11, 1985 meeting the Executive Council, at the request of the California Federation of Teachers, adopted a motion to endorse the report of the California Commission on the Teaching Profession entitled "Who Will Teach Our Children?" It is a comprehensive report dealing with recruitment, training, and development of teachers as well as the overall learning environment. Also at this meeting, after a report by the Executive Secretary-Treasurer noting tremendous support for the renewal of a trade union summer school, plans for the project were developed.

At the March 18-19, 1986 meeting the Council, at the request of the United Transportation Union, instructed the Executive Secretary-Treasurer to send a telegram to Congressmen Edwards and Berman opposing HR 1140, a measure to "privatize"



many short-line railroads that would throw union railroad workers out of work.

The Federation has also continued throughout the last two years to give continuing and extensive publicity to the Coors boycott struggle.

## RALLIES AND DEMONSTRATIONS

Along with the many other protests, rallies, demonstrations and picket lines noted in other areas of this report, Council officers were active participants at the following events:

A rally at the Port of Oakland on April 18, 1985 organized by the ILGWU to support the Trade Enforcement Act, HR 1562.

A march and rally involving over 50,000 participants on April 20, 1985 in San Francisco for "peace, jobs and justice."

A rally in support of striking United Airlines pilots and supporting flight attendants at the San Francisco International Airport on June 14, 1985.

A picket line in support of UFCW clerks against Ralphs Supermarkets held July 10, 1985 in Los Angeles.

On Labor Day, 1985, rallies, picnics, breakfasts, etc., were attended in Los Angeles, San Fernando Valley, Pleasanton, Sacramento, Santa Cruz, Hemet and Eureka.

A rally at the Transamerica corporate headquarters in San Francisco on September 26, 1985 protesting that corporation's union busting activities.

On December 14, 1985 in Sacramento a rally and march for full employment and a higher minimum wage.

On January 17, 1986 a breakfast in Los Angeles and on January 20, 1986 in San Francisco a march and rally with over 50,000 participants in honor of the first national observance of Martin Luther King Jr.'s birthday as a national holiday.

A parade and rally in San Francisco on April 19, 1986 with over 20,000 marchers for "peace, jobs and justice."

## "WE DON'T PATRONIZE" LIST

Since the Federation's 1984 convention, several firms have been added to the Feder-

ation's "We Don't Patronize" list, in accordance with the Federation Constitution and AFL-CIO rules governing state central bodies.

At the December 18, 1984 meeting at San Francisco, 37 Gemco stores in Southern California were placed on the list (after clearance with the Central Labor Councils involved), at the request of UFCW Local. 324 Gemco was removed from the list almost immediately as a result of the settlement of the dispute. At the same meeting at the request of the Contra Costa County Central Labor Council, Mission Foods and its products were placed on the list. Also at the December 18 meeting El Encanto Hotel and Garden Villas were placed on the list at the request of the Tri-Counties Central Labor Council.

At the March 12-13, 1985 meeting at Sacramento, after concurrence by the Los Angeles County Federation of Labor, Oscar Mayer Co. in Vernon was put on the list. Since this company also had a plant in the east it was necessary for Executive Secretary-Treasurer Henning to obtain clearance from the national AFL-CIO.

At the same meeting the Beverly Garland Motor Lodge in Sacramento was placed on the list at the request of the Sacramento Central Labor Council. Also at this meeting KNTV, Channel 11, in San Jose, at the request of the Santa Clara County Central Labor Council.

At the June 18, 1985 meeting in Sacramento the Ito-Cariani Sausage Company of San Francisco was placed on the list at the request of Sausage Makers' Union Local 203 and after noting that the San Francisco Labor Council had already instituted boycott action against the company.

At the September 17-18, 1985 meeting in Los Angeles the Miller Brewing Company was placed on the list. The request was initiated by IAM Lodge 84 and previously approved by the Los Angeles County Federation of Labor. Since this dispute involved a nationwide company, Executive Secretary-Treasurer Henning once again communicated with the national AFL-CIO seeking approval which was granted.

At the December 10-11, 1985 meeting in Palm Springs, at the request of HERE Local 483, and after proper clearance from the Monterey Central Labor Council and the

Santa Cruz Central Labor Council, the following establishments were placed on the list: Double Tree Inn, Monterey; The Sheraton of Monterey; Casa Munras Hotel, Monterey; Days Inn, Monterey-Seaside; Coconut Grove Ballroom, Santa Cruz. As instructed, Executive Secretary-Treasurer Henning communicated with the appropriate central labor councils and obtained clearance for the action.

At the same meeting the Shoreline South Convalescent Hospital in Alameda was placed on the list at the request of the Alameda County Central Labor Council.

At the March 18-19, 1986 meeting in Sacramento the following firms were placed on the list at the request of the Orange County Central Labor Council: Brookhurst-Loge Theatre, Anaheim; Family Four Cinemas, Orange; and the Villa Theatre, Orange.

At the same meeting the following firms in Stockton were put on the list at the request of the San Joaquin and Calaveras Counties Central Labor Council: Ramada Inn, March Lane; Carmen's Mexican Restaurant, Lincoln Center; Denny's Restaurant, March Lane; and Denny's Restaurant, Charter Way.

Also at the March 18-19, 1986 meeting Sunkist lemons packed by the Saticoy Lemon Association were placed on the list at the request of the Tri-Counties Central Labor Council.

Upon a request from the San Francisco Labor Council at the same meeting the Irwin Memorial Blood Bank, San Francisco Facility, was put on the list. The Council also approved placement of the Shasta County facility of the Irwin Memorial Blood Bank after the Executive Secretary-Treasurer obtained approval from the appropriate central labor body.

Here, for the record, are those firms remaining on the California Labor Federation's "We Don't Patronize" list as of the date of this report:

## **HOTELS & RESTAURANTS**

### **Los Angeles Area**

**The Grand Hotel** at One Hotel Way in Anaheim.

**The Pacifica Hotel** at 6161 West Centinel Street in Culver City.

**The Sheraton Plaza La Reina Hotel** 6101 West Century Blvd., near the Los Angeles Airport.

### **Monterey Area**

**Casa Munras**, Fremont and Munras, Monterey.

**Doubletree Inn**, 2 Portola Plaza, Monterey.

**Days Inn**, 1400 Del Monte Blvd., Seaside.

**Sheraton Hotel**, 350 Calle Principal, Monterey.

### **Sacramento Area**

**Beverly Garland Motor Lodge**, 1780 Tribute Road, Sacramento.

**Days Inn**, 200 Jibboom St., Sacramento.

**Sacramento Inn**, Arden Way at Interstate 80, Sacramento.

**Red Lion Motor Inn**, 2001 West Point Way, Sacramento.

**The Nut Tree and the Coffee Tree Restaurants** on Interstate 80 between San Francisco and Sacramento.

### **San Francisco Bay Area**

**Perry's and Victoria Station** on Union Street in San Francisco.

**The Mandarin**, in Ghirardelli Square, San Francisco.

Other eating places in San Francisco:

**McDonald's Hamburgers (all);**

**Colonel Sanders Kentucky Fried Chicken (all);**

**H. Salt Esquire Fish & Chips (all);**

**Jack In The Box (all),**

**Benihana of Tokyo,**

**Carol Doda's,**

**Mabuhay Restaurant,**

**The Casbah,**

**Ernie's,**

**North Beach Restaurant,**

**Pompei's Grotto,**

**Tia Margarita,**

**Vanessi's.**

### **San Jose Area**

The following hotels, motels and restaurants in Santa Clara County:

**Sante Claire Hotel** at South Market and San Carlos.

**Vagabond Motor Hotel**, 1488 North First, San Jose.

**Giorgio's Pizza House**, 1445 Foxworthy, San Jose.

**Holiday Inn — Palo Alto**, 625 El Camino Real, Palo Alto.

**Cindy's Restaurant**, 17025 Condit Road, Morgan Hill.

**Sirloin & Brew Unlimited, Restaurant**, 12333 Saratoga-Sunnyvale Road, Saratoga.

**Hungry Tiger Restaurant**, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

**Magic Pan Restaurant**, 335 S. Winchester Blvd., San Jose.

**House of Genji/Cathay Restaurant**, 1335 N. First St., San Jose.

**Travelodge**, 940 Weddel Drive, Sunnyvale.

**Red Baron Restaurant**, 2500 Cunningham Ave., San Jose.

**Marriott's Great America Theme Park and Hotel**, Santa Clara.

### **Santa Barbara Area**

**El Encanto Hotel and Garden Villas.**

### **Stockton Area**

**Carmen's Mexican Restaurant**, Lincoln Center.

**Denny's Restaurants** on March Lane, Pacific Avenue and Charter Way.

**Hilton Hotel**, 2323 Grand Canal Blvd.

**Ramada Inn**, March Lane.

**Stockton Inn Motel and Restaurants**, 4219 Waterloo Road at Hwy. 99.

**Stockton Joe's Restaurant**, 1503 St. Mark's Place Plaza.

**Vagabond Motor Hotel**, 33 N. Center.

### **MANUFACTURING**

**Coors Beer**

**Gaffers & Sattler products.**

**Goehring Meat Co.**, Lodi.

**Ito-Cariani Sausage Co.**, San Francisco: Cariani and Pocino brands.

**Masonite Corp. plant**, Cloverdale, Sonoma County.

**Miller Brewing Company**, Irwindale, California.

**Sonoma Vineyards products**, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

**Tennessee Plastics** of Johnson City, Tennessee.

### **PRINTING**

**Sacramento Bee.**

**San Francisco Bay Guardian**

**Vallejo Times-Herald**

**New York Times**, Northwestern Edition.

### **THEATERS**

**Broadway Theatre**, 4th and Broadway, Santa Ana.

**Kindair Theater Corporations**, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

**Twin I & II Theaters**, Aptos.

The following theaters owned by United Artists and Syufy Enterprises:

In San Francisco: **Alexandria**, **Balboa**, **Coronet**, **Coliseum**, **Metro**, **Stonestown Twin** and **Vogue** (all United Artists) and **Cinema 21** and **Empire** (Syufy).

In Sacramento: **Capitol Theater** and **State Theater** (both Syufy).

In Orange County: **Syufy Cinedome**, Orange; **Syufy Stadium Drive-In**, Orange; **Syufy City Cinemas**, Orange; **Family Four Cinemas**, Fountain Valley; **Fox Fullerton**, Fullerton; **Villa Theater**, Orange; **Miramar Theater**, San Clemente; **Cineland Theater**, Anaheim; **Stanton Theater**, Stanton; **Valley View Twin Cinemas**, Cypress; **Brookhurst-Loge Theater**, Anaheim.

### **OTHERS**

**Bank of America Branches:**

178 North 1st St., Dixon

2400 North Texas St., Fairfield.

1120 Texas St., Fairfield.

South Vacaville, Office, Vacaville.

367 Merchant St., Vacaville.

Larwin Plaza, Vallejo.

831 Tennessee St., Vallejo.

200 Georgia St., Vallejo.

2141 Springs Rd., Vallejo

1429 Lincoln Ave., Calistoga.

1700 First St., Napa.

903 Main St., Napa.

70 Solano Square, Benecia.

1001 Adams St., St. Helena.

**Barbers, Fairfield**

Top Hat Barber Shop, 914 Texas St.

Mad Hacker, 1143 Missouri St.

**Barbers, Vallejo:**

Sir Cedric's Barber & Beauty Salon, 1115

Maple Ave.

Mr. Al's, 500 Sacramento St.

Mare Island Barber Shops, Mare Island  
Navy Exchange.  
Blue Shield of San Francisco.  
Hertzka and Knowles, San Francisco, architects.  
Irwin Memorial Blood Bank, San Francisco.  
John Ascuaga's Sparks Nugget in Sparks, Nevada.  
Louisiana-Pacific Corporation products.  
Montgomery Ward in Redding.  
Mervyn's Store in Ventura.  
Norbert Cronin & Co., insurance agents, San Francisco.  
Non-Union Iceberg Lettuce.  
Qantas Airways.  
Saticoy Lemon Assn. products bearing Sunkist label, Oxnard.  
Raley's Food Market, Oakhurst, Madera County.  
Shoreline South Convalescent Hospital, Alameda.  
State Farm Insurance Complex, Santa Rosa.  
Twin Pines Federal Savings and Loan Assn., branches in El Cerrito and Walnut Creek.

## 1986 CONVENTION

The Council's pre-convention meeting began at 10:00 a.m. Wednesday, July 23, 1986 at the Capitol Plaza Holiday Inn, Sacramento. The 16th convention is scheduled to open at 10:00 a.m. Monday, July 28, 1986 at the same location.

Throughout the meeting which began July 23, the Executive Council developed and approved proposed policy statements to be submitted to the convention delegates for their consideration and attended to various other pre-convention details, including consideration of recommendations to be made to convention delegates on the endorsement of candidates for the November 4, 1986, General Election, and on positions to be taken on the several statewide propositions which will appear on the ballot.

## CONCLUSION

The interim between the 1984 convention and the 1986 convention has been a period of great activity for this Council and its officers. Faced with expanding, well-financed anti-union activities and unsympathetic administrations in Sacramento and Washington, D.C., we are able in this report to cover briefly only highlights of the many fronts upon which we have been active.

Fraternally submitted,

John F. Henning, Exec. Secy-Treas.  
Albin J. Gruhn, President  
Cass Alvin  
M.R. Callahan  
Sherri Chiesa  
Val Connolly  
Jerry P. Cremins  
Paul Dempster  
Billy Joe Douglas  
William G. Dowd  
Steve Edney  
Don Hunsucker  
Harry Ibsen  
Dallas Jones  
Armando Lopez  
Jack McNally  
Loretta Mahoney  
Steve Martin  
Leo Mayer  
Paul Miller  
Steven Nutter  
Ken Orsatti  
Justin Ostro  
Edward C. Powell  
Anthony L. Ramos  
Richard C. Robbins  
Wm. R. Robertson  
George Soares  
Frank Souza  
Raoul Teilhet  
Timothy J. Twomey  
John Valenzuela  
William Waggoner  
William Ward  
Ray Wilson  
Charles Yelkey  
Vice Presidents

# Report of the Executive Secretary-Treasurer

**Sacramento**

**July 28, 1986**

To the Sixteenth Biennial Convention of the California Labor Federation, AFL-CIO...

Greetings:

This report summarizes certain principal activities of the Secretary-Treasurer since the 1984 convention held in Oakland. A more detailed report of such activities is found in the Report of the Executive Council submitted to the convention, as direction of the Federation, as a whole, is the responsibility of the Secretary-Treasurer.

With respect to the major political crisis facing the American labor movement at present, there follows for your consideration the message of your Secretary-Treasurer to the 1986 Pre-Primary COPE Convention:

We convene as the long shadow of the military-industrial complex of which Dwight Eisenhower warned falls across the nation.

National security requires sufficient defense, but a 1.3 trillion dollar military budget and the related 1.9 trillion dollar national deficit are the fiscal cancers eating at the heart of the American system.

The Reagan economy is a Third Reich economy in that military spending has given transient stimulus to industrial profit and defense employment. The program promises military conflict or economic collapse. One or the other is inevitable.

The annual budget deficit is running at \$200 billion a year while corporate profit is creating a new billionaire class in a society of 32 million impoverished Americans and thousands of homeless sleeping on the streets of Mr. Reagan's country.

Our trade imbalance is the worst in history. Reagan's trade policies have lost millions of American jobs in the course of devastating such industries as steel, auto, rubber and agriculture.

Meanwhile, a national unemployment level of approximately seven percent has been institutionalized as necessary for employer control of the labor market.

A confused electorate voted for all this with the triumph of Reagan in 1984. The plastic appeal of the economy and the persuasive rhetoric of the president carried the day for the country's ruling class.

Yet the Reagan sweep was no mandate. It didn't reflect in Senate and House returns. The people gave no mandate for a militarized foreign policy, no mandate for sordid alliances with racist South Africa or with the since deposed Marcos in the Philippines. No mandate for blundering tragedies in Lebanon and Latin America.

Certainly no mandate for awarding the National Labor Relations Board to the corporations of America. No mandate for taxing social security payments or reversing the racial equality programs that had saved America from self-destruction.

No mandate for a polarized America where an eroded middle class can no longer pay for homes to live in, or for higher education for its sons and daughters.

The Reagan conservatism has not been without imitation in California. The Deukmejian government last year killed AFL-CIO bills that would have raised workers' compensation and unemployment insurance levels from among the lowest in the nation.

All too many state agencies affecting the lives of working people are controlled by appointees of pledged contempt for union labor.

The Agricultural Labor Relations Board provides the classic example of an agency destroying the rights of the very workers it was formed to protect.

Were it not for liberal majorities in the Assembly and Senate, the corporations would have absolute control of state government.

It becomes the duty of the AFL-CIO to increase the liberal majorities in the state legislature and elect Tom Bradley Governor. It becomes our duty, also, to increase the liberal majority in the California Congressional delegation and return Alan Cranston to the U.S. Senate.

We can change the course of California and affect the course of the nation if we but mobilize our members and union families for

the primary and general elections of 1986. That is what COPE is all about.

## INTERNATIONAL AFFAIRS

In October of 1984, your Executive Secretary-Treasurer, as one of six members of the AFL-CIO-sponsored Labor Committee for Pacific Affairs, hosted a group of visiting trade unionists from the South Pacific and briefed them with respect to programs and activities of our Federation. A major function of the LCPA was to establish a closer bond and relationship between labor unions in nations on the Pacific Ocean, including the U.S., Australia, New Zealand, Fiji and Papua New Guinea and to provide a forum for strengthening the democratic trade union movement in the Pacific Region.

During the period since our last convention, many foreign visitors representing their countries or their nation's trade union organizations have been visitors to the California Labor Federation's offices as part of their study of the American Labor Movement. In that time we have hosted guests from New Zealand, Belgium, Australia, Republic of West Germany, Finland, South Africa, France, New South Wales, Italy, Fiji, Thailand, Sweden, Israel, Holland, Spain, Austria, Japan, Costa Rica, Guyana, Britain and Argentina.

Of interest is the fact that among these foreign visitors have been increasing numbers of women trade unionists and other labor leaders expressing particular interest in women's issues, how they are being addressed by the labor movement of our country and what progress is being realized within the U.S.

In March of 1985 your Executive Secretary-Treasurer participated in a meeting of the American-Australian Bicentennial Foundation in San Francisco; and, in April of this year, a Foundation meeting in Washington, D.C. The Foundation is assisting Australia in preparations to commemorate its 200th anniversary in 1988. Your Secretary-Treasurer serves as one of 20 Americans on this Foundation.

The Secretary-Treasurer, in 1985, met on labor policies with Robert McMullen, National Secretary of the Labour Party of Australia, and Adrian J. Dangerfield, Assistant Director, South Australian Department of Labor, who were visitors to San Francisco on separate occasions.

The 1980 Convention of your Federation established a fraternal exchange program with

the Labor Council of New South Wales, Australia.

In subsequent conventions of the Federation, we hosted two fraternal delegates from that organization—Barry Unsworth, guest at the 1982 convention, and Frank Harding, guest at our 1984 convention.

In February, 1984 your Executive Secretary-Treasurer was the Federation's first fraternal exchange guest at a convention of the Labor Council of New South Wales at Sydney, Australia. This year Federation President Albin J. Gruhn, and Vice-President William Dowd attended the LCNSW convention in the name of our organization. Secretary of LCNSW, J.W. MacBean, will be a guest of the Federation's 1986 convention.

## U.S.S. POTOMAC

Fund-raising efforts for restoration of the "USS Potomac," the presidential yacht of Franklin Delano Roosevelt throughout his years as President, have continued. Your Executive Secretary-Treasurer, as a member of the labor-management Board of Governors for the restoration project, has participated in a number of these activities, including a 1986 fund-raiser dinner in Oakland chaired by the Secretary-Treasurer honoring Bill Ward, Secretary-Treasurer of the California State Building and Construction Trades Council. The ship is being converted into a floating maritime museum of the Roosevelt era, headquartered in the Port of Oakland.

## BAY AREA STRIKE DEFENSE COUNCIL

The Secretary-Treasurer has, during the past two years, participated in a number of picket lines and rallies and has directed assistance to striking unions.

Among these were the OCAW Local I-326 rally in Rodeo commemorating the death of Greg Goobic, killed on a picket line; the rally to help support the striking United Airlines pilots; the Building Trades rally in protest of contracting out state work to non-union, out of state contractors; a rally to organize support for the Watsonville cannery strikers; a rally in support of Continental Airline strikers; and various functions in support of the Transamerica Coalition for Bargaining Strength to counteract the proposed sale of Transamerica Airlines and other other-busting efforts of the parent body. In addition, assistance was pro-

vided in the settlement of the H.E.R.E. Local 2 strike against various San Francisco restaurants.

It should be noted that more than 264 major collective bargaining agreements covering about 700,000 California workers are scheduled to be negotiated in 1986.

As a result of the present anti-labor environment in the U.S., fostered by actions of the Reagan Administration, unions are being forced into a defensive position which at times has compelled strike action to combat employer "give back" demands as well as other concessionary proposals. There is strong evidence of persisting employer strategies to dilute the strength and effectiveness of union advocacy among U.S. workers.

Your Secretary-Treasurer called a meeting which established a Bay Area Strike Defense Council, the purpose of which is to lend support and assistance to unions which find themselves in a strike situation. The Council consists of representatives of the following central labor bodies in the San Francisco Bay Area, as well as the ILWU and Teamsters: Alameda County CLC, Contra Costa County CLC, Marin County CLC, Monterey County CLC, Napa-Solano Counties CLC, San Francisco Labor Council, San Mateo County CLC, Santa Clara County CLC, Santa Cruz County CLC and Sonoma, Mendocino & Lake Counties CLC. If this effort proves successful, the Federation may in the future recommend the extension of such approach to other regional areas of the state.

## **AFFILIATION OF UNION RETIREE GROUPS & FORUMS**

In order to more fully encourage the participation of union retirees in the programs of our Federation, the Executive Council, upon recommendation of the Secretary-Treasurer, has recently provided for the affiliation of local central council FORUMS and local union retiree groups with the Federation. Rules and regulations have been adopted for the affiliation procedure; and this convention, for the first time in Federation history, welcomes the direct affiliation participation of eligible FORUMS and local union retiree groups in our convention. More than twenty-eight retiree groups and five FORUMS are affiliated with the Federation at the time of this 1986 convention opening.

## **FEDERATION-SPONSORED CONFERENCES**

During the period since the 1982 convention, your Federation has sponsored a number of conferences relating to political action, legislation and emerging social and economic problems and issues affecting the welfare of workers. These include two statewide Women in the Work Force Conferences; a conference in Sacramento to address the issue of prison labor; 1985 and 1986 Joint Legislative Conferences with the State Building Trades Council and/or the State Council of Carpenters; a 1985 Workers' Compensation Conference; 1986 Public Employee Issues Forum in Burlingame; a 2-day Political Campaign Training Seminar June 24-25, 1986 in Sacramento; a number of instructive COPE conferences in Northern and Southern California to mobilize union registration and get out the vote efforts for the 1984 elections; the 1985 and 1986 A. Philip Randolph Institute Conferences; and an emergency 1985 joint conference with the Building and Construction Trades Council and representatives of State Councils and Central Labor Bodies to organize a legislative visitation program for enactment of our Federation's workers' compensation and unemployment insurance bills. Further conference information is detailed in the Executive Council Report.

## **SONG CONFIRMATION**

In 1985 Governor Deukmejian appointed Alfred H. Song as a member of the CAL/OSHA Appeals Board. Your Secretary-Treasurer, with approval of the Federation Executive Council, immediately launched a campaign to oppose the nomination and confirmation by the Senate Rules Committee on the basis that Song was not from the field of organized labor. The appointment violated the intent of the Labor Code language with respect to the appointment.

This tripartite Board consists of three positions, one of which is reserved for "the field of labor." The other two positions are reserved for appointees from the "field of management" and "the public."

In the face of mounting opposition, Mr. Song accepted a post to a newly created job as a nursing home ombudsman in the office of the attorney general almost on the eve of the deadline for his confirmation consideration by the Senate Rules Committee.

This was a tremendous labor victory which preserves labor's historic right to governmental appointments.

## STATE MINIMUM WAGE

In the wake of the Industrial Welfare Commission's refusal to comply with the unanimous request of labor representatives who served on the 1984 IWC Wage Board for an increase in the state minimum wage to \$4.34 per hour; and, further, the IWC's refusal to schedule subsequent hearings on the issue, the Federation Secretary-Treasurer dispatched a letter to the Chairperson of the Commission in January of this year insisting on action relating to the matter.

The letter cited the fact that the Labor Code requires a review at least once every two years as to the adequacy of the minimum wage; that California's minimum wage has remained the same since 1981; and that the IWC's failure to act, after the 1984 review, left California—one of the states with higher living costs—being one of the lowest minimum wage states in the nation.

The IWC has recently scheduled hearings for August 1986 in San Diego, Los Angeles and Fresno to elicit public opinion as to the need for increasing the minimum wage.

## LABOR COMMITTEE FOR JUDICIAL INDEPENDENCE

The California Labor Federation's Labor Committee for Judicial Independence, with the Executive Secretary-Treasurer serving as Chairman, has been formed to maintain efforts for the retention of all Supreme Court justices on the November 1986 confirmation ballot. President Albin Gruhn serves as Treasurer of the Committee.

At stake is the very independence of the Court as well as the loss of liberal-voting justices and the subsequent imposition of judicial conservatism.

The Secretary-Treasurer, in 1986, accepted appointment to serve as honorary Co-Chair of the Citizens Committee to Keep Politics Out of the Courts, a non-partisan committee concerned with preserving judicial independence.

## EXECUTIVE ADMINISTRATION

The Federation has found more suitable space for its headquarters office and will

relocate by October 1, 1986, to 417 Montgomery Street, San Francisco. Affiliates will be sent timely notification of the move to assure minimal inconvenience and disruption of service.

During the past two years, our Federation suffered the loss by death of its General Counsel, Charles Scully; Doug Barrett, Editor of the California AFL-CIO News; Jim Patton, Senior Citizens Representative and Marie Gorrebeeck, bookkeeper.

Floyd Tucker, long active in union work, and an experienced newspaper editor, was named Editor of our Federation's paper. Attorney Charles Scully, II, was named as Federation General Counsel to succeed his Father. The work of our Senior Citizens Department is now being shared by staff representatives Don Hightower and Bill Gallardo; and Eva Viscovich has been hired as bookkeeper.

## SUMMER SCHOOL

Work is underway for a 1986 week-long Federation-sponsored Trade Union Summer School which will be held September 22-26 at the Woodlake Hotel in Sacramento. New methods and strategies to enable the labor movement to continue its functions as an effective advocate for working men and women will be the primary focus of the event.

The program is to open at 8:45 a.m. Monday, Sept. 22, with a study of the impact upon unions of changing technology, imports and a changing workforce.

This is to be followed by workshops that will deal with the nation's shift from manufacturing to service economy and on imports, plant closures and retraining.

After a luncheon program on the critical importance of labor education, there is to be an afternoon session on new directions for the labor movement. Workshops on building membership beyond the collective bargaining agreement, use of the media and membership involvement are to follow.

The program, still subject to revision, calls for a Tuesday morning session dealing with collective bargaining in a hostile environment.

This theme will be explored further in workshops on two-tier bargaining and wage and fringe take-aways, corporate campaigns and strike planning as well as alternatives to the strike.

Tuesday afternoon the participants will assemble for a session on new trends and



techniques in arbitration before breaking off into smaller groups for workshops on containing the cost of arbitration, fair representation and effective presentation.

Organizing will be the subject for the Wednesday morning plenary session, which will be followed by workshops on targeting and research, forging alliances, updates for organizers and the role of the National Labor Relations Board and Public Employment Relations Board.

The Agricultural Labor Relations Board is to be the subject for a noon session on Wednesday.

The Wednesday afternoon topic will be legal and contractual rights and protections for workers. Workshops following the plenary session will deal with wrongful discharge, state and federal wage and hour laws, state and federal occupational safety and health agencies and new legislation on workers' compensation and unemployment and disability insurance.

On Thursday, the focus is to be on labor and the legislative process. After a morning session, there are to be workshops on techniques for reaching union members, coalitions within and outside of the labor movement and campaign financing.

After an early afternoon session on labor and legislation, additional workshops are to explore preparation and submission of bills, lobbying, and how a bill becomes law.

The final day's program is to open on Friday morning with a panel discussion on women and minorities in the workforce. Workshops following this will explore comparable worth, sexual harassment and discrimination in hiring and promotion.

Certificates will be presented at luncheon that day. The afternoon plenary session will focus on international affairs before the school concludes at 3 p.m.

## **CONVENTIONS, CONFERENCES, LABOR CELEBRATIONS, RALLIES**

Your Executive Secretary-Treasurer, during the intervening period since the last convention, has had the privilege of addressing, on behalf of the Federation, many important labor, political and community functions. These have provided an opportunity to assert labor's views and positions with respect to critical issues of concern to California

workers, and at the same time increase the visibility of the state AFL-CIO labor movement as an integral and vital segment of our society.

These functions included the following: Jobs Coalition Rally; Martin Luther King Breakfast and march; Dick Groulx Retirement Dinner; various fund-raiser dinners honoring California's Lt. Governor, Leo McCarthy, Attorney General John Van de Kamp; Senator David Roberti and Speaker of the Assembly Willie Brown; California State Conference of Painters; Peace, Jobs & Justice Rally in San Francisco; Carpenters State Council Convention; Western Labor Press Association of the California Democratic State Party's Executive Board; various labor council COPE fund-raiser dinners; Industry Labor Relations Group, State Chamber of Commerce; UFCW Retirees Annual Luncheon; Andre Sakarov Jewish Community Group Rally; Jim Egan Retirement Dinner; Pipe Trades Council Conference; UAW Convention; Graduation Ceremonies of Operating Engineers Joint Apprenticeship Committee; Mural Dedication Ceremony Honoring 50th Anniversary of S.F.'s 1934 General Strike; National Building Trades Conference; SEIU Convention; Paul Dempster Honoree Dinner; Raoul Teilhet Honoree Dinner; Ruth Miller Honoree Dinner; Dinner Honoring State Supreme Court Chief Justice Rose Bird; CWA Convention; United Transportation Union Convention; Political Fund-Raiser Dinner of United Public Employees Union Local 390 honoring Bay Area Public Workers and John Henning; Rally on behalf of Jewish Community Relations Council; Western States Council of Sheet Metal Workers; Max Mont Honoree Luncheon; National CLUW Fund-raiser Luncheon; Conference on Peace, Jobs & Justice; Senator John Garamendi Honoree Dinner; John Neece Honoree Dinner; State Culinary Conference; Convention of Operating Engineers; Consumer Federation of California Convention; Jim La Salle Honoree Dinner; Harry Bridges Honoree Dinner; Luncheon honoring Secretary of Labor Bill Brock; Senator Ted Kennedy's Center for Independent Living Dinner; Building Trades Seminar Luncheon; Rally for Full Employment, Higher Minimum Wage and Recapture of Runaway Industries and the SUP 100 year Celebration Dinner.

In addition, your Secretary-Treasurer was Labor Honoree at a dinner in April, 1985,

sponsored by the Senate Majority Caucus, at the Fairmont Hotel in San Francisco, and accepted a presentation made to the Federation.

Your Secretary-Treasurer, in May of this year, participated in a meeting with Alan Kistler, President, AFL-CIO Human Resources Development Institute, and other Institute staff members, to explore the feasibility of establishing a labor coordination program for California to bring the resources of labor to bear in solving the problems of the state's unemployed. Generally, the program soon to begin will include coordination between labor and the state Job Training Partnership Act system to impact on state employment and training policies and provide certain technical support. More specifically, it will include assistance in identifying the nature and extent of worker dislocation and provide assistance to laid-off workers under JTPA Title III.

The Secretary-Treasurer this April participated in a meeting called by Don Slaiman, Deputy Director of the Department of Organization and Field Services, on the matter of full affiliation of all local unions with our Federation and with the respective state bodies of the western states. Attending were representatives of eight international unions and four western state bodies.

### **UNION-SPONSORED PROGRAM FOR RETAIL BOYCOTT OF SOUTH AFRICAN GOODS**

The Executive Council, on recommendation of the Secretary-Treasurer, took action to assume responsibility for conduct of a campaign to publicize information as to retailers which purchase and sell South African goods.

Letters were sent by the Federation to fourteen California merchandisers requesting that they join in a growing number of retail sales corporations pledged to boycott South African imports because of the failure of that country's government to end apartheid and the systematic violation of workers' human and trade union rights.

This boycott program will be a continuing union effort, and the responses from Walgreens national chain and Albertson's that they will not sell goods produced in South Africa, has been most encouraging.

### **SCHOLARSHIP PROGRAM**

The number of scholarships provided high school students through our Federation program has consistently increased. This year 52 scholarships will be awarded to graduating high school seniors.

The Federation scholarship program, first organized by the Secretary-Treasurer in 1950 and supervised for the past many years by President Gruhn, has not only provided financial assistance to college-bound students, but has proven an effective public relations aid in combating employer assaults against our unions.

### **AFL-CIO CONVENTION AND RELATED MEETINGS**

The Executive Secretary-Treasurer served as a delegate to the 1985 AFL-CIO convention in Anaheim. Convention considerations included (1) the situation in Nicaragua, with clarification that the AFL-CIO does not favor a military solution to the problem; (2) reaffirmation of the policy of candidate endorsement by the national body in primary presidential elections; (3) action on the problem of inadequate funding of local and state central bodies by the establishment of a committee of 58 International Union Presidents to assist in a resolution.

Your Executive Secretary-Treasurer delivered a welcoming address to the national convention, as well as to the Union Label Department's assembly. He served as a member of the Resolutions Committee and participated in a number of other convention-related meetings, including the convention of the International Labor Communications Association.

The Secretary-Treasurer also attended the February meetings of the national COPE.

### **LABOR DAY EVENTS**

The Executive Secretary-Treasurer and other Federation officers participated in 1985 Labor Day events in Los Angeles, Alameda County, Sacramento, Humboldt and Del Norte Counties, Santa Cruz, Riverside and San Bernardino Counties.

### **SOUTH AFRICAN DIVESTMENT**

At the recommendation of your Secretary-Treasurer, the Executive Council approved withdrawal of the Federation's employees'

pension plan funds from Transamerica-Occidental Insurance Company, due to that firm's refusal to comply with a disclosure request as to whether pension monies were invested in South Africa. A new Trust has been established, and the assets of the Plan are being transferred to the new Trust on a monthly basis over a five-year period.

However, this month University history was written when the Board of Regents voted 13-to-9 to divest its South African holdings. The majority decision came from the vote of your Secretary-Treasurer and the five colleagues who have fought the battle through the years plus the seven votes brought to the liberal side by Governor Deukmejian.

The Secretary-Treasurer, as a member of the Board of Regents of the University of California, has been one of the leaders of the campaign to have the University divest itself of \$2.5 billion dollars in investments in companies doing business in South Africa. The Board of Regents has defeated all such divestment attempts over the recent years.

## PRISON LABOR

In August of 1985 a Federation-sponsored meeting was held in Sacramento to develop strategies relating to proposed use of convict labor for work then being performed by private industry which would result in the loss of approximately 18,000 private sector jobs.

The related matter of correctional institution training programs later became a focus of discussion by the Federation's Executive Council in the interest of monitoring developments to minimize any adverse impact on labor which could result and to assure there would be no further erosion of private industry jobs.

Subsequently, dialogue between appropriate state agencies developed with respect to the formation of an apprenticeship training program, and the California Department of Corrections Joint Inmate Apprenticeship Advisory Committee was formed. The Committee, chaired by your Secretary-Treasurer, with Vice-President Jerry Cremins serving as a member, is charged with the responsibility of developing a positive approach toward the development of training programs which will provide needed skills to prison inmates.

## LEGISLATIVE ACTIVITIES 1985 SESSION

Two devastating vetoes put their mark on labor's experience in the 1985 session of the California Legislature. Governor Deukmejian unfortunately accepted the philosophy of employer organizations in killing AFL-CIO bills that would have raised state workers' compensation and unemployment insurance benefits from among the lowest in the nation.

Forty states had higher workers' compensation benefits than those of California, but the governor vetoed the bill calling for modest improvements. He did the same with unemployment insurance, although 30 states were providing higher benefits.

Across the board Governor Deukmejian vetoed the bills that organized labor fought hardest for in the 1985 session.

He killed the bill that would have required warning signs in farm fields where dangerous pesticides were sprayed. He vetoed the bill to lower the rate of unemployment that triggers extended jobless benefits for eligible workers and the measure to open a study of standards for compensation to workers harmed by occupational disease. He vetoed the bill to prevent railroads from eliminating cabooses, no matter how long the train or how hazardous the cargo. The comparable worth commission that would have investigated sex-based wage discrimination in state employment and made relevant recommendations to the Legislature fell to the governor's veto.

On the positive side, the Governor signed into law 19 AFL-CIO measures including:

The California housing trust fund bill, which makes tidelands revenues available to finance housing for the poor and farm labor housing rehabilitation;

An athletic agents bill providing for the registration of agents who represent sports professionals;

A carcinogens safety standards bill that doubles penalties for guilty employers;

A measure that computes interest owed a worker on unpaid wages from the day the money was first due;

A pesticide contamination bill requiring those who use pesticides to submit impact reports to the Director of Food and Agriculture;

A bill requiring collecting and reporting of information on hazardous substances;

A bill to prevent contractors from undertaking major asbestos removal projects without proper licenses.

In sum, the Governor signed 19 measures into law and vetoed 13.

However, the vetoes of the two most important labor bills adopted by the legislature were immeasurably more important than any numbering balance of approvals and rejections.

## **Bills Enacted**

### **Labor Standards Enforcement**

1. SB 11 (Montoya) strengthens the law governing athlete agents.

2. SB 680 (B. Greene) provides that interest on Labor Commissioner awards for unpaid wages shall accrue from the date the wages were due rather than from the date of the Labor Commissioner's or court's decision.

### **Employee Rights**

3. SB 1106 (B. Greene) improves the procedures for investigating and adjudicating complaints by employees who have been discriminated against for filing OSHA complaints or other claims under the jurisdiction of the Labor Commissioner.

4. AB 1180 (Hayden) makes it an unlawful employment practice for an employer to discriminate in employment against a person because of a conflict between the person's religious observances and any employment requirement unless no accommodation of the religious observation can be made without undue hardship on the conduct of the business.

### **Safety and Health**

5. AB 824 (Margolin) increases civil penalties for serious violations of the Occupational Carcinogens Control Act from \$1,000 to \$2,000 and the minimum penalty for repeated serious violations from \$5,000 to \$10,000.

6. AB 1042 (Jones) renews the state's Hazardous Substances Information and Training Act and conforms it, where required, to the federal Hazard Communication Standard.

7. AB 2040 (Davis) requires contractors performing asbestos related work to pass an asbestos certification examination and takes other steps to protect employees performing asbestos related work.

8. SB 495 (Petrus) requires the State Department of Health Services to establish an occupational health and disease prevention program by January 1, 1988 and gives the Department access to places of employment

and records to carry out research, health hazard evaluations and epidemiological surveillance.

### **Environment**

9. AB 1286 (Hannigan) requires, with certain exceptions, all water closets sold or installed in California be water conservation water closets.

10. AB 2021 (Connelly) requires registrants of economic poisons used in agriculture to submit information to the Director of Food and Agriculture relating to the impact of the poison on water sources and takes other steps to protect groundwaters from contamination.

11. AB 2184 (M. Waters) requires the Legislative Analyst to prepare a report on hazardous materials with recommendations as to the sources, content and methods of collection of data for a statewide inventory of the handling of hazardous materials.

12. AB 2185 (M. Waters) requires businesses and local governments handling hazardous materials to prepare emergency response plans and to report any release or threatened release of hazardous materials.

### **Housing**

13. AB 1677 (Condit) makes successors of a landlord liable for repayment of the unused portion of a security deposit when the tenant vacates and the original landlord refuses to pay.

14. SB 478 (Petrus) establishes and allocates \$20 million to the California Housing Trust Fund to develop low income housing programs and the Farm Labor Housing Rehabilitation Loan Program to provide loans to restore farmworker housing.

### **Child Care**

15. SB 303 (Roberti) establishes and funds an extended day care program for the children of working parents.

### **Disability Insurance**

16. SB 557 (Watson) requires initial state disability insurance benefit payment to be made within 14 days of the receipt of a properly completed claim.

### **Unemployment Insurance**

17. AB 1575 (McAlister) prohibits federal old-age, survivors, and disability insurance benefits from being offset against an individual's unemployment compensation benefits retroactive to November 1, 1980 and provides state funding for local government unemployment insurance benefits.

### **Job Preservation**

18. SB 1148 (Dills) revises and extends the life of a statute providing lower electrical rates for steel producers and precludes companies who substantially reduce employment in their California plants from eligibility for such rates.

### **Public Transportation**

19. SB 474 (Morgan) authorizes the State Department of Transportation to make bulk purchases of passenger tickets for commuter trains serving the San Francisco Peninsula corridor and resell them at less than cost and protects present ticket sales employees from layoff.

## **Bills Passed, But Vetoed**

### **Workers' Compensation**

1. SB 370 (Petris) would have created an Office of Occupational Disease Compensation within the Department of Industrial Relations to recommend to the legislature presumptive standards to establish eligibility for workers' compensation in disease cases.

2. SB 1273 (Lockyer) would have increased maximum workers' compensation temporary disability benefits from \$224 a week to \$273 a week and increased death benefits from \$70,000 to \$85,000 for one survivor and from \$95,000 to \$115,000 for multiple survivors.

### **Unemployment Insurance**

3. SB 390 (Rosenthal) would have increased maximum weekly unemployment compensation benefits from the current \$166 to \$181, in 1986, \$196 in 1987 and \$211 in 1988.

4. AB 620 (Floyd) would have reduced the percentage of the insured unemployment needed to trigger state extended unemployment benefits from 6% to 5%.

### **Employee Rights**

5. AB 7 (Klehs) would have prohibited employers from requiring job applicants to take personality tests unless such tests are job related as determined by standards published by the American Psychological Association.

6. SB 1197 (Dills) would have required transit districts to provide equal representation to labor organizations on retirement system boards.

### **Safety and Health**

7. SB 269 (Petris) would have required growers to post warning signs around fields which had been sprayed with pesticides that

make it unsafe for workers to reenter for 48 hours or more after spraying.

8. AB 376 (Floyd) would have made governmental entities subject to the same civil OSHA penalties as private employers.

9. AB 2151 (Eaves) would have renewed and strengthened the state's Hazardous Substances Information and Training Act.

10. SB 719 (Alquist) would have required freight trains carrying hazardous materials to have a caboose staffed by qualified operating personnel.

### **South African Apartheid**

11. AB 1134 (M. Waters) would have required the state to disinvest its pension funds and other monies from business firms doing business in South Africa or with the government of South Africa.

### **Comparable Worth**

12. SB 2 (Roberti) would have created a Commission on Pay Equity to study state compensation and classification plans with the aim of identifying and correcting inequities between female-dominated and male-dominated classes of employees.

### **Job Preservation**

13. AB 1696 (McClintock) would have enabled California printers to better compete with out of state printers by lifting the sales tax from materials printed here and delivered to customers in other states.

## **1986 LEGISLATIVE SESSION**

The 1986 session of the state legislature is in recess at the time of our convention but will resume on August 11 for a final month of deliberations.

Assembly and Senate will return to face the two issues that this year have the highest priority for all California workers: Workers Compensation and Unemployment Insurance.

The Federation's Unemployment Insurance bill (SB 2100) has passed the Senate and is now scheduled to be heard in the Assembly Ways and Means Committee upon resumption of legislative business. It will increase the maximum unemployment benefit from \$166 a week to \$186 a week.

The Federation's Standing Committee on Legislation is currently reviewing the principal Workers Compensation Bill (SB 1617) now before the legislature. The bill was put in print in present form immediately before the legisla-

tive recess of July and will first be heard in the Senate Industrial Relations Committee.

The Unemployment Insurance bill is authored by Senator Herschel Rosenthal (D-Los Angeles) and the Workers' Compensation bill by Senator Bill Greene (D-Los Angeles).

A series of other bills affecting building trades workers and other workers will also be up for decision in the session's final month.

Other bills of concern to our affiliates and to the basic rights of all workers which have already been acted upon in the 1986 session or will be voted upon in the final month include:

### **Civil Rights**

AB 134 (M. Waters) would prohibit the continued investment of state pension funds in firms doing business in South Africa.

SB 1895 (Watson) Would provide that if the time for a judicial review of a final order or decision of the fair employment and housing commission has lapsed, or if all means of judicial review have been exhausted, the Department of Fair Employment and Housing may apply to the superior court for enforcement of the order of decision.

### **Consumer Protection**

AB 3333 (Areias) would require that printed advertisements for credit cards contain disclosures respecting interest and fees.

AB 4339 (Connelly) would require the Department of Health Services to monitor chemical and pesticide residues in processed foods.

SJR 58 (Marks) would request the Secretary of Health and Human Services to arrange for an extensive study of the risk to human health and the environment presented by the irradiation of food.

### **Education**

SB 2103 (Rosenthal) would provide for third party arbitration in classified employee dismissal cases.

SB 1604 (Hart) would expand the mentor teacher program.

### **Environmental Protections**

AB 3981 (Hannigan) would require most new water closets sold or installed in Cali-

fornia to meet water conservation specifications.

SB 2424 (Torres) would revise and recast the enforcement of hazardous waste laws and regulations by the imposition of civil penalties, the issuance of injunctions, and the issuance of orders by the State Director of Health Services.

SB 2575 (McCorquodale) would prohibit a contractor from engaging in a removal or remedial action concerning a release of a hazardous substance, except in specified instances, on or after May 1, 1986, without having passed an approved hazardous substance removal certification examination.

### **Health and Safety**

AB 1157 (Connelly) would require the OSHA Standards Board to give first priority in developing standards for carcinogens to substances recognized as causing cancer in humans by the International Agency for Research on Cancer.

AB 3047 (Floyd) would strengthen OSHA's preventive inspection program and target high hazard industries for more frequent inspection.

AB 3222 (Floyd) would regulate the use of portable electric generators by utility customers to protect workers on public utility electrical lines.

AB 3512 (Connelly) would provide grants to unions, employers and educational institutions to provide occupational safety and health education and training services.

AB 4233 (Hayden) would require higher education institutions to consider human and ergonomic factors when purchasing VDT equipment.

AB 4248 (Margolin) would require the OSHA Standards Board to adopt a generic carcinogen standard by July 1, 1988.

AB 4296 (Margolin) would increase penalties for removal of OSHA yellow tags.

AB 4307 (Margolin) would facilitate the ability of District and City Attorneys to seek injunctions against the operation of hazardous equipment likely to cause serious injury or death to employees.

SB 1450 (Carpenter) would make it a misdemeanor for any person to operate a crane without having a license issued by the Division of Occupational Safety and Health, except for a crane operator who

exclusively operates a crane owned or leased by the operator's employer on a permanent site owned by the employer.

SB 1651 (Petrus) would provide that two members of the Occupational Safety and Health Appeals Board be from management, rather than from the field of management, and two members be from organized labor, rather than from the field of labor.

SB 1741 (Petrus) would provide coverage for university and college students using laboratories under the Hazardous Substances Information and Training Act.

SB 1756 (Petrus) would require growers to post warning signs around fields which have been sprayed with specified pesticides.

SB 1899 (B. Greene) would streamline the process by which the Occupational Safety and Health Standards Board responds to petitions for new safety and health standards.

SB 1998 (B. Greene) would require the issuance of a permit by the Division of Occupational Safety & Health prior to any employment involving the use of diesel engines in underground work.

SB 2000 (B. Greene) would delete the requirement that a serious exposure with the probability of resulting in death or serious physical harm exceed an established permissible limit for it to be a serious violation.

### **Housing**

AB 4005 (Roos) would strengthen the law restricting tax write-offs for the owners of substandard housing.

SB 2298 (L. Greene) this bill would enact the Elderly Rental Housing Assistance Act and appropriate funds for the program.

SB 2448 (Roberti) would require the Department of Housing and Community Development to administer a Housing and Economic Development Program and would appropriate funds for the program.

### **Jobs Creation and Preservation**

AB 3312 (Tanner) would help expedite applications for film production permits.

AB 3715 (Statham) would prohibit the California Film Office from charging fees for the use of park property for filming.

AB 4025 (Areias) would provide prefer-

ence in the awarding of public works contracts to resident contractors.

AB 4416 (Hauser) would encourage the use of domestic lumber products in public works contracts.

SB 2217 (Rosenthal) would require the California Film Office to establish a liaison with local government film commissions and other types of local government agencies with similar functions in order to share location prospects and resources.

SB 2532 (Roberti) would require that public works contracts provide at least 50% of the total worker hours performed in each craft, classification, or type of work pursuant to the contract shall be performed by workers who have been residents of this state for at least one year continuously prior to the date of employment on the public works project, if there are sufficient numbers of state residents available to meet this requirement.

SCR 80 (Torres) would establish the California Commission on aviation airports, consisting of 14 members appointed by the Senate Committee on Rules and the Speaker of the Assembly, to review, monitor, and evaluate specified aviation and airport issues in California and report its findings and recommendations to the legislature and appropriate federal agencies annually as specified.

### **Worker Protections**

AB 613 (Moore) would provide employees with up to four months unpaid parental leave for child rearing.

AB 796, 797, 798 and 800 (Floyd), a package of bills which would strengthen the enforcement of prevailing wage laws on public works projects.

AB 2663 (Floyd) would require hospitals who institute 12 hour, 3 day weeks pursuant to a recent IWC order to make a reasonable effort to provide alternative work assignments to employees unable to work a 12 hour day.

AB 3184 (O'Connell) would restrict the ability of the IWC to adopt changes in orders other than those changes specifically proposed and considered.

AB 3340 (M. Waters) would provide employees with non-work related temporary disabilities with the right to leaves of ab-

sence up to four months.

AB 3603 (Agos) would require employers using flexible work schedules pursuant to IWC orders to make full disclosure in writing to each employee and, in the effects of such scheduling.

AB 3934 (Connelly) would increase the bonding requirements on farm labor contractors.

AB 4177 (Margolin) would require that agreements allowing for longer workdays pursuant to IWC orders be ratified by a secret ballot vote of employees at least every three years.

AB 4172 (Agos) would require long-term health care facilities to pass through to non-administrative employees a portion of the Medi-Cal payment rate attributable to the wages and benefits component of the Medi-Cal cost-of-living adjustment.

SB 276 (Roberti) would strengthen enforcement of prevailing wage laws on public works projects.

SB 1726 (B. Greene) would require the Labor Commissioner to actively pursue judgments to collect on back pay awards.

### **Public Employees**

AB 3042 (Papan) would repeal the provision which states that any state employee who is absent without leave for five consecutive working days is deemed to have resigned from state service.

AB 3789 (Robinson) would provide fact-finding procedures under the state employee bargaining act.

SB 2533 (Lockyer) would provide members of the University of California Lawrence Livermore Laboratory Protective Force with peace officer status.

### **Pay Equity**

AB 2863 (Klehs) would permit all state government employees including the legislature and the university to conduct comprehensive job classification studies for the purpose of reviewing their compensation systems to insure that they are equitable.

AB 3737 (M. Waters) would prohibit a local agency from basing its salary systems solely on prevailing wages in the private market.

SB 1975 (Roberti) would create the Com-

mission on Pay Equity, with specified membership.

SB 2347 (Lockyer) would require the Department of Fair Employment and Housing and the Division of Labor Standards Enforcement to enter into a work-sharing agreement so that each agency may accept and process complaints on behalf of the other, would require them to provide special training to their employees on pay equity issues and complaint handling, and would require the department to provide educational materials and guidance to all employers concerning their legal duties and responsibilities relative to pay equity and comparable worth.

### **Social Insurance**

AB 2728 (Floyd) would make it possible for individuals enrolled in out of state programs for drug or alcohol rehabilitation to receive disability insurance program.

SB 1571 (B. Greene) would renew the program providing extended unemployment benefits to workers who have been laid off due to plant closures and are participating in retraining programs.

SB 1577 (Lockyer) would extend a provision in law set to expire January 1, 1987 which provides an individual with a maximum of 52 weeks of unemployment disability benefits.

SB 1633 (B. Greene) would increase worker contributions to the disability insurance fund to insure the continued solvency of the fund.

### **Bills Defeated**

The California Labor Federation, AFL-CIO also fought a number of anti-worker bills and in concert with our affiliates, has been successful in killing a number of these measures.

### **Public Employees**

AB 2866 (Herger) would have required any bill introduced or amended on or after January 1, 1985, which mandates costs on local government to make an appropriation to pay the costs, thereby requiring a two-thirds vote to pass any such bill.

ACA 32 (McClintock) would have prohibited public employee studies.

ACA 36 (Herger) would have prohibited



the legislature from passing a statute requiring local government to perform any new activity or provide any increase in service unless the legislature appropriates funds to pay for the resulting costs prior to the effective date of the statute.

SB 1241 and SCA 35 (Russell) would have provided that the state need not reimburse local governmental agencies for the costs of implementing those Cal-OSHA standards which are no stricter than federal OSHA standards.

SB 1679 (Russell) would have prohibited strikes, slow-downs or sick-ins by public employees.

### **Agricultural Labor Relations Act**

AB 2718, 3005, 3006 (Seastrand) would have significantly weakened the Agricultural Labor Relations Act, by among other things, repealing the "make whole" remedy.

### **Social Insurance**

AB 2611 (Frazee) would have exempted certain airline pilots from coverage by unemployment insurance.

AB 2805 and 2806 (Rogers) would have classified certain oil field employees as independent contractors, thereby removing them from coverage under the U.I. system and forgiven their employers from paying back U.I. taxes.

### **Worker Protections**

AB 2800 (McAlister) would have provided that private employment, not covered by an employment contract or bargaining agreement, may be terminated at the will of the employer for any reason it deems sufficient, and would provide that this bill would preempt all other rights and causes of action seeking redress for discharges or other employment related personnel actions.

AB 2840 (Rogers) would have allowed marinas and recreational vehicle parties to work employees up to 56 hours in a week without overtime pay.

SB 1896 (Montoya) would have presented the arbitration of disputes between athletes and athlete agents, requiring such disputes to be handled by the Labor Commissioner.

### **Prison Labor**

AB 3778 (Stirling) would have authorized the Prison Industry Authority to sell prison made products to nonprofit corporations.

SB 2595 (Doolittle) would have allowed the Prison Industry Authority to institute more projects without public hearings on the impact of such projects on employment in the private sector.

### **Constitutional Rights**

AJR 33 (Herger) would have added California to those states calling for a constitutional convention to consider the balanced budget amendment.

AB 4420 (Bane) would have given employees at airport operations access to arrest records of employees and job applicants.

### **Housing**

AB 483 (Costa) would have preempted local rent control laws.

## **ACTIVITIES OF LEGAL COUNSEL**

### **Report of General Counsel**

**Charles P. Scully**

**and**

**Donald C. Carroll**

**For the Period**

**August 1, 1984**

**Through June 30, 1986**

### **Introduction**

Charles P. Scully passed away on June 6, 1985, one year short of his 40th year as General Counsel of the California Labor Federation. For the period August 1, 1984 through June 6, 1985 this report is made posthumously in memory of his long and dedicated service to the Federation and to the working men and women of California.

### **I. Litigation**

#### **A. Amicus Curiae Briefs**

##### **1. Carryover from 1984 Report.**

**California Hospital Association, et al. v. Patrick W. Henning, Labor Commissioner**

(Vacation pay — Labor Code §227.3 — preemption by ERISA).

On August 6, 1984 the appellant Labor Commissioner filed his Opening Brief in the United States Court of Appeals for the Ninth Circuit. On August 9, 1984 Mr. Scully advised the Executive Secretary-Treasurer of the filing and advised him that because of the difference of position with the National AFL-CIO (described in the prior report) the Federation had not filed an amicus curiae brief and, further, the quality of the Appellant's Opening Brief was sufficiently good that no amicus brief was necessary at that time.

In October 1984, we reviewed the Appellees' Brief and Cross Appellants' Opening Brief and the Reply Brief of Appellant and Answering Brief of Cross-Appellee, and Mr. Scully made some suggestions to counsel for the Commissioner concerning possible points for oral argument.

On November 9, 1984, we reviewed the Brief of the Secretary of Labor as Amicus Curiae.

On December 6, 1984 Mr. Scully received from Mr. Rea, Chief Counsel of D.I.R., copies of the Appellants' Motion to Strike. And on December 11, 1984, we received a copy of correspondence to Mr. Rea from employer representatives renewing the discussion of possible settlement through a legislative solution, but the employers continued to insist that such solution contain a complete abrogation of the California Supreme Court's favorable decision in *Suastez v. Plastic Dress-Up Co.*

Oral argument on the appeal was held on January 11, 1985; and, on September 6, 1985 the U. S. Court of Appeals for the Ninth Circuit filed its favorable Opinion, reversing the District Court which had held the California law to be preempted by ERISA.

On September 13, 1985, I wrote to then Commissioner Simpson asking to receive a copy of any internal advisory memo which might issue from his office on the handling of future claims. On September 26, 1985, Labor Commissioner Simpson replied that he would comply with the request after the decision was final.

A Petition for Rehearing En Banc was filed by the employer groups in the Ninth Circuit and the Petition was denied on February 26, 1986 and I so advised the Executive Secretary-Treasurer. The employer groups filed a Petition for a Writ of Certiorari to the U.S. Supreme Court. We reviewed that Petition and

the Opposition to it filed by the present Labor Commissioner.

On June 23, 1986 the Supreme Court denied certiorari. The matter is now final. I have advised the Executive Secretary-Treasurer concerning the Labor Commissioner's duty to publicize the decision and to invite retroactive claims.

**County Sanitation District No. 2 of Los Angeles County v. Los Angeles County Employees Association, Local 660, Service Employees International Union, AFL-CIO, et al.** California Supreme Court No. 31850. (public employees—right to strike).

On May 13, 1985 I advised the Executive Secretary-Treasurer of the favorable decision filed that day by the California Supreme Court, upholding the right of public employees to strike.

On June 11, 1985 I advised the Executive Secretary-Treasurer that I had reviewed a Petition for Rehearing, and the Answer to that Petition, and that further developments would be reported.

The California Supreme Court denied rehearing and we subsequently reported that the District filed a petition in the United States Supreme Court which was denied. The case is now final.

**William J. Cumero v. Public Employment Relations Board (King City High School District Association)**, Court of Appeal, First Appellate District, Division Three, 1 Civil No. A016723; California Supreme Court No. 24905 (agency fee).

Through August and September, 1984 we reviewed various letter briefs to the Court of Appeal and a motion by the Pacific Legal Foundation (PLF) to Advance Cause on the calendar of that Court.

In early November, 1984, Mr. Scully reported to the Executive Secretary-Treasurer that PERB was asking the California Supreme Court to take the case without waiting for a decision by the Court of Appeal and that the Supreme Court denied that request.

On April 25, 1985, Mr. Scully advised the Executive Secretary-Treasurer that the decision of the Court of Appeal had been received and reviewed. He advised that the decision was favorable to organized labor in many respects but that it did impose on a union the burden of proof to show how funds are allocated and prohibited the use of certain portions of funds particularly with respect to union publications.

In May, 1985, we reviewed a Petition for Rehearing the PLF and an Answer thereto by CTA. That was denied and in due course a Petition for Hearing was filed in the California Supreme Court.

In early December, 1985 Vice President Teilhet asked the Executive Secretary-Treasurer to cause the Federation to file an amicus curiae brief in the California Supreme Court. The Executive Secretary-Treasurer was advised by me that we had participated as amicus with the National AFL-CIO in the Court of Appeal and that the National wished to do so again in the Supreme Court because of the national importance of the issues. The initial drafting of that brief amicus curiae was undertaken by the National AFL-CIO. We consulted in part of that process and reviewed the filings in the Supreme Court including the amicus brief in support of PLF by the National Right to Work Legal Defense Foundation.

On January 29, 1986 I advised the Executive Secretary-Treasurer of the filing of the amicus brief by the National AFL-CIO and the Federation and provided him with his copy. A decision from the California Supreme Court is presently being awaited and a further report will be made.

**AFL-CIO v. March Fong Eu, Secretary of State, et al**, California Supreme Court No. SF24746.

On August 28, 1984, Mr. Scully received and reviewed the decision of the Court ordering that a peremptory writ of mandate issue to prohibit placement upon the November, 1984 ballot of a proposed Balanced Budget Initiative. Mr. Scully reported on the ruling to the Executive Secretary-Treasurer and to the Executive Council.

**Contra Costa County et al v. State of California**, Sacramento County Superior Court 300784.

On August 28, 1984, Mr. Scully conferred with the Executive Secretary-Treasurer and reviewed the decision of Superior Court Judge Ford, holding that the Legislature could not mandate agency shop legislation without reimbursing the local agencies for costs.

## 2. Amicus Curiae Briefs Filed Since Last Report.

**County of Los Angeles v. State of California, State Board of Control, et al; City of Sonoma, et al. v. State of California, State Board of Control, et al.**, California Court of Appeal, Second Appellate District, Division 5, 2d. Civ.

No. B001713 and 2d Civ. No. B003561; California Supreme Court, No. LA 32106 (State Mandates—reimbursement of local governments).

On September 19, 1984 we received and reviewed the Respondents' Brief in the Court of Appeal on behalf of the State; and, on September 20, 1984, Mr. Scully advised the Executive Secretary-Treasurer that he had done so and that the matter was being adequately presented and that the Federation could stay out of formal participation at that time.

On February 28, 1985, Mr. Scully advised the Executive Secretary-Treasurer that oral argument was scheduled for March 6, 1985 in Los Angeles and that no one from this office would be present unless the Executive Secretary-Treasurer felt otherwise.

On June 24, 1985, I advised the Executive Secretary-Treasurer that the Court of Appeal had issued an opinion exempting the State from reimbursing local governments for costs resulting from increases in cost of living.

The California Supreme Court granted hearing and on February 28, 1986, I advised the Executive Secretary-Treasurer that a local counsel for the National AFL-CIO had asked me to inquire whether the Federation would join the National AFL-CIO in an amicus curiae brief. I advised the Executive Secretary-Treasurer that a new argument was under consideration and he authorized the participation of the Federation.

On March 10, 1986 I forwarded to the Executive Secretary-Treasurer a copy of the joint amicus curiae brief, and on March 13, 1986 I advised him that the Supreme Court had granted the joint application to file the brief. On March 24, 1986, I advised him that the Supreme Court had set oral argument for April 9, 1986 in Los Angeles but that we would not be in attendance because the date conflicted with the COPE Executive Council meeting. We are currently awaiting the decision of the Supreme Court. Further developments will be reported.

**City and County of San Francisco v. Bricklayers Union Local and U.A. Local 38**, California Court of Appeal, First Appellate District, Division Three; California Supreme Court No. SF24946.

In early March, 1986, I reported to the Executive Secretary-Treasurer that the National AFL-CIO attorneys were interested in a joint amicus curiae brief in the California Supreme

Court in this matter. The case arises out of the strike in the City and County of San Francisco by various public employee unions. While **County Sanitation District No. 2 of Los Angeles v. Los Angeles County Employees Assn., Local 660, et al, supra**, changed the law on public employee strikes, the decision in this case raises issues of importance concerning the measure of damages in future cases where a strike would be unlawful even after the **County Sanitation District No. 2** decision. I advised the Executive Secretary-Treasurer that there was also a more basic issue as to whether Meyers Milias Brown took away all right of action in tort for damages from a union which engages in a public employee strike in much the same manner as it changed the law on the legality of such strikes themselves.

The Executive Secretary-Treasurer authorized participation and an amicus curiae brief is currently being prepared. Further developments will be reported.

#### **B. Other Litigation**

**John F. Henning, et al. v. George Deukmejian as Governor**, California Supreme Court No. SF24750; **The People of the State of California Upon the Relation of John F. Henning et al. v. Alfred H. Song**, Sacramento Superior Court No. 326271. (Alfred Song appointment to CAL OSHA Appeals Board).

As previously reported, in late July, 1984 simultaneous, alternative filings were made to challenge Mr. Song's entitlement to sit on the OSHA Appeals Board as a representative of Labor. One was for a hearing in the Supreme Court and the other was a formal request to Attorney General Van de Kamp for permission to sue in quo warranto in the superior court.

The Attorney General acknowledged the filing on August 9, 1984 and advised that Mr. Song had requested a continuance in order to obtain counsel. The Supreme Court denied hearing on August 15, 1984. Mr. Song was ultimately given to October 4 to respond, and on October 5, 1984 we reviewed Mr. Song's Brief in Opposition. On October 8, 1984 Mr. Scully wrote the Executive Secretary-Treasurer with respect to the factual assertions made by Mr. Song. On October 15, 1984 we prepared and filed with the Attorney General a Reply of Relator to Opposition to Application.

On January 4, 1985, Mr. Scully forwarded to the Executive Secretary-Treasurer the

favorable opinion letter of the Attorney General granting leave to the Executive Secretary-Treasurer to file suit in the Superior Court. A surety bond was lodged with the Attorney General, and on January 11, 1985 the original complaint, signed on behalf of the Attorney General was received and on January 16, 1985, the complaint was filed in the Superior Court in Sacramento.

On February 16, 1985, we received and reviewed the Demurrer of Mr. Song which was noticed for hearing on March 13, 1985. This Demurrer raised the essential legal issues in the case. On March 4, 1985 we prepared and filed a Memorandum of Points and Authorities in Opposition to the Demurrer. Mr. Scully attended the oral argument in Sacramento and reported fully to the Executive Secretary-Treasurer and the Executive Council which happened to be meeting at that time in Sacramento.

On March 22, 1985, a Minute Order was received reflective of the Court's order to overrule the Demurrer of Mr. Song. A formal Order was prepared, signed, filed, and served. Mr. Song was then required to answer the complaint.

On June 12, 1985, Mr. Scully II wrote to Deputy Attorney General Brown reciting his understanding that the suit against Mr. Song had become moot by virtue of Mr. Song's resignation from the Appeals Board and acceptance of another position in State government. Mr. Scully II solicited the input of all counsel as to the terms of a dismissal. On June 13, 1985 Mr. Scully II confirmed that counsel for Mr. Song agreed the matter was moot and so advised the Executive Secretary-Treasurer. A request for dismissal was then prepared and filed. The action is closed.

**California Federal Savings & Loan Association v. Guerra**, U.S. Supreme Court No. 85-494 (California Pregnancy Leave Law).

On January 13, 1986 the United States Supreme Court granted certiorari to review a decision of the United States Court of Appeals for the Ninth Circuit which upheld California's law guaranteeing four months pregnancy leave and rejecting an argument that Title VII of the Civil Rights Act preempted such California law and did not itself require such leave.

On April 15, 1986, Research Director Rankin forwarded to me materials regarding a request from the Coalition for Reproductive Equality that the Federation join with other

groups in an amicus curiae brief to the U.S. Supreme Court in favor of the Ninth Circuit's decision.

On April 18, 1986 I advised Mr. Rankin and the Executive Secretary-Treasurer that while the issue was certainly of sufficient importance, National policy required that the Federation defer to the National AFL-CIO as to whether to file an amicus brief under the circumstances present here, where the issue has moved from the courts located in California and is pending before the United States Supreme Court.

At the request of the Executive Secretary-Treasurer I then talked with General Counsel Larry Gold of the AFL-CIO on May 12, 1986 and was advised by him that he had the matter of possible participation in the Supreme Court under active consideration; that the issue for the National, again, was the policy question of its whole approach to Federal preemption; and that he would keep me advised as to what decision the AFL-CIO reaches. I so reported to the Executive Secretary-Treasurer on May 12, 1986. Nothing further has been heard by me from Mr. Gold as of the preparation of this report.

**California Restaurant Association v. Patrick W. Henning**, California Court of Appeal, First Appellate District, Division Four, No. A019519 (Labor Code §93—Commissioner's Subpoena Power).

In late March, 1986, I reported to the Executive Secretary-Treasurer that the successors to Commissioner Henning had chosen not to seek review in the California Supreme Court from the Court of Appeal decision which had held, by a divided court, that Labor Code §93 was unconstitutional because it did not afford for a judicial hearing or review of an administrative subpoena from the Labor Commissioner before an employer refusing to honor such a subpoena could be held in contempt of court. I had reported on the problem at the Executive Council meeting in December of 1985. I reported that although I thought the dissent of Justice Poche was correct, the quickest solution was a Legislative one. I thereafter reported that I wrote to Chief Counsel Rea of the D.I.R. on March 28, 1986 to see what the Labor Commissioner was doing on the Legislative front. On April 14, 1986 I received a reply from current Commissioner Lloyd W. Aubry, Jr. with a copy of AB 2880 (Jones and Bradley) introduced on February 5, 1986.

On April 14, 1986, I wrote the Executive Secretary-Treasurer with my opinion that AB 2880 (as amended in the Assembly on March 31, 1986) was totally objectionable. This is so because instead of trying to solve the simple problem of a hearing, it purports to give completely different and more narrow subpoena powers to the Commissioner and to lay the judicial groundwork for the complete frustration of that power.

**Barbara Barrett (Douglas Barrett, dec'd.) v. California Labor Federation, AFL-CIO and California Compensation & Fire Co., WCAB Case No. 85-OAK 125-086.**

On August 13, 1985 I received from the Executive Secretary-Treasurer and reviewed a Notice of Taking Deposition from counsel for the Applicant, and on August 14, 1985 I wrote the Executive Secretary-Treasurer with regard to whether he felt the need for representation in addition to that provided by the compensation carrier. I have not participated in the defense of the case.

## II. Conventions

**1984 Convention of California Labor Federation, AFL-CIO, Hyatt Regency, Oakland, California, September 10-12, 1984.**

Services were performed by Mr. Scully, including conferences with staff of California Labor Federation, AFL-CIO, re recommendations and other Convention preliminaries; review of reports, resolutions, etc. for presentation at Convention and conferences with Federation staff in regard thereto; review and clearance of referral of resolutions to committee; travel to and from Convention; review of Committee files and dictation relating thereto; attendance at Committee meetings of Convention and preparation of reports in regard thereto; attendance at meetings of Executive Council before and during the Convention; and attendance at the Convention, assisting as requested.

**COPE Pre-Primary Convention, San Francisco Airport Hilton, April 10, 1986.**

I attended the Convention and assisted as requested.

I reviewed the contracts for the hotel and for the security service and consulted in regard to those with members of staff and with the Executive Secretary-Treasurer.

I also attended the COPE meetings of the

Executive Council and the Advisory Committee on April 7, 8 and 9, 1986.

**1986 Convention of California Labor Federation, AFL-CIO, Capitol Holiday Plaza, Sacramento, California, July 28, 1986.**

To date of preparation of this report, I have reviewed the Convention Call as mailed. On May 28, 1986 I wrote to the Executive Secretary-Treasurer and suggested some refinements in language for the future.

### **III. Executive Council Meetings**

Since the last report to the Convention, Mr. Scully or I attended the following meetings of the Executive Council:

1. December 18-19, 1984 — San Francisco Hilton.
2. March 12-13, 1985 — Woodlake Inn, Sacramento.
3. June 18-19, 1985, Capitol Plaza Holiday, Sacramento.
4. September 17-18, 1985 — Hyatt Regency, Los Angeles.
5. December 10-11, 1985 — Marquis, Palm Springs.
6. March 18-19, 1986 — Woodlake Inn, Sacramento.
7. April 7, 8, 9 — San Francisco Airport Hilton.
8. June 17-18, 1986 — Woodlake Inn, Sacramento.

### **IV. Ballot Propositions 1986 California Primary Election**

March 29, 1986, I reviewed the California Secretary of State's draft Booklets re Propositions and Pro and Con Arguments for the California Labor Federation Executive Council Meeting.

On April 7 and 8, 1986, I reviewed the ballot propositions, especially Proposition 51, with the Standing Committee on Legislation at the San Francisco Airport Hilton and with the Executive Council itself when it considered and

approved that Committee's report. The Convention approved the report of the Committee on April 10, 1986.

### **V. Campaign Reform— Common Cause Initiative and AB 2681 (Brown)**

Beginning on January 30, 1986, at the request of the Executive Secretary-Treasurer, I undertook to review the draft Initiative of Common Cause on Campaign Reform and AB 2681 as introduced by Speaker Brown. The Executive Secretary-Treasurer requested that I review the material particularly with respect to how it might affect the structure and operations of political action committees of the Federation, local central bodies, and labor unions in California. I reviewed the material against the background of the 1985 Report and Recommendations of the California Commission on Campaign Financing and the relevant court decisions. The Initiative was titled by the Secretary of State and signature gathering is reportedly underway. I have reviewed subsequent amendments to the Brown Bill. I have reported fully as requested to the Executive Secretary-Treasurer and reviewed the matter with the Executive Council at its meeting on March 18, 1986 in Sacramento.

At the request of the Executive Secretary-Treasurer I have again reviewed the matter with the Standing Committee on Legislation at a special called meeting on June 17, 1986.

The proposals raise rather substantial policy questions concerning such things as contribution limitations, public financing, and limits on independent expenditures, all of which may require changes in how labor PACs are structured and operate.

At the request of the Executive Secretary-Treasurer I have discussed the matter on several occasions with General Counsel Gold of the AFL-CIO.

On June 26, 1986, I advised the Executive Secretary-Treasurer that the Initiative had apparently failed to qualify for the ballot although a 30-day verification extension has been granted as of the preparation of this report.

## VI. Agency Shop— Fair Share Procedures

At the request of attorneys for the National AFL-CIO I have participated in conferences and consultations with some union attorneys interested in the practical implications of the United States Supreme Court's recent decision in **Chicago Teachers Union Local No. 1 v. Hudson**. I have reported fully to the Executive Secretary-Treasurer on the matter, and I have advised him that PERB reportedly is considering the making of regulations in the subject area. The subject carries at least the risk of undue intrusion by the agency into the internal operations of labor organizations. I have recommended that a wider consultative process may be desirable.

## VII. Status of U.I. & D.I. Funds

Mr. Scully reviewed the Annual Reports of the Employment Development Department for the U.I. & D.I. Funds for 1984, and on April 4, 1985, advised the Executive Secretary-Treasurer that he had done so, that the U.I. report contained no opinion as to its solvency, and that the D.I. Fund did require close monitoring and perhaps corrective legislative action, such as returning to the old rate of contribution.

## VIII. Youth Inmate Labor

On July 12, 1985, the Executive Secretary-Treasurer asked me to advise him of the legality of a program at the CYA facility in Chino wherein youth inmates were being used to work on boat trailers under a contract with a private builder of such trailers, allegedly pursuant to W. & I. Code §1124.

In **Pitts v. Reagan**, we had been successful on behalf of the previous Secretary-Treasurer in enjoining then-Governor Ronald Reagan from using adult convicts as strike breakers on private farms under that provision of the California Constitution which prohibits the use of "convict labor" except for the benefit of the State. It is a close question as to whether youthful offenders are deemed "convicts" within the meaning of the Constitutional provision which dates back to 1878 because in-

sofar as modern juvenile law is concerned youthful offenders are not convicts. I made suggestions to the Executive Secretary-Treasurer in regard to the matter.

More recently CYA inmates have been used to take reservations for TWA to free up TWA reservation personnel to replace striking attendants. And I have reviewed various legislative initiatives, heard in the Legislature in April, 1986, to control these problems; these legislative measures, however, do not dispose of the constitutional question which remains open.

## IX. FPPC Registration and Filing Requirements

In November, 1984 Mr. Scully corresponded with the Executive Secretary-Treasurer in regard to registration for the 1985-1986 Legislative Session.

Upon the death of Mr. Scully, I corresponded with the Executive Secretary-Treasurer in regard to necessary changes in filing and registration.

In January, 1986 I reviewed changes directed by the FPPC in its forms and procedures and coordinated with the Executive Secretary-Treasurer as requested.

## X. Insurance

Beginning in October, 1985, we have received and reviewed various communications between the Executive Secretary-Treasurer and the Federation's insurance brokers relative to auto and general insurance. We have consulted as requested with the Executive Secretary-Treasurer, and on April 10, 1986, I met with representatives of a potential new broker for the Federation and reported to the Executive Secretary-Treasurer.

## XI. Labor Committee for Judicial Independence

Beginning in October, 1985, we counseled with the Executive Secretary-Treasurer and the President concerning the setting up of a political action committee for Labor to retain the

Justices of the California Supreme Court who are eligible for reelection in November, 1986. We reviewed the Statement of Organization.

I have reviewed potential articles for the Federation newspaper bearing on the retention of the Justices.

At the request of the Executive Secretary-Treasurer I have attended a meeting of union and civil rights attorneys interested in the retention of the Justices and have maintained some contact with the group.

## **XII. Leases**

In March, 1985, Mr. Scully reviewed the 1985-1988 lease for the Sacramento office of the Federation and suggested to the Executive Secretary-Treasurer that its insurance features be reviewed with the Federation's broker.

Beginning in January, 1986, I have reviewed extensive lease documentation and consulted with the Executive Secretary-Treasurer in regard to the relocation of the San Francisco office.

## **XIII. Initiatives**

On March 12, 1986, at the request of the Executive Secretary-Treasurer, I reviewed and reported to him upon a proposed Safe Drinking Water & Toxic Enforcement Act of 1986, submitted by the Natural Resources Defense Council. The measure was not as broad as advertised with respect to worker interests; it was a cancer and reproductive toxics measure.

On December 18, 1985 I reviewed and reported to the Executive Secretary-Treasurer, as requested, on two draft initiatives. One dealt with injured workers' bill of rights and the other with the establishment of an exclusive state fund for workers' compensation insurance.

The more extensive review of the Legislative Campaign Spending Limits Act of 1986 is reported upon separately in V, above, of this report.

## **XIV. Federation Staff Pension Plan**

In August, 1984, Mr. Scully received from the Executive Secretary-Treasurer a letter from Transamerica Life Insurance Co. regarding

proposed changes to its Contract No. 5311-N(z). Mr. Scully advised that the changes were in order.

In November, 1984, Mr. Scully wrote to Mr. Padro of the Martin Segal Company in reply to a letter from him to the Executive Secretary-Treasurer concerning TEFRA amendments and on December 8, 1984 Mr. Scully reviewed the actual amendments and approved them.

Beginning in July, 1985, we consulted with the Executive Secretary-Treasurer and the Martin E. Segal Company in regard to the creation of a trust for the Plan. The Contract has been discontinued with the assets being sent to the trust on a periodic basis. The Executive Council has approved and appointed the Executive Secretary-Treasurer as Trustee. I have assisted, in conjunction with the Martin E. Segal Company in the preparation of a revised trust & Plan document; agreements for custodial, consultant, actuarial, administrative and investment manager services. I have consulted with respect to bonding and fiduciary liability insurance, the Summary Plan Description, etc. and I have attended the periodic meetings of the Trustee.

## **XV. Proposed Federation Legislation Programs**

### **A. 1985-1986 Legislative Session.**

On October 31, 1984, Mr. Scully received from Mr. Rankin a listing of legislation called for in the policy statements and resolutions. On November 30, 1984, Mr. Scully advised Mr. Rankin that he had cast the listings by subject matter and category and thereafter he reviewed various revisions all in preparation for the meetings of the Standing and Advisory Committees on Legislation.

Mr. Scully attended the meeting of the Standing Committee on Legislation and its Advisory Committee on December 17, 1984 at the San Francisco Hilton. In due course the Standing Committee's report was adopted by the Executive Council.

On January 9, 1985, Mr. Scully forwarded to the Executive Secretary-Treasurer ten bills, which he had drafted, for possible introduction. On January 14, 1985, he forwarded eleven more bills. And on January 25, 1985, he forwarded the balance of the required bills, ten



in number, for a total of thirty-one bills.

On January 30, 1985, Mr. Scully, at the request of the Executive Secretary-Treasurer, prepared and forwarded two more bills.

The bills prepared in accord with Convention action covered the entire sphere of activities and included U.C.D., U.I., workers' compensation, apprenticeship, contractors, equal pay, South Africa, pesticides, personal rights, polygraphs, plant closures, and strike breakers.

#### **B. 1986 Federation Legislative Program**

On December 4, 1985, I attended the meetings of the Standing Committee on Legislation and its Advisory Committee held at the San Francisco Hilton. The Executive Secretary-Treasurer reviewed the activities to date in the Legislature, and the vetoes of the Governor, with respect to the Federation's program. The Advisory Committee made its recommendations which were concurred in by the Standing Committee, and the latter's report was amended and approved in due course by the Executive Council on December 11, 1985.

On January 6, 1986, I received a request from the Executive Secretary-Treasurer for the preparation of five bills and on January 10, 1986, by phone he requested preparation of a bill to remedy the situation exposed by the Song experience.

On January 10, 1986, I prepared and forwarded two of the requested bills; on January 13, 1986, I forwarded two more prepared by me; and on January 15, 1986, I forwarded the last two to be prepared in accord with his request. The bills prepared covered ventilation standards, investigation and inspection procedures for CAL OSHA, prevention education for occupational health and safety, U.C.D. etc.

Since January of 1986 the Executive Secretary-Treasurer has assigned the first reading of all bills introduced by others in the Legislature to the Research Director, and I no longer am responsible for the reading and classifying of legislation generally. I do consult as requested on specific matters.

I have also attended, as requested, the opening session of the California Labor Federation Joint Legislative Conference at the Capitol

Plaza Holiday Inn in Sacramento on May 5, 1986.

## **XVI.**

### **Workers' Compensation**

In addition to consultation with the Executive Secretary-Treasurer and Research Director Rankin during the progress of the Federation's successful bill (later vetoed by the Governor), I consulted with them in connection with AB 1000 by McAlister.

On May 13, 1986, I received from the Executive Secretary-Treasurer through Mr. Rankin a copy of a summary proposal for amendments to SB 1617 from Senator Greene and I have reviewed that and the February, 1986 Staff Report of the Joint Study Committee. On May 23, 1986 I conferred with them on the proposal and Mr. Rankin's participation in the meetings of the technicians on the bill. On the evening of June 17, 1986, I participated in a special called meeting in Sacramento of the Standing Committee on Legislation on the Greene proposal although the Greene amendment itself was not yet prepared and available for review.

## **XVII.**

### **Miscellaneous**

1. On January 10, 1986 I received from Federation staff the proposed agreement from the Woodlake Inn in regard to the 1986 Trade Union Summer School to be held September 21, 1986. I furnished my legal comments on the documentation to the Executive Secretary-Treasurer.

2. At the request of the Executive Secretary-Treasurer, I attended on April 23, 1986 a meeting of the Independent Citizens Committee to Keep Politics Out of the Courts, a group in formation to retain the Justices of the California Supreme Court. I reviewed their materials and advised the Executive Secretary-Treasurer.

...

This is a summary report and there were many other routine matters which are not mentioned. Charlie Scully used to end these reports by saying, "It has been a great privilege and pleasure to serve." In memory of his nearly 40 years of service to this Federation, I will end

this report the same way: it has been a great privilege and pleasure to serve.

Respectfully Submitted,  
/s/ Donald C. Carroll

Dated: July 1, 1986

## CONCLUSION

During the past two years the Federation has maintained its tradition of serving and voicing the needs of the working people of California.

We have endeavored also to break new ground with such innovations as the Bay Area Strike Defense Council and the granting of

affiliation rights to organizations of retired union members, and the restoration of the long-dead Trade Union Summer School.

I wish to express my appreciation for the always vigorous assistance given by Federation affiliates whenever called upon in the economic, social or political spheres of action.

Further, I wish to thank President Albin Gruhn and the Federation staff for their able assistance in serving the purposes for which the Federation was formed.

Faternally submitted  
John F. Henning  
Executive Secretary-Treasurer

## CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of April 30, 1986

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
<b>Actors &amp; Artistes of America, Associated</b>		<b>Boilermakers, Iron Ship Builders, Blacksmiths, Forgers &amp; Helpers, Int'l.</b>	
Actors Equity Association . . . . .	325	<b>Brotherhood of</b>	
A.F.T.R.A. . . . .	1,875	Boilermakers No. 6 . . . . .	480
A.F.T.R.A.—San Francisco . . . . .	340	Boilermakers No. 92 . . . . .	700
Screen Actors Guild . . . . .	3,000	Boilermakers No. 549 . . . . .	665
Screen Actors Extras Inc. . . . .	3,000		
<b>Aluminum, Brick &amp; Glass Workers Int'l Union</b>		<b>Bricklayers &amp; Allied Craftsmen Int'l. Union of</b>	
Alum., Brick & Glass Workers		Bricklayers No. 8 . . . . .	200
No. 187 . . . . .	40	Bricklayers & Stonemasons	
Alum. Brick & Glass Workers		No. 13 . . . . .	152
No. 418 . . . . .	387		
Alum., Brick & Glass Workers		<b>Broadcast Employees and Technicians, Nat'l Assn. of</b>	
No. 474 . . . . .	192	N.A.B.E.T. No. 51 . . . . .	250
Alum., Brick & Glass Workers		N.A.B.E.T. Hollywood No. 53 . . . .	1,180
No. 519 . . . . .	36		
Glendale Alum. & Glass Workers		<b>Carpenters &amp; Joiners of America United Brotherhood of</b>	
No. 521 . . . . .	48	Carpenters No. 22 . . . . .	1,479
Amal. Brick Makers No. 820 . . . . .	152	Pile Drivers No. 34 . . . . .	700
Alum., Brick & Clay Workers		Carpenters & Shinglers No. 36 . . . .	1,695
No. 824 . . . . .	107	Lathers No. 88 . . . . .	354
Alum., Brick & Glass Workers		Carpenters & Joiners No. 162 . . . . .	669
No. 843 . . . . .	69	Carpenters No. 180 . . . . .	796
Alum., Brick & Glass Workers		Millmen No. 262 . . . . .	562
No. 998 . . . . .	75	Lathers No. 440-L . . . . .	311
<b>Asbestos Workers, Int'l. Assn. of Heat &amp; Frost Insulators and</b>		Carpenters No. 460-L . . . . .	56
Asbestos Workers No. 5 . . . . .	128	Carpenters No. 483 . . . . .	690
Asbestos Workers No. 16 . . . . .	356	Carpenters No. 586 . . . . .	1,097
Asbestos Workers No. 20 . . . . .	30	Carpenters & Joiners No. 642 . . . . .	600
<b>Athletes, Federation of Professional</b>		Carpenters & Joiners No. 668 . . . . .	76
Anaheim Rams . . . . .	60	Carpenters No. 701 . . . . .	460
San Diego Chargers . . . . .	60	Cabinet Makers & Millmen	
Los Angeles Raiders . . . . .	60	No. 721 . . . . .	900
San Francisco 49'ers . . . . .	60	Carpenters & Joiners No. 751 . . . . .	831
<b>Bakery and Confectionery Workers Int'l. Union of America</b>		Carpenters No. 769 . . . . .	330
Bakers No. 24 . . . . .	160	Carpenters No. 829 . . . . .	306
Bakers No. 85 . . . . .	276	Carpenters No. 844 . . . . .	917
Bakery & Confectionery Workers		Carpenters No. 848 . . . . .	300
No. 119 . . . . .	400	Carpenters & Joiners No. 944 . . . . .	686
		Carpenters No. 1062 . . . . .	155
		Carpenters No. 1140 . . . . .	220

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Carpenters No. 1147 .....	649	No. 365 .....	100
Carpenters No. 1240 .....	246	Cement, Lime & Gypsum Workers No. 427 .....	99
Carpenters & Joiners No. 1280 .....	1,182	Cement, Lime & Gypsum Workers No. 464 .....	77
Shipwrights & Boatbuilders No. 1300 .....	806	Cement, Lime & Gypsum Workers No. 471 .....	102
Carpenters & Joiners No. 1323 .....	400	Cement, Lime & Gypsum Workers No. 535 .....	31
Carpenters No. 1358 .....	222	Cement, Lime & Gypsum Workers No. 582 .....	29
Carpenters No. 1400 .....	328		
Millmen No. 1495 .....	476	<b>Chemical Workers Union, Int'l.</b>	
Millmen No. 1496 .....	51	Chemical Workers No. 1 .....	690
Carpenters No. 1506 .....	1,000	Chemical Workers No. 25 .....	82
Carpenters No. 1571 .....	316	Chemical Workers No. 47 .....	148
Carpenters No. 1599 .....	246	Chemical Workers No. 62 .....	55
Carpenters No. 1622 .....	2,215	Chemical Workers No. 97 .....	22
Hardwood Floor Layers No. 1861 ..	150	Chemical Workers No. 112 .....	43
Carpenters & Joiners No. 1913 .....	788	Chemical Workers No. 146 .....	419
Carpenters No. 1976 .....	283	Chemical Workers No. 294 .....	19
Carpenters No. 2006 .....	663	Chemical Workers No. 350 .....	109
Carpenters No. 2042 .....	293	Chemical Workers No. 452 .....	326
Carpenters No. 2046 .....	2,914	Chemical Workers No. 466 .....	74
Carpenters & Joiners No. 2078 .....	614	Chemical Workers No. 984 .....	92
Carpenters & Joiners No. 2308 .....	430	Chemical Workers No. 995 .....	153
Carpenters No. 2361 .....	656		
Carpenters & Joiners No. 2398 .....	683	<b>Communications Workers of America</b>	
Carpenters No. 2463 .....	433	Communications Workers No. 9402 ..	1,000
Lumber & Sawmill Workers No. 2505 .....	180	Communications Workers No. 9403 .....	1,039
Lumber, Prod. & Indus. Workers No. 2801 .....	119	Communications Workers No. 9404 .....	800
Lumber & Sawmill Workers No. 3074 .....	672	Communications Workers No. 9406 .....	396
Lumber, Prod. & Indus. Workers No. 3088 .....	479	Communications Workers No. 9407 .....	100
<b>Cement, Lime &amp; Gypsum Workers Int'l. Union, United</b>		Communications Workers No. 9408 .....	800
Cement, Lime & Gypsum Workers No. 46 .....	111	Communications Workers No. 9409 .....	1,000
Cement, Lime & Gypsum Workers No. 48 .....	174	Communications Workers No. 9410 .....	3,528
Cement, Lime & Gypsum Workers No. 49 .....	205	Communications Workers No. 9411 .....	461
Cement, Lime & Gypsum Workers No. 52 .....	97	Communications Workers No. 9412 .....	1,337
Cement, Lime & Gypsum Workers No. 89 .....	244	Communications Workers No. 9414 .....	338
Cement, Lime & Gypsum Workers No. 100 .....	92	Communications Workers No. 9415 .....	2,200
Cement, Lime & Gypsum Workers No. 192 .....	193	Communications Workers No. 9416 .....	519
Cement, Lime & Gypsum Workers No. 349 .....	161		
Cement, Lime & Gypsum Workers			

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Communications Workers No. 9417 .....	747	Communications Workers No. 11575 .....	1,189
Communications Workers No. 9418 .....	400	Communications Workers No. 11576 .....	937
Communications Workers No. 9419 .....	297	Communications Workers No. 11586 .....	650
Communications Workers No. 9421 .....	2,000	Communications Workers No. 11587 .....	500
Communications Workers No. 9423 .....	2,480	Communications Workers No. 11588 .....	2,000
Communications Workers No. 9426 .....	200	<b>Distillery, Rectifying, Wine &amp; Allied Workers Int'l. Union of America</b>	
Communications Workers No. 9430 .....	800	Wine & Allied Workers No. 45 .....	100
Communications Workers No. 9431 .....	150	Wholesale Wine, Liquor Salesmen No. 151 .....	94
Communications Workers No. 9432 .....	51	Sugar Workers No. 174 .....	140
Communications Workers No. 9470 .....	75	<b>Electrical Workers, Int'l. Brotherhood of</b>	
Communications Workers No. 9477 .....	160	Electrical Workers No. 6 .....	800
Communications Workers No. 9490 .....	500	Electrical Workers No. 11 .....	4,500
Communications Workers No. 9495 .....	407	Electrical Workers No. 18 .....	500
Communications Workers No. 9584 .....	89	Studio Electricians No. 40 .....	200
Communications Workers No. 11500 .....	5,000	I.B.E.W. No. 45 .....	400
Communications Workers No. 11502 .....	650	Electrical Utility Workers No. 47 ...	500
Communications Workers No. 11503 .....	1,760	Electrical Workers No. 180 .....	250
Communications Workers No. 11504 .....	200	Electrical Workers No. 234 .....	300
Communications Workers No. 11505 .....	2,000	Electrical Workers No. 302 .....	750
Communications Workers No. 11509 .....	1,230	Electrical Workers No. 332 .....	1,000
Communications Workers No. 11511 .....	555	Electrical Workers No. 340 .....	213
Communications Workers No. 11513 .....	3,150	Electrical Workers No. 413 .....	350
Communications Workers No. 11550 .....	500	Electrical Workers No. 428 .....	450
C.W.A. Psych-Tech No. 11555 ....	4,000	Electrical Workers No. 440 .....	271
Communications Workers No. 11571 .....	1,600	Electrical Workers No. 441 .....	1,062
Communications Workers No. 11573 .....	1,000	Electrical Workers No. 442 .....	150
Communications Workers No. 11574 .....	750	Electrical Workers No. 465 .....	1,000
		Electrical Workers No. 477 .....	630
		I.B.E.W. No. 543 .....	1,000
		Electrical Workers No. 551 .....	300
		Electrical Workers No. 569 .....	1,006
		Electrical Workers No. 591 .....	33
		Electrical Workers No. 595 .....	1,338
		Electrical Workers No. 617 .....	600
		Electrical Workers No. 639 .....	121
		Electrical Workers No. 659 .....	80
		Electrical Workers No. 684 .....	210
		Electrical Workers No. 848 .....	189
		I.B.E.W. No. 952 .....	400
		I.B.E.W. No. 1023 .....	120
		Electrical Workers No. 1245 .....	17,500
		Electrical Workers No. 1682 .....	137
		Electrical Workers No. 1710 .....	580
		Electrical Workers No. 2295 .....	500
		Electrical Workers No. 2328 .....	107

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
<b>Electrical, Radio &amp; Machine Workers, Int'l Union of</b>		<b>San Bernardino/Rialto Fire Fighters</b>	
I.U. Electrical Workers No. 850 ....	235	No. 891 .....	191
I.U. Electrical Workers No. 1502 ...	37	<b>San Bernardino Fire Fighters</b>	
I.U. Electrical Workers No. 1511 ...	114	No. 935 .....	134
<b>Elevator Constructors, Int'l. Union of</b>		<b>L.A. County Fire Fighters</b>	
Elevator Constructors No. 8 .....	150	No. 1014 .....	2,356
Elevator Constructors No. 18 .....	168	<b>Santa Monica Fire Fighters</b>	
<b>Engineers, Int'l. Union of Operating</b>		No. 1109 .....	93
Operating Engineers No. 3 .....	12,000	<b>Torrance Fire Fighters No. 1138 ....</b>	<b>157</b>
Operating Engineers No. 12 .....	10,000	<b>Santa Clara Fire Fighters</b>	
Operating Engineers No. 39 .....	1,500	No. 1165 .....	124
Operating Engineers No. 501 .....	1,500	<b>Los Altos Fire Fighters</b>	
<b>Farm Workers of America, AFL-CIO, United</b>		No. 1167 .....	36
United Farm Workers, AFL-CIO ...	9,000	<b>Santa Clara Fire Fighters</b>	
<b>Fire Fighters, Int'l. Assn. of</b>		No. 1171 .....	143
Vandenberg Fire Fighters		<b>Vallejo Fire Fighters No. 1186 .....</b>	<b>108</b>
No. F-116 .....	58	<b>Berkeley Fire Fighters No. 1227 ....</b>	<b>120</b>
<b>Presidio Fire Fighters No. F-145 ....</b>	<b>31</b>	<b>Stockton Fire Fighters No. 1229 ....</b>	<b>228</b>
<b>Treasure Island Fire Fighters</b>		<b>Contra Costa County Fire Fighters</b>	
No. F-159 .....	27	No. 1230 .....	468
<b>Bay Area Fire Fighters No. F-15 ....</b>	<b>13</b>	<b>San Joaquin Fire Fighters</b>	
<b>China Lake Fire Fighters</b>		No. 1243 .....	34
No. F-32 .....	48	<b>Salinas Fire Fighters No. 1270 .....</b>	<b>84</b>
<b>San Diego Fire Fighters No. F-33 ....</b>	<b>207</b>	<b>Watsonville Fire Fighters</b>	
<b>Naval Station Fire Fighters</b>		No. 1272 .....	28
No. F-48 .....	41	<b>Modesto Fire Fighters No. 1289 ....</b>	<b>125</b>
<b>Flight Test Center Fire Fighters</b>		<b>Kern County Fire Fighters</b>	
No. F-53 .....	57	No. 1301 .....	498
<b>Gr. Sacramento Fire Fighters</b>		<b>Palo Alto Fire Fighters</b>	
No. F-57 .....	60	No. 1319 .....	109
<b>Federal Fire Fighters Association</b>		<b>Redlands Fire Fighters No. 1354 ....</b>	<b>46</b>
No. F-85 .....	104	<b>Merced County Fire Fighters</b>	
<b>Palmdale Fire Fighters No. I-25 ....</b>	<b>127</b>	No. 1396 .....	89
<b>Oakland Fire Fighters No. 55 .....</b>	<b>577</b>	<b>Santa Rosa Fire Fighters</b>	
<b>L.A. City Fire Fighters No. 112 .....</b>	<b>2,383</b>	No. 1401 .....	85
<b>San Diego Fire Fighters No. 145 ....</b>	<b>743</b>	<b>Petaluma Fire Fighters No. 1415 ....</b>	<b>39</b>
<b>Richmond Fire Fighters No. 188 ....</b>	<b>103</b>	<b>Ashland Fire Fighters No. 1428 .....</b>	<b>124</b>
<b>Long Beach Fire Fighters</b>		<b>Ontario Fire Fighters No. 1430 .....</b>	<b>77</b>
No. 372 .....	408	<b>Spring Valley Fire Fighters</b>	
<b>Sacramento Fire Fighters</b>		No. 1434 .....	43
No. 522 .....	710	<b>Newark Fire Fighters No. 1483 .....</b>	<b>31</b>
<b>Eureka Fire Fighters No. 652 .....</b>	<b>38</b>	<b>Alhambra Fire Fighters</b>	
<b>Alameda Fire Fighters No. 689 .....</b>	<b>89</b>	No. 1578 .....	59
<b>Fresno Fire Fighters No. 753 .....</b>	<b>245</b>	<b>Oxnard Fire Fighters No. 1684 .....</b>	<b>82</b>
<b>Burbank Fire Fighters No. 778 .....</b>	<b>111</b>	<b>Fremont Fire Fighters No. 1689 ....</b>	<b>120</b>
<b>San Francisco Fire Fighters</b>		<b>Milpitas Fire Fighters No. 1699 .....</b>	<b>47</b>
No. 798 .....	1,312	<b>Santa Cruz Fire Fighters</b>	
<b>Pasadena Fire Fighters No. 809 .....</b>	<b>120</b>	No. 1716 .....	34
<b>San Jose Fire Fighters No. 873 .....</b>	<b>635</b>	<b>Humboldt Fire District</b>	
		No. 1770 .....	15
		<b>Marin County Fire Fighters</b>	
		No. 1775 .....	126

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Sanger Fire Fighters No. 1809 .....	15	Piedmont Fire Fighters	
Burlingame Fire Fighters		No. 2683 .....	21
No. 1872 .....	49	Rubidoux Fire Fighters	
Manteca Fire Fighters No. 1874 ....	24	No. 2689 .....	15
Daly City Fire Fighters		Southbay Fire Fighters	
No. 1879 .....	65	No. 2716 .....	56
Dublin Fire Fighters No. 1885 .....	41	Lemon Grove Fire Fighters	
Hayward Fire Fighters No. 1909 ....	112	No. 2728 .....	17
Culver City Fire Fighters		Chico Fire Fighters No. 2734 .....	35
No. 1927 .....	71	National City Fire Fighters	
Campbell Fire Fighters		No. 2744 .....	36
No. 1939 .....	30	Redondo Beach Fire Fighters	
Union City Fire Fighters		No. 2787 .....	61
No. 1946 .....	30	Gilroy Fire Fighters No. 2805 .....	20
Mountain View Fire Fighters		Banning Fire Fighters No. 2816. ....	11
No. 1965 .....	62	CA Dept. of Forestry Employees	
Calexico Fire Fighters No. 1966 ....	14	No. 2881 .....	2,439
La Habra Fire Fighters		Anaheim Fire Fighters No. 2899 ....	193
No. 1968 .....	33	Stanton Fire Fighters No. 2911 .....	24
Pleasanton Fire Fighters		Morgan Hill Fire Fighters	
No. 1974 .....	44	No. 2978 .....	13
Garden Grove Fire Fighters		<b>Food &amp; Commercial Workers Int'l. Union,</b>	
No. 2005 .....	94	<b>United</b>	
Santa Maria Fire Fighters		U.F.C.W. Butchers No. 115 .....	4,200
No. 2020 .....	20	U.F.C.W. Butchers No. 120 .....	2,250
Santa Barbara Fire Fighters		U.F.C.W. Butchers No. 126 .....	2,805
No. 2046 .....	177	U.F.C.W. Butchers No. 127 .....	1,250
Porterville Fire Fighters		United Food & Commercial Workers	
No. 2169 .....	18	No. 135 .....	1,320
Chula Vista Fire Fighters		U.F.C.W. Sausage Makers	
No. 2180 .....	65	No. 203 .....	408
Compton Fire Fighters No. 2216 ....	67	U.F.C.W. Leather, Luggage	
Avalon Fire Fighters No. 2295 .....	3	Workers No. 213-L .....	500
Coalinga Fire Fighters No. 2305 ....	5	United Food & Commercial Workers	
Yuba/Sutter Fire Fighters		No. 274 .....	4,412
No. 2321 .....	32	U.F.C.W. Retail Store Employees	
Barstow Fire Fighters No. 2325 .....	16	No. 373 .....	200
Hemet Fire Fighters No. 2342 .....	21	U.F.C.W. Meat Cutters No. 421 ...	2,266
Orange City Fire Fighters		United Food & Commercial Workers	
No. 2384 .....	98	No. 428 .....	7,325
San Mateo Fire Fighters		U.F.C.W. Meat Cutters No. 439 ...	2,500
No. 2400 .....	310	U.F.C.W. Butchers No. 498 .....	1,473
Oroville Fire Fighters No. 2404 ....	18	U.F.C.W. Butchers No. 506 .....	2,071
Covina Fire Fighters No. 2415 .....	100	U.F.C.W. Butchers No. 532 .....	751
Westminster Fire Fighters		U.F.C.W. Butchers No. 551 .....	2,539
No. 2425 .....	65	U.F.C.W. Meat Cutters No. 587 ...	506
Turlock Fire Fighters No. 2434 .....	22	U.F.C.W. Retail Clerks No. 588 ....	1,334
Indio Fire Fighters No. 2537 .....	21	U.F.C.W. Retail Clerks No. 648 ...	2,895
Healdsburg Fire Fighters		U.F.C.W. Retail Clerks No. 775 ....	2,988
No. 2604 .....	7	U.F.C.W. Retail Clerks No. 839 ....	2,100
Salinas Rural Fire Fighters		U.F.C.W. Retail Clerks No. 870 ...	4,000
No. 2606 .....	18	United Food & Commercial Workers	
Alpine Fire Fighters No. 2638 .....	9	No. 899 .....	563

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
U.F.C.W. Auto Salesmen No. 1095 .....	359	Glass Bottle Blowers No. 82 .....	114
U.F.C.W. Retail Store Employees No. 1100 .....	2,967	Glass Bottle Blowers No. 85 .....	200
U.F.C.W. Retail Clerks No. 1119 ...	1,732	Glass, Pottery & Plastics No. 114 ...	400
United Food & Commercial Workers No. 1179 .....	4,346	Glass, Pottery & Plastics No. 137 ...	1,001
U.F.C.W. Retail Clerks No. 1288 ...	2,533	Glass, Pottery & Plastics No. 141 ...	230
U.F.C.W. Retail Clerks No. 1442 ...	5,054	Glass, Pottery & Plastics No. 155 ...	433
U.F.C.W. Retail Clerks No. 1532 ...	2,555	Glass, Pottery & Plastics No. 160 ...	270
U.F.C.W. Insurance Workers No. 30-I .....	88	Glass, Pottery & Plastics No. 177 ...	300
U.F.C.W. Insurance Workers No. 73-I .....	82	Glass, Pottery & Plastics No. 192 ...	238
U.F.C.W. Insurance Workers No. 83-I .....	120	Glass, Pottery & Plastics No. 254 ...	250
U.F.C.W. Insurance Workers No. 194-I .....	109	Glass, Pottery & Plastics No. 262 ...	532
<b>Furniture Workers of America, United</b>		Glass, Pottery & Plastics No. 267 ...	48
Furniture Workers No. 262 .....	855	Operative Potters No. 307 .....	64
<b>Garment Workers Union, Int'l. Ladies'</b>		<b>Glass Workers Union, American Flint</b>	
Cloakmakers No. 8 .....	207	American Flint & Glass Workers	
Ladies Garment Workers No. 55 ...	825	No. 139 .....	100
Ladies Garment Workers No. 84 ...	175	<b>Government Employees, American</b>	
Ladies Garment Workers No. 96 ...	865	<b>Federation of</b>	
Ladies Garment Workers No. 97 ...	115	Labor Department Lodge	
Dressmakers No. 101 .....	1,785	No. 2391 .....	90
Ladies Garment Cutters No. 213 ...	70	<b>Grain Millers, American Federation of</b>	
Office & Distribution Workers No. 214 .....	125	Fed. of Grain Millers No. 59 .....	674
Ladies Garment Workers No. 215 ...	125	Fed. of Grain Millers No. 71 .....	100
Ladies Garment Workers No. 270 ...	105	<b>Graphic Communications Int'l. Union</b>	
Ladies Garment Workers No. 293 ...	50	Graphic Communications	
Ladies Garment Workers No. 451 ...	85	No. 583 .....	916
Ladies Garment Workers No. 482 ...	1,005	S.F. Pressmen & Platemakers	
Ladies Garment Workers No. 512 ...	265	No. 4 .....	700
<b>Garment Workers of America, United</b>		Paper Handlers No. 24 .....	40
United Garment Workers No. 125 ...	87	Printing Pressmen No. 60 .....	117
United Garment Workers No. 131 ...	162	Printing Specialties No. 388 .....	650
<b>Glass, Pottery, Plastics &amp; Allied Workers</b>		Graphic Communications	
<b>Int'l. Union</b>		No. 404 .....	850
Glass, Pottery & Plastics No. 2 .....	100	Graphic Communications	
Glass, Pottery & Plastics No. 17 ...	600	No. 432-M .....	200
Glass, Pottery & Plastics No. 19 ...	332	Printing Specialties No. 522 .....	152
Glass, Pottery & Plastics No. 26 ...	44	Graphic Communications	
Glass, Pottery & Plastics No. 34 ...	424	No. 777 .....	5,080
Glass, Pottery & Plastics No. 39 ...	300	<b>Horseshoers of U.S. &amp; Canada, Int'l. Union</b>	
Glass, Pottery & Plastics No. 53 ...	220	<b>of Journeymen</b>	
Glass, Pottery & Plastics No. 69 ...	15	Horseshoers No. 17 .....	12
Glass, Pottery & Plastics No. 80 ...	45	<b>Hotel Employees &amp; Restaurant Employees</b>	
Glass, Pottery & Plastics No. 81 ...	393	<b>Int'l. Union</b>	
		Hotel & Restaurant Employees	
		No. 2 .....	11,000
		Hotel & Restaurant Employees	
		No. 11 .....	3,500
		Hotel & Restaurant Employees	
		No. 18 .....	613
		Hotel & Motel Employees No. 19 ...	1,000



## MEMBERSHIP REPORT

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Hotel & Restaurant Employees No. 28 .....	1,900	Construction & General Laborers No. 304 .....	1,850
Hotel & Restaurant Employees No. 30 .....	4,244	Laborers No. 324 .....	1,700
Hotel & Restaurant Employees No. 49 .....	1,166	Laborers No. 326 .....	400
Hotel & Restaurant Employees No. 50 .....	2,100	Gunite Workers No. 345 .....	252
Culinary Workers & Bartenders No. 62 .....	200	Laborers No. 371 .....	387
Hotel & Restaurant Employees No. 126 .....	542	Construction & General Laborers No. 389 .....	600
Hotel, Restaurant & Bartenders No. 220 .....	117	Laborers No. 439 .....	123
Hotel & Restaurant Employees No. 309 .....	989	Laborers No. 507 .....	1,500
Bartenders & Culinary No. 340 .....	5,097	Laborers No. 585 .....	1,134
Hotel & Restaurant Employees No. 483 .....	2,868	Laborers No. 591 .....	220
Culinary & Bartenders No. 498 .....	684	Laborers No. 652 .....	4,000
Hotel & Restaurant Employees No. 550 .....	575	Studio Utility Employees No. 724 ...	350
Hotel & Restaurant Employees No. 681 .....	4,770	Laborers No. 783 .....	560
Culinary & Bartenders No. 814 .....	3,938	Shipyards Laborers No. 802 .....	1,275
<b>Iron Workers, Int'l. Assn. of Bridge, Structural &amp; Ornamental</b>		Laborers No. 806 .....	533
Iron Workers No. 155 .....	100	Shipyards & Marine Laborers No. 886 .....	450
Bridgemen No. 229 .....	200	Hod Carriers No. 1082 .....	760
Iron Workers No. 377 .....	120	Iron & Metal Workers No. 1088 ....	100
Iron Workers No. 378 .....	200	Laborers No. 1130 .....	500
Iron Workers No. 416 .....	150	Laborers No. 1184 .....	2,000
Iron Workers No. 433 .....	200	Liuna Federation of School Employees No. 1200 .....	197
Shopmen's No. 509 .....	385	Laborers No. 1222 .....	180
Iron Workers No. 624 .....	60	Liuna State Employees Trades Council No. 1268 .....	20
Shopmen's No. 627 .....	1,975	Laborers No. 1464 .....	325
Shopmen's No. 790 .....	1,500	<b>Laundry &amp; Dry Cleaning Int'l Union, AFL-CIO</b>	
<b>Laborers' Int'l. Union of North America</b>		Laundry Workers No. 52 .....	500
Hod Carriers No. 36 .....	120	<b>Leather Goods, Plastics &amp; Novelty Workers Union, Int'l.</b>	
Laborers No. 73 .....	750	Leather, Plastic & Novelty No. 31 ...	100
Laborers No. 89 .....	4,416	<b>Longshoremen's Assn., AFL-CIO, Int'l.</b>	
Hod Carriers & Laborers No. 139 ...	949	Masters, Mates & Pilots .....	900
Hod Carriers No. 166 .....	200	San Francisco Bar Pilots .....	42
Laborers No. 185 .....	1,575	<b>Machinists &amp; Aerospace Workers, Int'l. Assn. of</b>	
Laborers No. 220 .....	289	Machinists No. 5 .....	22
Laborers No. 261 .....	1,250	Machinists No. 139 .....	275
Laborers No. 270 .....	3,442	Machinists & Aerospace Workers No. 252 .....	526
Laborers No. 291 .....	400	Machinists No. 284 .....	779
Hod Carriers & Laborers No. 294 ...	960	Machinists No. 311 .....	2,416
Laborers No. 297 .....	400	Technical & Office Workers No. 322	471
Laborers No. 300 .....	5,000	Automotive Machinists No. 428 ....	200
		Machinists No. 504 .....	1,150
		Machinists No. 540 .....	93

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Machinists No. 547 .....	218	I.A.M. Lodge No. 720-B .....	341
Machinists No. 562 .....	2,673	I.A.M. Lodge No. 720-D .....	113
Machinists No. 565 .....	764	I.A.M. Lodge No. 720-E .....	156
Machinists Lodge No. 620 .....	20	I.A.M. Lodge No. 720-J .....	907
Machinists Lodge No. 706 .....	199	Machinists & Aerospace Workers	
Naval Aircraft Lodge No. 739 .....	401	No. 727A .....	240
Machinists No. 749 .....	171	Machinists & Aerospace Workers	
Machinists No. 821 .....	1,144	No. 727B .....	620
Machinists No. 824 .....	725	Machinists & Aerospace Workers	
Rocket & Missile Lodge No. 946 ....	1,143	No. 727C .....	581
Machinists & Aerospace Workers		Machinists & Aerospace Workers	
No. 1004 .....	234	No. 727D .....	421
Machinists No. 1047 .....	125	Machinists & Aerospace Workers	
Air Transport Lodge No. 1058 .....	300	No. 727E .....	253
Auto Mechanics No. 1101 .....	1,935	Machinists & Aerospace Workers	
Machinists Lodge No. 1111 .....	883	No. 727F .....	38
Auto Machinists No. 1173 .....	925	Machinists & Aerospace Workers	
Machinists No. 1186 .....	1,500	No. 727M .....	75
Machinists No. 1213 .....	398	Machinists & Aerospace Workers	
Auto Machinists No. 1305 .....	1,716	No. 727P .....	473
Machinists No. 1327 .....	1,000	Machinists & Aerospace Workers	
Auto Mechanics No. 1414 .....	1,213	No. 727Q .....	190
Automotive Machinists No. 1484 ...	500	<b>Marine Engineers Beneficial Assn., Nat'l.</b>	
Machinists No. 1492 .....	414	Marine Engineers Assn. ....	1,000
Machinists Lodge No. 1518 .....	839	Assn. of L.A. Deputy Sheriffs ....	1,900
Auto Machinists No. 1546 .....	4,310	Marine Engineers Assn., District	
Machinists & Aerospace Workers		No. 2 .....	300
No. 1571 .....	691	CA Assn. Professional	
Machinists No. 1596 .....	267	Employees .....	1,000
Precision Lodge No. 1600 .....	200	Engineers & Scientists of CA .....	2,000
Machinists & Aerospace Workers		<b>Metal Polishers, Buffers, Platers &amp;</b>	
No. 1638 .....	45	<b>Allied Workers</b>	
Air Transport Employees		Metal Polishers No. 67. ....	100
No. 1781 .....	3,000	<b>Molders &amp; Allied Workers Union, AFL-CIO</b>	
Machinists No. 1785 .....	315	Molders & Allied Workers	
Machinists No. 1824 .....	300	No. 164 .....	300
Pioneer Air Transport L.L.		Molders No. 374 .....	110
No. 1903 .....	500	<b>Musicians, American Federation of</b>	
Machinists No. 1932 .....	1,404	Musicians No. 6 .....	1,500
Machinists No. 1939 .....	51	Musicians Assn. No. 7 .....	200
Machinists & Mechanics No. 1983 ..	26	Musicians No. 12 .....	250
I.A.M. Lodge No. 2023 .....	28	Musicians No. 47 .....	1,400
I.A.M. Lodge No. 2024 .....	565	San Jose Federation of Musicians	
I.A.M. Lodge No. 2025 .....	138	No. 153 .....	50
I.A.M. Lodge No. 2027 .....	7	Orange Belt Musicians Assn.	
Automotive Lodge No. 2182 .....	1,223	No. 167 .....	139
Pacific Astronautics No. 2217 .....	138	Musicians No. 210 .....	250
Missiles & Electrical Workers		Musicians Protective Assn. —	
No. 2230 .....	231	No. 263 .....	52
Nat'l Off-Site Base Lodge		Musicians No. 292 .....	50
No. 2242 .....	131		
Int'l Flag Carriers No. 2692 .....	484		

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Musicians Assn. No. 353 .....	100	Specialty Painters No. 1176 .....	500
Musicians Protective Union No. 454 .....	32	Painters No. 1226 .....	60
Musicians Protective Union No. 541 .....	44	Carpet & Linoleum Workers No. 1290 .....	299
Musicians No. 616 .....	40	Painters & Drywall Finishers No. 1348 .....	360
Musicians Assn. No. 652 .....	20	Painters No. 1595 .....	300
<b>Newspaper Guild, The</b>		Painters No. 1627 .....	183
Northern CA Newspaper Guild No. 52 .....	1,955	Painters No. 1817 .....	288
L.A. Newspaper Guild No. 69 .....	310	Paintmakers No. 1975 .....	450
San Diego Newspaper Guild No. 95 .....	958	Painters No. 9254 .....	535
San Jose Newspaper Guild No. 98 .....	858	<b>Paperworkers Int'l. Union, United</b>	
Newspaper Guild No. 202 .....	180	United Paperworkers No. 329 .....	64
<b>Office &amp; Professional Employees Int'l Union</b>		<b>Plasterers &amp; Cement Masons Int'l. Assn. of the U.S. &amp; Canada, Operative</b>	
Office & Professional Employees No. 3 .....	1,589	Cement Masons No. 25 .....	450
Office Employees No. 29 .....	2,500	Plasterers No. 66 .....	335
Office Employees No. 30 .....	2,800	Plasterers & Cement Masons No. 188 .....	180
Office Employees No. 174 .....	1,404	Plasterers & Cement Masons No. 337 .....	125
Office Employees No. 472 .....	105	Plasterers & Cement Masons No. 346 .....	71
<b>Oil, Chemical &amp; Atomic Workers Int'l Union</b>		Plasterers & Cement Masons No. 355 .....	130
Oil & Chemical Workers No. 1-19 .....	600	Cement Masons No. 580 .....	167
Oil & Chemical Workers No. 1-128 .....	2,758	Cement Masons No. 582 .....	433
Oil & Chemical Workers No. 1-534 .....	83	Cement Masons No. 594 .....	510
Oil & Chemical Workers No. 1-547 .....	945	Cement Masons No. 627 .....	439
<b>Painters &amp; Allied Trades of the U.S. &amp; Canada, Int'l. Brotherhood of</b>		Plasterers & Cement Masons No. 741 .....	200
Painters No. 4 .....	450	Cement Masons No. 814 .....	100
Painters & Tapers No. 15 .....	204	Plasterers & Cement Masons No. 825 .....	180
Painters No. 95 .....	143	<b>Plumbing &amp; Pipe Fitting Industry of the U.S. &amp; Canada, United Assn. of Journeymen &amp; Apprentices of the</b>	
Painters No. 256 .....	298	Plumbers & Fitters No. 38 .....	2,235
Painters No. 314 .....	51	Plumbers & Fitters No. 78 .....	1,264
Painters No. 487 .....	300	Plumbers & Fitters No. 114 .....	485
Painters No. 507 .....	400	Plumbers No. 343 .....	376
Sign & Display No. 510 .....	670	Plumbers & Fitters No. 364 .....	600
Painters No. 560 .....	200	Plumbers & Fitters No. 393 .....	250
Painters No. 686 .....	566	Plumbers & Fitters No. 398 .....	880
Glaziers & Glass Workers No. 718 .....	325	Plumbers & Fitters No. 403 .....	472
Painters No. 741 .....	200	Plumbers & Steamfitters No. 437 ...	224
Sign & Scene Painters No. 831 .....	132	Plumbers & Gas Fitters No. 444 ....	900
Painters & Decorators No. 913 .....	110	Plumbers & Fitters No. 447 .....	245
Painters No. 955 .....	154	Plumbers & Fitters No. 460 .....	400
Painters No. 1026 .....	87	Plumbers & Fitters No. 467 .....	600
		Plumbers & Fitters No. 471 .....	40

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Sprinkler Fitters No. 483 .....	400	Seafarers — Stewards Division .....	500
Plumbers No. 484 .....	510	Sugar Workers No. 1 .....	829
Plumbers & Fitters No. 492 .....	150	<b>Service Employees Int'l. Union, AFL-CIO</b>	
Plumbers No. 494 .....	479	Theatre & Amusement Janitors	
Plumbers & Fitters No. 545 .....	427	No. 9 .....	196
Plumbing & Piping Industry No. 582 .....	300	Service Employees No. 22 .....	250
Plumbers & Fitters No. 607 .....	118	Window Cleaners No. 44 .....	100
<b>Police &amp; Sheriffs, California Organization of</b>		Service Employees No. 77 .....	2,180
Long Beach Police Officers No. 42 ..	603	Building Service Employees	
Anaheim Police Assn. No. 80 .....	292	No. 87 .....	2,916
Upland Police Officers No. 223 ....	50	SEIU Dental Technicians No. 100 ..	150
<b>Railway, Airline &amp; Steamship Clerks, Freight Handlers, Express &amp; Station Employees, Brotherhood of</b>		SEIU Watchmakers No. 115 .....	300
B.R.A.C. Lodge No. 30 .....	575	Theatrical Janitors No. 121 .....	150
Allied Services Division —		Hospital & Inst. Workers No. 250... 10,000	
B.R.A.C. ....	50	United Public Employees	
B.R.A.C. Lodge No. 226 .....	75	No. 790 .....	13,493
B.R.A.C. Lodge No. 854 .....	250	Hospital & Service Employees	
B.R.A.C. Lodge No. 1227 .....	250	No. 399 .....	5,000
<b>Roofers, Damp &amp; Waterproof Workers Assn., United State, Tile &amp; Composition</b>		Service Employees No. 415 .....	1,814
Roofers No. 36 .....	648	L.A. County Employees No. 434 ...	1,000
Roofers No. 40 .....	308	Service Employees No. 505 .....	350
Roofers No. 47 .....	235	Social Services No. 535 .....	1,000
Roofers No. 95 .....	200	L.A. County Service Employees	
<b>Rubber, Cork, Linoleum &amp; Plastic Workers of America, United</b>		No. 660 .....	2,500
Rubber Workers No. 64 .....	167	Sonoma County Public Employees	
Rubber Workers No. 78 .....	63	No. 707 .....	260
Rubber Workers No. 171 .....	264	Service Employees No. 715 .....	2,150
Rubber Workers No. 335 .....	131	CA State Employees Assn.	
Rubber Workers No. 451 .....	139	No. 1000 .....	10,000
Rubber Workers No. 560 .....	250	<b>Sheet Metal Workers Int'l. Assn.</b>	
Rubber Workers No. 585 .....	17	Sheet Metal Workers No. 104 .....	1,050
Rubber Workers No. 721 .....	29	Sheet Metal Workers No. 162 .....	400
Rubber Workers No. 766 .....	500	Sheet Metal Workers No. 206 .....	563
Rubber Workers No. 829 .....	13	Sheet Metal Workers No. 273 .....	233
<b>Seafarers Int'l. Union of North America</b>		Sheet Metal Workers No. 283 .....	271
United Ind. Workers — Cannery		Sheet Metal Workers No. 309 .....	320
Division .....	4,500	Sheet Metal Workers No. 420 .....	800
Seafarers — Inland Division .....	300	<b>Stage Employes &amp; M.P. Machine Operators of the U.S. &amp; Canada, Int'l. Alliance of Theatrical</b>	
Fishermen's Union of America .....	545	Amusement Area Employees	
Marine Firemen's Union .....	1,200	B-192 .....	647
Marine Staff Officers .....	120	Theatrical Employees No. B-18 ....	125
Seafarers — Transportation		Film Exchange Employees	
Division .....	700	No. B-61 .....	76
Mortuary Employees Union .....	26	Theatrical Employees No. B-66 ....	47
Sailors Union of the Pacific .....	3,000	Film Exchange Employees	
Seafarers — Atlantic & Gulf .....	1,000	No. F-17 .....	53
		Theatrical Stage Employees No. 16	
		I.A.T.S.E. No. 33 .....	1,133
		Property Craftspersons No. 44 .....	2,000

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
I.A.T.S.E. No. 50 .....	57	Story Analysts No. 854 .....	90
M.P. Studio Grips No. 80 .....	1,000	I.A.T.S.E. Ticket Sellers No. 857 ...	148
Theatrical & Stage Employees No. 90 .....	13	Script Supervisors No. 871 .....	159
Theatrical Stage Employees No. 107 .....	69	Theatrical Wardrobe No. 874 .....	8
Stage Employees No. 122 .....	77	M.P. Art Directors No. 876 .....	180
I.A.T.S.E. No. 134 .....	32	Studio Teachers No. 884 .....	46
I.A.T.S.E. No. 150 .....	288	I.A.T.S.E. No. 923 .....	46
M.P. Operators No. 162 .....	85	<b>State, County &amp; Municipal Employees,</b>	
M.P. Projectionists No. 165 .....	288	<b>American Federation of</b>	
M.P. Operators No. 169 .....	73	A.F.S.C.M.E. No. 101 .....	488
Theatrical Employees No. 215 .....	25	L.A. County Employees No. 119 ...	163
M.P. Machine Operators No. 252 ..	50	A.F.S.C.M.E. No. 143 .....	115
M.P. Projectionists No. 297 .....	59	Police Department Employees No. 170 .....	177
Theatre Stage Operators No. 409 ...	63	Oakland Unified School Employees No. 257 .....	297
M.P. Machine Operators No. 420 ..	18	A.F.S.C.M.E. No. 258 .....	209
M.P. Projectionists No. 428 .....	14	San Mateo School Employees No. 377 .....	40
M.P. Projectionists No. 431 .....	18	East Bay Municipal Employees No. 444 .....	484
I.A.T.S.E. & M.P.M.O. No. 442 ...	33	L.A. County Probation Officers No. 685 .....	628
M.P. Projectionists No. 501 .....	8	S. San Mateo Peninsula Cities No. 756 .....	71
I.A.T.S.E. No. 504 .....	148	State & Municipal Employees No. 800 .....	340
M.P. Projectionists No. 521 .....	28	San Mateo County Employees No. 829 .....	100
I.A.T.S.E. & M.P.M.O. No. 560 ...	56	Daly City Municipal Employees No. 919 .....	52
I.A.T.S.E. No. 564 .....	14	L.A. County Housing Authority — Sup. No. 1017 .....	2
Theatrical Stage Employees No. 577 .....	30	Torrance Municipal Employees No. 1117 .....	236
I.A.T.S.E. & M.P.M.O. No. 599 ...	15	L.A. County Housing Authority — R.&F. No. 1243 .....	26
Stage Employees No. 605 .....	11	A.F.S.C.M.E. Union Local No. 1569 .....	84
Stage Hands No. 614 .....	49	San Joaquin Housing Authority Employees No. 1577 .....	52
M.P. Photographers No. 659 .....	300	Santa Clara Probation Dept. No. 1587 .....	289
Lab Film/Video Technicians No. 683 .....	1,483	A.F.S.C.M.E. Union Local No. 2019 .....	344
M.P. Sound Technicians No. 695 ...	300	A.F.S.C.M.E. Union Local No. 2190 .....	45
M.P. Costumers No. 705 .....	590	East Bay Regional Parks No. 2428 .....	277
Make-Up Artists No. 706 .....	603	A.F.S.C.M.E. Union Local No. 2620 .....	1,685
Production Office Coordinators No. 717 .....	67		
Studio Electrical Lighting Technicians No. 728 .....	800		
M.P. Set Painters No. 729 .....	300		
Theatre Stage Operators No. 730 ...	18		
M.P. First Aid Employees No. 767 .....	124		
Theatrical Wardrobe No. 768 .....	95		
M.P. Film Editors No. 776 .....	840		
Theatrical Wardrobe No. 784 .....	62		
Studio Art Craftsmen No. 790 .....	56		
Theatre Stage Operators No. 796 ...	26		
I.A.T.S.E. No. 811 .....	14		
Publicists Guild No. 818 .....	300		
M.P. Screen Cartoonists No. 839 ...	924		
Set Designers No. 847 .....	106		

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Assn. Psychiatric Social Workers  
No. 2712 ..... 116

**Steelworkers of America, United**

Steelworkers No. 1304 ..... 300  
Steelworkers No. 1440 ..... 500  
Steelworkers No. 5084 ..... 114  
Steelworkers No. 5261 ..... 50  
Steelworkers No. 5504 ..... 189  
Steelworkers No. 5632 ..... 400  
Steelworkers No. 5649 ..... 100

**Teachers, American Federation of**

United Administrators of S.F.  
No. 3 ..... 209  
Sacramento Teachers No. 31 ..... 16  
U.S.F. Faculty Assn. .... 216  
San Francisco Teachers No. 61 ..... 1,695  
San Diego Fed. of Teachers  
No. 370 ..... 55  
Bassett Teachers No. 727 ..... 20  
Oakland-Alameda Teachers  
No. 771 ..... 360  
Richmond Teachers No. 866 ..... 90  
Fresno Fed. of Teachers No. 869 ... 4  
San Jose Teachers No. 957 ..... 13  
Salinas Valley Teachers No. 1020 ... 240  
United Teachers of L.A.  
No. 1021 ..... 5,763  
Pasadena Fed. of Teachers  
No. 1050 ..... 79  
San Rafael Fed. of Teachers  
No. 1077 ..... 63  
Berkeley Fed. of Teachers  
No. 1078 ..... 495  
Santa Barbara Teachers No. 1081 ... 30  
Sequoia Fed. of Teachers  
No. 1163 ..... 11  
Long Beach Teachers No. 1263 ..... 49  
Oxnard Fed. of Teachers  
No. 1273 ..... 338  
Escondido Fed. of Teachers  
No. 1278 ..... 20  
San Leandro Teachers No. 1285 .... 21  
Stockton Fed. of Teachers  
No. 1287 ..... 43  
Napa Teachers No. 1336 ..... 16  
Culver City Fed. of Teachers  
No. 1343 ..... 127  
Oceanside Teachers No. 1344 ..... 5  
El Camino College Teachers  
No. 1388 ..... 238  
Compton Teachers No. 1413 ..... 11

**International  
and  
Local**

**Per Capita  
Paid  
Membership**

Riverside Teachers No. 1414 ..... 40  
A.F.T. Foothills Teachers  
No. 1424 ..... 18  
Huntington Beach Teachers  
No. 1427 ..... 10  
Covina Valley Fed. of Teachers  
No. 1432 ..... 7  
Chabot Fed. of Teachers  
No. 1440 ..... 19  
Clovis Fed. of Teachers No. 1463 ... 10  
University Council — Berkeley  
No. 1474 ..... 113  
Early Childhood Teachers  
No. 1475 ..... 506  
American Fed. of Teachers  
No. 1481 ..... 258  
San Mateo Community College  
Teachers No. 1493 ..... 300  
Fremont Fed. of Teachers  
No. 1494 ..... 43  
A.F.T. College Guild No. 1521 ..... 1,700  
Alameda Teachers No. 1528 ..... 8  
State Center Fed. of Teachers  
No. 1533 ..... 206  
Peralta Fed. of Teachers  
No. 1603 ..... 425  
Burbank Fed. of Teachers  
No. 1608 ..... 36  
United Professors of Marin  
No. 1610 ..... 129  
Foothill De Anza Teachers  
No. 1676 ..... 5  
San Juan Teachers No. 1743 ..... 14  
Simi Fed. of Teachers No. 1773 .... 15  
Temple City Teachers No. 1791 .... 8  
La Puente Valley Teachers  
No. 1792 ..... 7  
Antelope Valley Teachers  
No. 1793 ..... 84  
Newport-Mesa Fed. of Teachers  
No. 1794 ..... 364  
University Council — Librarians  
No. 1795 ..... 35  
Newark Fed. of Teachers  
No. 1804 ..... 41  
Riverside City College Teachers  
No. 1814 ..... 15  
Ventura County College Teachers  
No. 1828 ..... 291  
Petaluma Fed. of Teachers  
No. 1881 ..... 248  
Diablo Valley Teachers No. 1902 ... 56

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
Coast Fed. of Employees/AFT		S.F. Archdiocesan Teachers	
No. 1911 .....	574	No. 2240 .....	134
Greater Grossmont Teachers		Coachella Valley Fed. of Teachers	
No. 1930 .....	16	No. 2247 .....	201
San Diego Community College		South Bay Teachers No. 2261 .....	17
Guild No. 1931 .....	37	Placer Teachers No. 2267 .....	21
Sweetwater Teachers No. 1932 .....	13	Cutler-Orosi Fed. of Teachers	
Pajaro Valley Fed. of Teachers		No. 2269 .....	3
No. 1936 .....	346	Glendale College Guild No. 2276 ...	151
W. San Bernardino Teachers		Teachers Union of Fontana	
No. 1952 .....	14	No. 2294 .....	7
University Council — Riverside		Norwalk-La Mirada Teachers	
No. 1966 .....	27	No. 2314 .....	15
Ventura Teachers No. 1981 .....	5	ABC Fed. of Teachers No. 2317 ....	440
Tamalpais Fed. of Teachers		Poway Fed. of Teachers	
No. 1985 .....	60	No. 2357 .....	533
Novato Fed. of Teachers		Sanger Teachers No. 2366 .....	7
No. 1986 .....	163	Santa Clara Teachers No. 2393 ....	12
U.C.L.A. Faculty No. 1990 .....	105	Las Virgenes Teachers No. 2410 ....	5
Pittsburgh/Antioch Teachers		Turlock Fed. of Teachers	
No. 2001 .....	15	No. 2424 .....	77
Morgan Hill Fed. of Teachers		Ontario-Montclair Teachers	
No. 2022 .....	334	No. 2442 .....	60
University Council — Davis		Community College Teachers	
No. 2023 .....	51	No. 3148 .....	7
Greater Santa Cruz Teachers		Lompoc Fed. of Teachers	
No. 2030 .....	226	No. 3151 .....	243
University Council — San Diego		Tustin Fed. of Teachers No. 3152 ...	8
No. 2034 .....	67	Ocean View Fed. of Teachers	
San Ramon Fed. of Teachers		No. 3174 .....	10
No. 2052 .....	11	Southwestern College Teachers	
Santa Paula Fed. of Teachers		No. 3194 .....	5
No. 2071 .....	116	Ohlone College Teachers	
Chino Fed. of Teachers No. 2086 ...	29	No. 3200 .....	6
Ojai Fed. of Teachers No. 2119 ....	70	Palos Verdes Teachers No. 3208 ....	10
S.F. Community College Teachers		Palmdale Teachers No. 3210 .....	25
No. 2121 .....	575	San Ysidro Fed. of Teachers	
University Council — Santa Barbara		No. 3211 .....	126
No. 2141 .....	58	Avenal-Lemoore Fed. of Teachers	
Enterprise Fed. of Teachers		No. 3219 .....	47
No. 2166 .....	25	Barstow Fed. of Teachers	
Assn. Classified Fed. of Teachers		No. 3258 .....	10
No. 2189 .....	76	Jefferson Fed. of Teachers	
University Council — Santa Cruz		No. 3267 .....	163
No. 2199 .....	21	Laton Fed. of Teachers No. 3278 ...	26
Torrance Teachers No. 2206 .....	22	Azusa Fed. of Teachers No. 3298 ...	10
Carpinteria Fed. of Teachers		Conejo Fed. of Teachers	
No. 2216 .....	54	No. 3299 .....	17
Galt Fed. of Teachers No. 2219 ....	28	San Bruno Fed. of Teachers	
Corcoran Unified Teachers		No. 3330 .....	16
No. 2220 .....	6	National City Teachers No. 3384 ...	10
University Council — Irvine		Glendora Fed. of Teachers	
No. 2226 .....	46	No. 3420 .....	4

<b>International and Local</b>	<b>Per Capita Paid Membership</b>	<b>International and Local</b>	<b>Per Capita Paid Membership</b>
El Rancho Teachers No. 3467 .....	298	Amalgamated Transit No. 1277 ....	1,780
Weaver Fed. of Teachers		Bus Drivers No. 1309 .....	572
No. 3484 .....	26	Amalgamated Transit No. 1555 ....	535
Compton Community College		Amalgamated Transit No. 1574 ....	322
Teachers No. 3486 .....	135	Amalgamated Transit No. 1575 ....	340
Rescue Union Teachers No. 3581 ...	49	Amalgamated Transit No. 1589 ....	352
Evergreen Teachers No. 3688 .....	26		
Butte College Fed. of Teachers		<b>Transport Workers Union of America</b>	
No. 3693 .....	13	S.E.A.M. Transport Workers	
N. Monterey County Teachers		No. 200 .....	149
No. 4008 .....	166	Air Transport Workers No. 502 ....	500
Cantua Fed. of Teachers		Transport Workers No. 250-A ....	1,000
No. 4032 .....	6		
Oakwood Faculty Assn.		<b>Typographical Union, Int'l.</b>	
No. 4128 .....	38	Bay Area Typographical No. 21 ....	1,038
Buckley Faculty Assn. No. 4163 ....	24	Central Valley Typographical	
Pro Art Fed. of Teachers		No. 46 .....	157
No. 4252 .....	8	Typographical No. 144 .....	67
Academic Professionals of CA		Typographical No. 207 .....	5
No. 4373 .....	499	San Diego Typographical	
Cabrillo College Fed. of Teachers		No. 221 .....	133
No. 4400 .....	146	Bakersfield Typographical	
Horicon Elementary Fed. of		No. 439 .....	72
Teachers No. 4415 .....	13	Monterey Bay Area Typographical	
Anderson Fed. of Teachers		No. 651 .....	88
No. 4421 .....	45	Typographical No. 667 .....	15
Ventura County Fed. of		Ventura Typographical No. 909 ....	20
Schl. Employees No. 4434 .....	25	Typographical No. 983 .....	18
United Health Care Pros.		Typographical No. 993 .....	12
No. 5026 .....	182		
San Jose Teachers No. 957A-		<b>Upholsterers Int'l. Union of North America</b>	
Adult Division .....	79	Furniture Workers No. 500 .....	200
<b>Technical Engineers, Int'l. Federation of Professional &amp;</b>			
Int'l. Fed. of Professional &		<b>Utility Workers Union of America</b>	
Technical Engineers No. 21 .....	500	Utility Workers No. 132 .....	5,000
<b>Telegraph Workers, United</b>		Utility Workers No. 160 .....	59
United Telegraph Workers		Utility Workers No. 259 .....	177
No. 34 .....	226	Utility Workers No. 283 .....	38
<b>Theatrical Press Agents</b>		Utility Workers No. 160-C .....	133
Theatrical Press Agents			
No. 18032 .....	66	<b>Woodworkers of America, Int'l.</b>	
<b>Transit Union, Amalgamated</b>		Woodworkers No. 3-433 .....	113
Amalgamated Transit No. 192 ....	1,957		
Amalgamated Transit No. 256 ....	430	<b>Building &amp; Construction Trades Councils</b>	
Amalgamated Transit No. 265 ....	1,444	Alameda Building & Construction	
Amalgamated Transit No. 276 ....	105	Trades Council	
Amalgamated Transit No. 1027 ....	115	Contra Costa Building &	
Amalgamated Transit No. 1222 ....	200	Construction Council	
Amalgamated Transit No. 1225 ....	983	Fresno, Madera, Kings & Tulare	
		Building & Construction Trades	
		Council	
		Humboldt, Del Norte Building	
		& Construction Trades Council	
		Imperial Building & Construction	
		Trades Council	



Kern, Inyo & Mono Building  
& Construction Trades Council

L.A. Building & Construction  
Trades Council

Marin Building & Construction  
Trades Council

Monterey Building & Construction  
Trades Council

Napa-Solano Building Trades  
Council

Northeastern Building &  
Construction Council

Orange Building & Construction  
Trades Council

Sacramento-Sierra Building  
& Construction Trades Council

San Bernardino & Riverside Building  
& Construction Council

San Diego Building & Construction  
Trades Council

San Francisco Building &  
Construction Trades Council

San Joaquin Building Trades  
Council

San Mateo Building & Construction  
Trades Council

Santa Barbara-San Luis Obispo  
Building & Construction Council

Santa Clara, San Benito & Santa  
Cruz Building & Construction  
Trades Council

Sonoma, Mendocino & Lake  
Building & Construction Trades  
Council

Stanislaus, Merced-Tuolumne  
Building & Construction Council

Ventura Building & Construction  
Trades Council

#### **California State Councils**

CA State Building & Construction  
Trades Council

CA State Council of Carpenters

CA State Council of Lumber  
Workers

CA State Assn. of Electrical Workers  
State Conference of Operating  
Engineers

State Culinary Alliance

CA Conference of Machinists

CA Musicians Conference

CA State Conference of Painters

CA Pipe Trades Council

CA State Conference of Plasterers &  
Cement Masons

CA State Council of Roofers

CA State Council of Service  
Employees

CA Federation of Teachers

CA State Theatrical Federation

IUPA, CA State Council, AFL-CIO

#### **Central Labor Councils**

Alameda Central Labor Council

Butte & Glenn Counties Central  
Labor Council

Contra Costa Central Labor  
Council

Five Counties Central Labor  
Council

Fresno/Madera Central Labor  
Council

Humboldt-Del Norte Central Labor  
Council

Kern/Inyo/Mono Counties Central  
Labor Council

Los Angeles Fed. of Labor

Marin County Labor Council

Marysville Central Labor Council

Merced-Mariposa Central Labor  
Council

Monterey Central Labor Council

Napa-Solano Central Labor  
Council

Orange County Central Labor  
Council

Sacramento Central Labor Council

San Bernardino-Riverside Central  
Labor Council

San Diego-Imperial Counties  
Central Labor Council

San Francisco Labor Council

San Joaquin/Calaveras Central  
Labor Council

San Mateo Central Labor Council

Santa Clara Central Labor Council

Santa Cruz Central Labor Council

Sonoma/Mendocino/Lake Central  
Labor Council

Stanislaus/Tuolumne Central Labor  
Council

Tri-Counties Central Labor Council

Tulare-Kings Central Labor Council

**Councils**

C.W.A. Northern CA-Nevada  
Council  
C.W.A. Coastal Valley Council  
Southern CA C.W.A. Council  
Fed. Fire Fighters of CA  
S.W. Regional Council of  
U.F.C.W.  
Hollywood AFL Film Council  
Southern CA Maritime Ports  
Council  
San Francisco Maritime Trades  
Port Council  
Bay Cities Metal Trades Council  
Fed. Employees Metal Trades  
Council  
Indian Wells Valley Metal Trades  
Council  
Metal Trades Council of  
Southern CA  
Fed. Municipal Crafts Council  
American Postal Workers Union  
L.A. Allied Printing Trades Council  
Sacramento Allied Printing Trades  
Council  
San Diego Printing Trades Council  
Allied Printing Trades Council  
W. States Sheet Metal Council  
State & Municipal Employees  
Council No. 36  
State & Municipal Employees  
Council No. 57  
United Sugar Workers Council  
United Transportation Union  
Enginemen  
Far Western Typographical Mailer  
Conf.  
Los Angeles Union Label Council  
Union Label Section of  
San Francisco

**District Councils**

District Council of Aluminum,  
Brick & Glass No. 11  
Bay Counties District Council of  
Carpenters  
L.A. District Council of Carpenters  
N. Coast District Council of  
Carpenters  
Orange County District Council of  
Carpenters  
Sacramento District Council of  
Carpenters

San Bernardino/Riverside/Imperial  
District Council of Carpenters  
San Diego District Council of  
Carpenters  
Santa Clara District Council of  
Carpenters  
Sequoia District Council of  
Carpenters  
Ventura District Council of  
Carpenters  
Central CA District Council of  
Lumber Workers  
N. CA District Council of Lumber  
Workers  
Redwood District Council of  
Lumber Workers  
C.W.A. Council District No. 9  
C.W.A. Council District No. 11  
Pacific N.W. District. Council  
ILGWU  
Southern CA District Council of  
Garment Workers  
District Council of Iron Workers  
N. CA District Council of Laborers  
CA Region Public Employees  
District Council  
Southern CA District Council of  
Laborers  
Golden Gate District Council of  
Lathers  
Machinists District Lodge No. 94  
Machinists District Lodge No. 115  
Machinists District Council No. 120  
Machinists District Lodge No. 141  
Machinists District Lodge No. 190  
Industrial District Lodge No. 720  
Aerospace Industrial District Lodge  
No. 727  
Oil & Chemical Council District  
No. 1  
Painters District Council No. 16  
Painters District Council No. 33  
Painters District Council No. 36  
Painters District Council No. 48  
Painters District Council No. 52  
Pipe District Council No. 16  
Pipe District Council No. 36  
Northern CA District Council of  
Plasterers  
Southern CA District Council of  
Plasterers

Northern CA District Joint Council  
of Pressmen

Printing Spec. District Council  
No. 2

#### Joint Boards

Joint Executive Conf. of Electrical  
Workers

Northern CA Joint Council of  
Service Employees No. 2

CA Conf. Board of A.T.U.

#### Food and Commercial Workers Int'l. Union, United

United Food & Commercial Workers

No. 135 ..... 1/ 1/86

United Food & Commercial Workers

No. 899 ..... 3/ 1/85

#### Graphic Communications Int'l. Union

Graphic Communications Union

No. 404 ..... 11/ 1/84

Graphic Communications Union

No. 583 ..... 10/ 1/85

#### Laborers' Int'l. Union of North America

LIUNA Fed. of School Empls.

No. 1200 ..... 5/ 1/85

#### Service Employees Int'l. Union

Service Employees Union No. 415 .. 8/ 1/84

CA State Employees Assn.

No. 1000 ..... 7/ 1/84

#### Stage Employes and Moving Picture Machine Operators of the United States & Canada, Int'l. Alliance of Theatrical

I.A.T.S.E. Union Local No. 150 ... 8/ 1/85

Production Office Coordinators

No. 717 ..... 8/ 1/85

I.A.T.S.E. Union Local 923 ..... 11/ 1/85

#### Teachers, American Federation of

Academic Professors of CA

No. 4373 ..... 2/ 1/85

Cabrillo College Fed. of Teachers

No. 4400 ..... 3/ 1/85

Horicon Elementary Fed. of Teachers

No. 4415 ..... 6/ 1/85

Anderson Fed. of Teachers

No. 4421 ..... 9/ 1/85

Ventura County Fed. of School Empls.

No. 4434 ..... 1/ 1/86

#### Transport Workers Union of America

S.E.A.M. Transport Workers Union

No. 200 ..... 5/ 1/85

#### Woodworkers of America, Int'l.

Woodworkers Union No. 3-433 .. 11/ 1/85

#### Joint Boards

CA Conference Board of A.T.U. ... 1/ 1/86

### New Affiliations

July 1, 1984 through April 30, 1986

International  
and  
Local

Date

#### Carpenters & Joiners of America, United Brotherhood of

Carpenters Local Union No. 829 ... 8/ 1/84

#### Chemical Workers Union, Int'l.

Chemical Workers Union No. 1 ... 8/ 1/85

Chemical Workers Union No. 11 .. 8/ 1/85

Chemical Workers Union No. 47 .. 8/ 1/85

Chemical Workers Union No. 62 .. 8/ 1/85

Chemical Workers Union No. 97 .. 8/ 1/85

Chemical Workers Union No. 112 . 8/ 1/85

Chemical Workers Union No. 146 . 8/ 1/85

Chemical Workers Union No. 294 . 8/ 1/85

Chemical Workers Union No. 350 . 8/ 1/85

Chemical Workers Union No. 452 . 8/ 1/85

Chemical Workers Union No. 984 . 8/ 1/85

Chemical Workers Union No. 995 . 8/ 1/85

#### Communications Workers of America

Communications Workers

No. 9477 ..... 3/ 1/86

#### Fire Fighters, Int'l. Assn. of

Naval Station Fire Fighters

No. F-48 ..... 5/ 1/85

Morgan Hill Fire Fighters

No. 2978 ..... 4/ 1/85

**Reinstatements**

July 1, 1984 through April 30, 1986

**International  
and  
Local****Date****Communications Workers of America  
Communications Workers**

No. 11575 ..... 8/19/85

**Fire Fighters, Int'l. Assn. of**

Bay Area Fire Fighters No. F-15 .. 10/ 8/85

**Teachers, American Federation of**

A.F.T. College Guild No. 1521 ... 10/ 8/85

El Rancho Teachers No. 3467 ..... 7/30/85

**Withdrawals**

July 1, 1984 through April 30, 1986

**International  
and  
Local****Date****Fire Fighters, Int'l. Association of**

Vernon Fire Fighters No. 2312. .... 2/ 1/84

**Glass, Pottery, Plastics and Allied  
Workers Int'l. Union**

Operative Potters Union No. 223 .. 1/ 1/85

**Railway, Airline and Steamship Clerks,  
Freight Handlers, Express and Station  
Empls., Brotherhood of**Legislative Committee of Railway  
Clerks ..... 1/ 1/85**Teachers, American Federation of**

United Professors of California .. 10/ 1/84

Shasta County Teachers Union

No. 1320 ..... 10/ 1/85

**United Transportation Union**

U.T.U. No. 19 ..... 4/ 1/86

U.T.U. No. 23 ..... 4/ 1/86

U.T.U. No. 31 ..... 4/ 1/86

U.T.U. No. 32 ..... 4/ 1/86

U.T.U. No. 47 ..... 4/ 1/86

U.T.U. No. 81 ..... 4/ 1/86

U.T.U. No. 98 ..... 4/ 1/86

U.T.U. No. 100 ..... 4/ 1/86

U.T.U. No. 239 ..... 4/ 1/86

U.T.U. No. 240 ..... 4/ 1/86

U.T.U. No. 492 ..... 4/ 1/86

U.T.U. No. 694 ..... 4/ 1/86

U.T.U. No. 771 ..... 4/ 1/86

U.T.U. No. 811 ..... 4/ 1/86

U.T.U. No. 835 ..... 4/ 1/86

U.T.U. No. 1080 ..... 4/ 1/86

U.T.U. No. 1200 ..... 4/ 1/86

U.T.U. No. 1201 ..... 4/ 1/86

U.T.U. No. 1241 ..... 4/ 1/86

U.T.U. No. 1252 ..... 4/ 1/86

U.T.U. No. 1336 ..... 4/ 1/86

U.T.U. No. 1422 ..... 4/ 1/86

U.T.U. No. 1469 ..... 4/ 1/86

U.T.U. No. 1544 ..... 4/ 1/86

U.T.U. No. 1556 ..... 4/ 1/86

U.T.U. No. 1561 ..... 4/ 1/86

U.T.U. No. 1563 ..... 4/ 1/86

U.T.U. No. 1564 ..... 4/ 1/86

U.T.U. No. 1565 ..... 4/ 1/86

U.T.U. No. 1570 ..... 4/ 1/86

U.T.U. No. 1581 ..... 4/ 1/86

U.T.U. No. 1604 ..... 4/ 1/86

U.T.U. No. 1607 ..... 4/ 1/86

U.T.U. No. 1674 ..... 4/ 1/86

U.T.U. No. 1694 ..... 4/ 1/86

U.T.U. No. 1730 ..... 4/ 1/86

U.T.U. No. 1732 ..... 4/ 1/86

U.T.U. No. 1741 ..... 4/ 1/86

U.T.U. No. 1770 ..... 4/ 1/86

U.T.U. No. 1785 ..... 4/ 1/86

U.T.U. No. 1795 ..... 4/ 1/86

U.T.U. No. 1798 ..... 4/ 1/86

U.T.U. No. 1801 ..... 4/ 1/86

U.T.U. No. 1804 ..... 4/ 1/86

U.T.U. No. 1812 ..... 4/ 1/86

U.T.U. No. 1813 ..... 4/ 1/86

U.T.U. No. 1819 ..... 4/ 1/86

U.T.U. No. 1846 ..... 4/ 1/86

U.T.U. No. 1915 ..... 4/ 1/86

**Councils**

United Transportation Union ..... 4/ 1/86

**Suspensions**

July 1, 1984 through April 30, 1986

**International  
and  
Local****Date****Boilermakers, Iron Ship Builders,  
Blacksmiths, Forgers and Helpers, Int'l.**

- Brotherhood of  
Cement, Lime & Gypsum Workers**  
No. 57 ..... 4/30/86
- Carpenters and Joiners of America, United  
Brotherhood of**  
Carpenters Union No. 1109 ..... 4/30/86  
Carpenters Union No. 1296 ..... 4/30/86  
Carpenters Union No. 1478 ..... 4/30/86  
Carpenters and Joiners No. 1490... 4/30/86  
Fresh Pond Carpenters No. 2561... 4/30/86  
Lumber & Sawmill Workers  
No. 2688 ..... 4/30/86  
Lumber & Sawmill Workers  
No. 2749 ..... 4/30/86  
Lumber & Sawmill Workers  
No. 2764 ..... 4/30/86
- Distillery, Rectifying, Wine and Allied  
Workers Int'l. Union of America**  
Sugar Workers Union No. 178 .... 4/30/86  
Sugar Workers Union No. 182 .... 4/30/86
- Fire Fighters, Int'l. Assn. of**  
Lemoore Fire Fighters No. F-102 .. 4/30/86  
Merced Fire Fighters No. 1479 ..... 4/30/86  
Clovis Fire Fighters No. 1695 ..... 4/30/86  
Morro Bay Fire Fighters No. 1855 .. 4/30/86  
Hollister Fire Fighters No. 1956 ... 4/30/86
- Food and Commercial Workers Int'l. Union,  
United**  
U.F.C.W. Leather Workers  
No. L-122 ..... 4/30/86  
U.F.C.W. Union No. 137 ..... 4/30/86  
U.F.C.W. Retail Clerks Union  
No. 905 ..... 4/30/86
- Furniture Workers of America, United**  
Furniture Workers Union No. 1010 4/30/86
- Garment Workers of America, United**  
Garment Cutters No. 45 ..... 4/30/86
- Glass, Pottery, Plastics and Allied Workers  
Int'l. Union**  
Glass Bottle Blowers No. 224 ..... 4/30/86
- Graphic Communications Int'l. Union**  
Paper Handlers Union No. 3 ..... 4/30/86  
Printing Pressmen No. 285 ..... 4/30/86  
Monterey Bay Graphic Comm.  
No. 328 ..... 4/30/86  
LA Printing Specialties No. 495 ... 4/30/86
- Hotel Empls. & Restaurant Empls. Int'l.  
Union**  
Culinary & Bartenders No. 703 .... 4/30/86
- Laundry and Dry Cleaning Int'l. Union,  
AFL-CIO**  
Laundry Workers Union No. 3 .... 4/30/86
- Longshoremen's Assn., AFL-CIO,  
International**  
Masters, Mates & Pilots No. 18 .... 4/30/86  
Masters, Mates & Pilots - Pacific Maritime  
Region ..... 4/30/86
- Machinists and Aerospace Workers, Int'l.  
Assn. of**  
Machinists Union No. 1235 ..... 4/30/86  
Machinists Union No. 1397 ..... 4/30/86
- Musicians, American Federation of**  
Musicians Union No. 189. .... 4/30/86  
Musicians Union No. 325 ..... 4/30/86  
Musicians Union No. 510 ..... 4/30/86
- Newspaper Guild, The**  
Newspaper Guild No. 202 ..... 4/30/86
- Painters and Allied Trades of the U.S. and  
Canada, Int'l. Brotherhood of**  
Painters Union No. 775 ..... 4/30/86  
Painters Union No. 1336 ..... 4/30/86
- Plasterers and Cement Masons Int'l. Assn. of  
the U.S. and Canada, Operative**  
Plasterers & Cement Masons No. 73 4/30/86  
Plasterers & Cement Masons  
No. 429 ..... 4/30/86
- Plumbing and Pipe Fitting Industry of the U.S.  
and Canada, United Assn. of Journeymen  
and Apprent. of the**  
Plumbers Union No. 246 ..... 4/30/86
- Police and Sheriffs, California Organization of**  
Burbank Police Officers No. 132... 4/30/86  
Sacramento County Deputy Sheriffs  
No. 131 ..... 4/30/86  
Inglewood Police Officers No. 161 . 4/30/86  
Orange Cove Police Officers  
No. 224 ..... 4/30/86  
Corcoran Police Officers No. 225 .. 4/30/86  
Kingsburg Police Officers No. 226 . 4/30/86

**Rubber, Cork, Linoleum and Plastic Workers of America, United**

Rubber Workers Union No. 146 . . . 4/30/86  
 Rubber Workers Union No. 158 . . . 4/30/86  
 Rubber Workers Union No. 657 . . . 4/30/86

**Stage Employees and M.P. Machine Operators of the U.S. and Canada, Int'l. Alliance of Theatrical**

Motion Picture Crafts Service  
 No. 727 . . . . . 4/30/86  
 Scenic & Title Artists No. 816 . . . . 4/30/86

**State, County and Municipal Empls., American Federation of**

State, County & Muni. Empls.  
 No. 809 . . . . . 4/30/86

**Steelworkers of America, United**

Steelworkers Union No. 6849 . . . . 4/30/86  
 Steelworkers Union No. 7100 . . . . 4/30/86

**Teachers, American Federation of**

N. Santa Barbara Teachers  
 No. 1617 . . . . . 4/30/86  
 Madera Teachers No. 1694 . . . . . 4/30/86  
 Hebrew Fed. of Teachers No. 1854 . 4/30/86  
 Bakersfield Teachers No. 1866 . . . 4/30/86  
 Gilroy Teachers No. 1921 . . . . . 4/30/86  
 Grossmont Coll. Teachers No. 1934 4/30/86  
 Santa Rosa Fed. of Teachers  
 No. 1946 . . . . . 4/30/86  
 Chaffey Comm. Coll. Teachers  
 No. 1971 . . . . . 4/30/86  
 Santa Rosa Teachers No. 2029 . . . . 4/30/86  
 Los Rios Coll. Fed. Teachers  
 No. 2279 . . . . . 4/30/86  
 Capistrano Teachers Union  
 No. 2312 . . . . . 4/30/86  
 St. Mary's Coll. Teachers No. 2336 . 4/30/86  
 Tranquillity Teachers No. 2243 . . . 4/30/86  
 Centinela Valley Teachers No. 4097 4/30/86

**Textile Workers of America, United**

Textile Workers Union No. 99 . . . . 4/30/86  
 Textile Workers Union No. 915 . . . 4/30/86

**Transport Workers Union of America**

Transport Workers Union No. 505 . 4/30/86

**Typographical Union, Int'l.**

San Diego Mailers Union No. M-75 4/30/86  
 Typographical Union No. 738 . . . . 4/30/86

**Woodworkers of America, Int'l.**

Woodworkers Union No. 3-64 . . . . 4/30/86

**Disbanded**

July 1, 1984 through April 30, 1986

**International and Local**

**Date**

**Aluminum, Brick & Glass Workers Int'l. Union**

Aluminum, Brick & Glass Wkrs.  
 No. 774 . . . . . 5/31/85

**Coopers Int'l. Union of North America**

Coopers Amalgamated Union Local  
 No. 2 . . . . . 9/30/85

**Horseshoers of U.S. and Canada, Int'l. Union of Journeymen**

Horseshoers Union Local No. 11 . . 12/31/85  
 Horseshoers Union Local No. 12 . . 3/31/84

**Machinists and Aerospace Workers, Int'l.**

Assn.  
 Machinists and Aerospace Workers  
 No. 597 . . . . . 7/31/83

**Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Empls., Brotherhood of**

B.R.A.C. Local Lodge No. 248 . . . 9/31/85  
 B.R.A.C. Local Lodge No. 1611 . . 9/31/85

**Rubber, Cork, Linoleum and Plastic Workers of America, United**

Rubber Workers Local No. 300 . . . 10/31/81  
 Rubber Workers Local No. 656 . . . 10/31/84

**Sheet Metal Workers Int'l. Assn.**

Sheet Metal Workers No. 75 . . . . 3/ 1/85

**Teachers, American Federation of**

U.S. Fed. of Nursing & Health  
 Professionals . . . . . 10/ 1/85  
 So. San Francisco Teachers  
 No. 1119 . . . . . 10/31/84  
 Beverly Hills Teachers Local  
 No. 1863 . . . . . 12/31/84  
 Fullerton Teachers Local No. 2291 10/31/85  
 KCCFT Bakersfield College Teachers  
 No. 2429 . . . . . 5/ 1/85  
 Goleta Fed. of Teachers No. 3146 . . 7/ 1/85  
 Laguna Salada Fed. of Teachers  
 No. 3276 . . . . . 9/ 1/85

**Transit Union, Amalgamated**

Amalgamated Transit Union  
 No. 1471 . . . . . 7/ 1/85

**District Councils**

Cement Workers Dist. Cncl. #3 . . . 12/31/84

**Mergers**

July 1, 1984 through April 30, 1986

**International  
and  
Local****Date****Carpenters and Joiners of America, United  
Brotherhood of**Carpenters & Joiners No. 194  
merged into  
Carpenters & Shinglers No. 36 . . . . 2/ 1/85  
Lathers Union No. 454-L  
merged into  
unaffiliated local . . . . . 8/ 1/85**Chemical Workers Union, Int'l.**Chemical Workers Union No. 11  
merged into  
Chemical Workers Union No. 1 . . 10/ 1/85**Communications Workers of America**Communications Workers No. 9429  
merged into  
Communications Workers  
No. 9431 . . . . . 6/1/84  
Communications Workers No. 11581  
merged into  
Communications Workers  
No. 11576 . . . . . 2/ 1/85**Food and Commercial Workers, Int'l. Union,  
United**U.F.C.W. Retail Clerks No. 17  
merged into  
unaffiliated local . . . . . 2/15/86  
U.F.C.W. Meat Cutters No. 556  
merged into  
U.F.C.W. No. 899 . . . . . 2/ 1/85  
U.F.C.W. Retail Clerks No. 1364  
merged into  
unaffiliated local . . . . . 2/15/86  
U.F.C.W. Butchers No. 229-A  
merged into  
U.F.C.W. No. 135 . . . . . 1/ 1/86**Graphic Communications Int'l. Union**Graphic Communications Union No. 3-B  
and  
Graphic Communications Union No. 280-L  
merged together to become  
Graphic Communications Union  
No. 583 . . . . . 10/ 1/85

Newspaper Pressmen No. 18

merged into  
Graphic Communications Union  
No. 404 . . . . . 2/ 1/84  
Printing Pressmen No. 78  
merged into  
Graphic Communications Union  
No. 404 . . . . . 2/ 1/84  
Graphic Comm. Union. No. 659-S  
merged into  
Graphic Communications Union  
No. 777 . . . . . 1/ 1/86**Newspaper Guild, The**Central CA Newspaper Guild No. 92  
merged into  
No. CA Newspaper Guild No. 52 . . 9/ 1/85**Plasterers and Cement Masons Int'l. Assn. of  
the U.S. and Canada, Operative**Plasterers Union No. 112  
merged into  
Plasterers Union No. 66 . . . . . 1/ 1/85**Steelworkers of America, United**Steelworkers Union No. 1069  
merged into  
Steelworkers Union No. 1304 . . . . 8/ 1/84**Telegraph Workers, United**United Telegraph Workers No. 208  
merged into  
United Telegraph Workers No. 34 . 1/ 1/85**Transportation Union, United**U.T.U. No. 986  
merged into  
U.T.U. No. 1732 . . . . . 11/ 1/85  
U.T.U. No. 1332  
merged into  
U.T.U. Nos. 1544 and 1846 . . . . 11/ 1/85**Woodworkers of America, Int'l.**Woodworkers Union No. 3-86  
merged into  
Woodworkers Union No. 3-433 . . 11/ 1/85**Exonerations**

July 1, 1984 through April 30, 1986

**International  
and  
Local****Date****Carpenters and Joiners of America, United  
Brotherhood of**

Carpenters Union  
 No. 701 ..... 7/ 1/85-12/31/85  
 Carpenters Union  
 No. 1815 ..... 12/ 1/82- 4/30/86  
 Lumber & Sawmill Workers  
 No. 2592 ..... 9/ 1/83- 4/30/86  
 Lumber, Prod. & Industrial Workers  
 No. 2801 ..... 6/ 1/85- 4/30/86

**Communications Workers of America**

C.W.A. Psych-Tech Union  
 No. 11555 ..... 8/ 1/85- 4/30/86

**Food and Commercial Workers Int'l. Union, United**

U.F.C.W. Union  
 No. 274 ..... 9/ 1/85- 4/30/86  
 No. 1100 ..... 4/ 1/84-10/31/84

**Painters and Allied Trades of the U.S. and Canada, Int'l. Brotherhood of**

Paint & Lacquer Workers  
 No. 1053 ..... 12/ 1/82- 4/30/86  
 Carpet, Resil. Flr. Cvg. & Sign Workers  
 No. 1237 ..... 9/ 1/82- 4/30/86

**Upholsterers Int'l. Union of North America**

Upholsterers Union  
 No. 15 ..... 7/1/82- 4/30/86

**SUMMARY OF MEMBERSHIP**

July 1, 1984 to April 30, 1986

Labor Unions 7/1/84 ..... 1094  
 Labor Councils 7/1/84 ..... 139  
 TOTAL ..... 1233

Labor Unions Newly Affiliated to 4/30/86 . 37  
 Labor Councils ..... 1  
 TOTAL AFFILIATION ..... 1271

**Mergers, Suspensions,  
 Withdrawals, Etc.**

July 1, 1984 to April 30, 1986

**Mergers**

Labor Unions ..... 20  
 Labor Councils ..... 0

**Suspensions**

Labor Unions ..... 75  
 Labor Councils ..... 0

**Withdrawals**

Labor Unions ..... 54  
 Labor Councils ..... 1

**Disbanded**

Labor Unions ..... 18  
 Labor Councils ..... 1

TOTAL UNIONS ..... 167

TOTAL COUNCILS ..... 2

TOTAL ..... 169

Labor Unions 4/30/86 ..... 967  
 Labor Councils 4/30/86 ..... 138  
 TOTAL UNIONS AND COUNCILS ... 1105



## REPORT OF AUDITORS

California Labor Federation, AFL-CIO  
417 Montgomery Street  
San Francisco, California

We have examined the individual and combined statement of cash balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1986, and the related individual and combined statement of cash receipts and disbursements for the two-year period then ended. Our examination was made in accordance with generally accepted auditing records and such other auditing procedures as we considered necessary in the circumstances.

As described in Note 2, the policy of the Federation and its Standing Committee is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses are recognized when paid rather than when the obligation is incurred. Accordingly, the accompanying financial statements are not intended to present financial position and results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly the individual and combined cash balances of the California Labor Federation, AFL-CIO and its Standing Committee on Political Education as of June 30, 1986 and the individual and combined cash receipts and disbursements for the two-year period then ended, on the basis of accounting described in Note 2, which basis has been applied in a manner consistent with that of the preceding period.

Coopers & Lybrand  
Certified Public Accountants  
San Francisco, California  
November 10, 1986

### CALIFORNIA LABOR FEDERATION, AFL-CIO AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION STATEMENT OF CASH, June 30, 1986

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund .....	\$ 300		\$ 300
Deposits .....	8,930		8,930
Hibernia Bank:			
Commercial (interest at 5.25%) .....	204,442	\$ 166,684	371,126
Commercial—voter registration fund (designated) (interest at 5.25%) .....		6,165	6,165
Savings (interest at 5.25%) .....	5,344	85	5,429
Savings—voter registration fund (designated) (interest at 5.25%) .....		86	86
Money market account (variable interest rate) .....	97,162	53,621	150,783
Time certificate of deposit (interest at 7.25% and 7.55%) .....	50,000	156,929	206,929
American Savings and Loan:			
Time certificate of deposit (interest at 9.30%) .....	100,000		100,000
Amount due to Federation for deposits inadvertently made to S.C.O.P.E. bank accounts, net .....	29,639	(29,639)	
	<u>\$ 495,817</u>	<u>\$ 353,931</u>	<u>\$ 849,748</u>

The accompanying notes are an integral part of these statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION  
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS  
for the two-year period ended June 30, 1986**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
<b>Cash Receipts:</b>			
Per capita payments and membership fees .....	\$ 2,707,624	\$ 717,759	\$ 3,425,383
Interest earned .....	57,450	52,263	109,713
Newsletters .....	7,353		7,353
Conference receipts:			
General .....	11,573		11,573
Legislative .....	26,190		26,190
Scholarship reimbursements .....	44,050		44,050
Voter registration fund receipts .....		70,000	70,000
Voluntary fund receipts .....		4,384	4,384
Other receipts .....	46,721	16,233	62,954
	<u>2,900,961</u>	<u>860,639</u>	<u>3,761,600</u>
<b>Cash disbursements:</b>			
Executive salaries .....	219,039		219,039
Expenses and allowances:			
Executives .....	61,481	2,172	63,653
Geographical and at-large vice-presidents .....	52,603	7,401	60,004
General office salaries .....	875,450	86,501	961,951
General office staff—expenses and allowances .....	47,027	25,386	72,413
Assistant director's salary .....		35,556	35,556
Assistant director's expenses and allowances .....		7,461	7,461
Payroll taxes .....	66,213	28,210	94,423
Auditing and accounting .....	50,708		50,708
Automobile Maintenance .....	7,418		7,418
Conference:			
General .....	9,202		9,202
Legislative .....	36,996		36,996
Convention expenses .....	113,061	37,046	150,107
Contributions:			
Charitable and other .....	39,883		39,883
Political candidates .....		357,317	357,317
Furniture and office equipment .....	6,471		6,471
Insurance .....	140,532	17,744	158,276
Legal .....	116,999	1,650	118,649
Library .....	16,575		16,575
Maintenance .....	7,908		7,908
Newsletters .....	162,499		162,499
Office rent .....	204,364		204,364
Postage and mailing .....	67,729	32,000	99,729
Printing .....	77,746	56,438	134,184
Reimbursed lobbyists' expenses .....	21,760		21,760
Retirement plan contributions .....	97,315	1,176	96,491
Scholarships .....	76,468		76,468
Services .....	8,674		8,674
Stationary and supplies .....	54,989	40	55,029
State and federal taxes .....	26,153	15,206	41,359
Telephone and telegraph .....	62,038		62,038
General expenses .....	32,098	18,405	50,503
Voter registration fund .....		144,619	144,619
Total cash disbursements .....	<u>2,757,399</u>	<u>874,328</u>	<u>3,631,727</u>
Excess (deficiency) of cash receipts over cash disbursements .....	143,562	(14,604)	129,873

## AUDITOR'S REPORT

Cash balances July 1, 1984 .....	\$ 352,255	\$ 367,620	\$ 719,875
Cash balances June 30, 1986 .....	\$ 495,817	\$ 353,931	\$ 849,748

The accompanying notes are an integral part of these statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION  
NOTES TO FINANCIAL STATEMENTS**

**1. General:**

The California Labor Federation (the Federation) and its Standing Committee on Political Education (S.C.O.P.E.) receive per capitat payments and membership fees from affiliated unions as specified in the Constitution of the Federation.

**2. Significant Accounting Policies:**

The policy of the Federation and S.C.O.P.E. is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses are recognized when paid rather than when the obligation is incurred. The cash basis is an acceptable, comprehensive basis of accounting, but varies from generally accepted accounting principles. Under generally accepted accounting principles, the per capita payments and membership fees would be recorded when earned (usually prior to receipt) and expenses would be recorded when due (usually prior to payment).

**3. Administrative Support:**

The Federation provides certain administrative support for S.C.O.P.E., for which it incurs salaries and other overhead expenditures. These costs are not allocated to S.C.O.P.E., but are recorded as Federation disbursements.

**4. Surety Bond:**

A blanket position surety bond in the amount of \$100,000 was in effect during the two-year period ended June 30, 1986.

# ROLL OF DELEGATES

This comprises the completed roll of delegates to the  
1986 Convention of the California Labor Federation, AFL-CIO

## Actors and Artistes of America, Associated

Actors' Equity Assn. (306)  
Edward Weston, 153  
Joseph Ruskin, 153  
A.F.T.R.A. (346)  
Lynn Preisler, 173  
Donald S. Tayer, 173  
Screen Actors Guild (2,850)  
Patty Duke, 950  
Ken Orsatti, 950  
Leonard Chassman, 950  
Screen Extras Guild (2,675)  
H. O'Neil Shanks, 1,338  
Paul De Ceglie, 1,337

## Carpenters and Joiners of America, United Brotherhood of

Carpenters No. 22 (1,307)  
James O'Sullivan, 654  
James McPartlan, 653  
Lathers No. 88 (310)  
William Ward, 155  
Jerry Witt, 155  
Carpenters and Joiners No. 162  
(601)  
Sam J. Shannon, 301  
Mike V. Dillon, 300  
Carpenters No. 483 (591)  
Russ Pool, 296  
John Wilkinson, 295  
Carpenters No. 586 (1,013)  
L.D. Lansdon, 1,013  
Carpenters No. 1147 (604)  
Jack Lindsay, 604  
Carpenters & Joiners No. 1280  
(1,053)  
Jerry Hoopes, 1,053  
Carpenters No. 1400 (337)  
Eugene Hudnall, 169  
Darryl Coaxum, 168  
Carpenters No. 1622 (1,937)  
Alvie L. Fletcher, 1,937  
Carpenters No. 1815 (1,900)  
William Gibson, 1,900  
Carpenters No. 2006 (659)  
Dennis McConnell, 330  
Randy Troutman, 329

## Communications Workers of America

Communications Workers No.  
9404 (776)  
Bernie Chiaravalle, 776  
Communications Workers No.  
9408 (727)  
Kay Lawson, 364  
Bill Schemen, 364  
Communications Workers No.  
9412 (1,026)  
James B. Gordon, Jr., 1,026

## Communications Workers No. 9421 (1,767)

Mary Robertson, 589  
Michael Vasquez, 589  
Jerry Williams, 589  
Communications Workers No.  
9426 (196)  
W. Kimball, 196  
Communications Workers No.  
11502 (612)  
James M. Wood, 612

## Electrical Workers, Int'l. Brotherhood of

Electrical Workers No. 6 (853)  
John M. Walsh, 427  
Joe Trovato, 426  
Electrical Workers No. 11 (4,275)  
Floyd F. Henke, 2,138  
J.S. Harrington, 2,137  
I.B.E.W. No. 45 (420)  
Paul E. Wagner, 420  
Electrical Utility Workers No. 47  
(483)  
Willie R. Stewart, 242  
Scott Hanlon, 241  
Electrical Workers No. 180 (250)  
William E. Moody, 250  
Electrical Workers No. 340 (200)  
Chuck Cake, 100  
Paul Schmidt, 100  
Electrical Workers No. 465 (908)  
Richard C. Robbins, 908  
Electrical Workers No. 477 (586)  
Joseph P. Doyle, 586  
I.B.E.W. No. 543 (1,103)  
John W. Wagasky, 1,103  
Electrical Workers No. 595 (1,325)  
Thomas J. Sweeney, 663  
Richard L. Brown, 662  
I.B.E.W. No. 639 (222)  
Ron Neighbors, 111  
Mark VanEck, 111  
I.B.E.W. No. 1245 (17,063)  
Jack McNally, 2,133  
Howard Stiefer, 2,133  
Barbara Symons, 2,133  
Lee Thomas, 2,133  
Gary Mai, 2,133  
Ron Fitzsimmons, 2,133  
Arlis Watson, 2,133  
Jack Osburn, 2,132  
Electrical Workers No. 2295 (454)  
Albert J. Musingo, 227  
Carl Augino, 227

## Elevator Constructors, Int'l. Union of

Elevator Constructors No. 8 (136)  
Ellis Smith, 68  
Hector Rueda, 68

## Engineers, Int'l Union of Operating

Operating Engineers No. 3 (11,800)  
Robert Skidgel, 3,934  
Raymond Helmick, 3,933  
Donald Doser, 3,933  
Operating Engineers No. 12 (9,500)  
William C. Waggoner, 1,056  
Frank L. Todd, 1,056  
Billy R. Boone, 1,056  
Ron Novak, 1,056  
Robert W. Dye, 1,056  
Fred Williams, 1,055  
Fred Young, 1,055  
Ervin Eugene Kinsey, 1,055  
Patrick W. Henning, 1,055  
Operating Engineers No. 501  
(1,475)  
Joseph Wetzler, 1,475

## Farm Workers of America, AFL-CIO, United

United Farm Workers, AFL-CIO  
Cesar Chavez, 773  
Frank Ortiz, 773  
David Martinez, 773  
Dolores Huerta, 773  
Ben Maddock, 773  
Oscar Mondragon, 772  
Guadalupe Bautista, 772  
Frank Curiel, 772  
Jean Cains, 772  
Ernesto Medrano, 772

## Fire Fighters, Int'l. Assn. of

Los Angeles City Fire Fighters  
No. 112 (2,417)  
Martin G. Garza, 2,417  
San Francisco Fire Fighters  
No. 798 (1,221)  
Ernest C. Aitken, 306  
Joseph D. Driscoll, 305  
James T. Ferguson, 305  
Anthony G. Sacco, 305  
Los Angeles County Fire Fighters  
No. 1014 (2,464)  
Larry S. Simcoe, 822  
Bruce Beardsley, 821  
Michael J. Murray, 821  
Palo Alto Fire Fighters  
No. 1319 (110)  
Anthony P. Spitaleri, 55  
Robert C. Makjavich, 55  
Ashland Fire Fighters  
No. 1428 (125)  
John H. Bigelow, 125

## Food and Commercial Workers Int'l. Union, United

U.F.C.W. No. 126 (2,600)  
Marcello Salcido, 1,300  
Gilbert F. Nagel, 1,300

U.F.C.W. Insurance Div. No 194-I (98)

Cleveland F. Stevenson, 98

U.F.C.W. Leather, Handbag, Luggage Allied Products Workers No. 213-L (492)  
Max Roth, 492

Retail Store Employees No. 373 (190)

Stanley Lathen, 190

U.F.C.W. No. 428 (6,844)

George C. Soares, 1,711

David M. Reiser, 1,711

Steven Stamm, 1,711

Louis Menacho, 1,711

U.F.C.W. Meat Cutters No. 439 (2,354)

Lester D. Harnack, 1,177

William Lathrop, 1,177

U.F.C.W. Butchers No. 498 (1,450)

Thomas J. Lawson, 484

Obie V. Brandon, 483

Richard E. Ensburry, 483

U.F.C.W. Butchers No. 532 (706)

Preston T. Epperson, 706

U.F.C.W. No. 588 (1,159)

Jack L. Loveall, 580

Lance Reginato, 579

U.F.C.W. Retail Clerks No. 648 (3,273)

Joseph F. Grech, 819

Joe P. Sharpe, 818

Robert Heath, 818

James O'Meara, 818

U.F.C.W. Retail Clerks No. 870 (3,567)

Stephen H. Rodriguez, 3,567

Retail Clerks No. 1288 (2,478)

Gregory Don Hunsucker, 2,478

#### **Furniture Workers of America, United**

United Furniture Workers No. 262 (842)

Fabian Gutierrez, 421

Nancy Rivera, 421

#### **Garment Workers Union, Int'l. Ladies**

Cloakmakers No. 8 (183)

Frank D. Monti, 183

Ladies Garment Workers No. 55 (715)

Cornelius Wall, 715

Ladies Garment Workers No. 84 (152)

Steve Nutter, 152

Ladies Garment Workers No. 96 (750)

Eva Addison, 750

Ladies Garment Workers No. 97 (100)

Cornelius Wall, 100

Dressmakers No. 101 (1,585)

Mattie J. Jackson, 1,585

Ladies Garment Cutters No. 213 (57)

Frank D. Monti, 57

Office and Distribution Workers No. 214 (106)

Delores Tutson, 106

Ladies Garment Workers No. 215 (113)

Delores Tutson, 113

Ladies Garment Workers No. 270 (91)

Eva Addison, 91

Ladies Garment Workers No. 293 (43)

Rosie Griffin, 43

Ladies Garment Workers No. 451 (74)

Rosie Griffin, 74

Ladies Garment Workers No. 482 (871)

Rosie Griffin, 871

Ladies Garment Workers No. 512 (230)

Steve Nutter, 230

#### **Glass, Pottery, Plastics and Allied Workers, Int'l. Union**

Glass, Pottery, Plastics & Allied Workers No. 2 (91)

Burl Smith, 46

Vince Galaviz, 45

Glass Bottle Blowers No. 82 (113)

John J. Moreno, 57

Doris L. Clowser, 56

#### **Graphic Communications Int'l. Union**

Graphic Communications No. 404 (822)

Ted Brandt, 274

Marie Smith, 274

John D. Gonzales, 274

#### **Hotel Employees & Restaurant Employees Int'l. Union**

Hotel & Restaurant Employees & Bartenders No. 2 (9,900)

Sherri Chiesa, 2,475

Rafael Espinoza, 2,475

James McCormick, 2,475

Jackie Walsh, 2,475

Hotel & Restaurant Employees & Bartenders No. 11 (3,091)

Fred Felix, 3,091

Hotel, Motel & Restaurant Employees & Bartenders No. 18 (555)

Loretta Mahoney, 555

Hotel & Restaurant Employees No. 30 (3,838)

Jef L. Eatchel, 1,919

Nancy Browning, 1,919

Hotel & Restaurant Employees & Bartenders No. 49 (1,162)

Ted T. Hansen, 388

Phillip D. Dulaney, 387

Arthur Maria, 387

Hotel Employees & Restaurant Employees No. 50 (373)

Steven K. Martin, 187

James L. Brown, 186

Hotel Employees & Restaurant Employees No. 126 (529)

Nick Georgedes, 529

Hotel & Restaurant Employees No. 309 (759)

Gail B. Fabian, 380

Thomas Malta, 379

Bartenders & Culinary Workers No. 340 (4,874)

Val Connolly, 813

Harry Young, 813

Dolores Parlato, 812

Darlene Cardoza, 812

Kathy Dreith, 812

Eunice Disley, 812

Culinary Alliance & Bartenders No. 498 (715)

Patricia Sundberg, 715

Hotel & Restaurant Employees and Bartenders No. 681 (4,266)

David L. Shultz, 427

Maurine Y. Tribble, 427

M.R. Callahan, 427

Valerie Shultz, 427

Donald J. Wilson, 427

Steven A. Beyer, 427

Dwight S. Jacobs, 426

John Kascak, 426

Lucille M. Chalfa, 426

Jeffrey Le Tourneau, 426

Culinary & Bartenders No. 814 (3,630)

Victor Valenzuela, 1,210

Patricia Meritt, 1,210

Paul F. Meister, 1,210

#### **Iron Workers, Int'l Assn. of Bridge, Structural and Ornamental**

Shopmen's No. 509 (353)

A.M. Rezendes, 177

B.J. Verdi, 176

#### **Laborers' Int'l. Union of North America**

Hod Carriers No. 36 (104)

Alexander Corns, 104

Laborers No. 73 (735)

W. J. Billingsley, 245

Mitchell Surrell, 245

Archie Thomas, 245

Laborers No. 89 (3,974)

Paul Aleman, 1,325

Harry Jordan, 1,325

Richard D. Scannell, 1,324

Hod Carriers & Laborers No. 139 (937)

Albin J. Gruhn, 937

Laborers No. 185 (1,365)

Joseph Karan, 342

Thomas Domasky, 341

J.D. Mack, 341

Robert Pernell, 341

Laborers No. 220 (250)

Michael N. Curry, 250

- Const. & Gen. Laborers No. 261 (1,177)  
George Evankovich, 295  
George Ando, 294  
Robert McDonnell, 294  
Daniel Flores, 294
- Laborers No. 270 (2,973)  
Leo S. Valdez, 595  
Robert A. Jaime, 595  
William J. Shelton, 595  
John M. Bojorquez, 594  
Joseph Gadano, 594
- Laborers No. 291 (360)  
James F. Barrett, 360
- Hod Carriers & Gen. Laborers No. 294 (980)  
Chester Mucker, 490  
Billy R. Leonard, 490
- Laborers No. 297 (377)  
George Jenkins, 377
- Laborers No. 300 (4,667)  
Mike Quevedo, Jr., 1,167  
Carlos R. Cerna, 1,167  
Norman C. Nelson, 1,167  
Allen Rush, 1,166
- Const. & General Laborers No. 304 (1,680)  
Frank Savoy, 420  
E.L. Moreno, 420  
Julian Vega, 420  
Doug Whitt, 420
- Laborers No. 324 (1,544)  
Charles Evans, 772  
Joseph Heaps, 772
- Hod Carriers & General Laborers No. 326 (360)  
Jesse C. Mitchell, 180  
James R. Douglass, 180
- Laborers No. 371 (346)  
Don R. Payne, 346
- Laborers No. 439 (119)  
James E. Keyes, 60  
Roger Fisher, 59
- Laborers No. 507 (1,492)  
Robert LaFarga, 373  
Joe Rodriguez, 373  
Roosevelt Pickens, 373  
Justiano Corona, 373
- Laborers No. 585 (1,024)  
Orestes C. Ruiz, 256  
Vincent C. Ruiz, 256  
John Valenzuela, 256  
Leo Valenzuela, 256
- Const. & General Laborers No. 591 (189)  
Albert J. Casarez, 189
- Laborers No. 652 (3,883)  
Marcelino Duarte, 1,942  
Armando Lopez, 1,941
- Laborers No. 783 (572)  
Jose F. Rivera, 572
- Laborers No. 806 (502)  
Joe M. Leon, 502
- Laborers No. 1082 (805)  
Louie Bravo, 805
- Laborers No. 1130 (450)  
Jesse R. Ortiz, 225  
Ebba L. Norby, 225
- Laborers No. 1184 (1,933)  
John L. Smith, 1,933
- Machinists and Aerospace Workers, Int'l. Assn.**
- Machinists & Aerospace Workers No. 311 (2,223)  
Mike Perez, 1,112  
Max Chavez, 1,111
- Machinists No. 727-A (196)  
Justin Ostro, 196
- Rocket & Guided Missile Lodge No. 946 (917)  
P.J. Mocettini, 917
- Trans-World Lodge No. 1111 (852)  
Marshall Story, 426  
Don Sievwright, 426
- Air Transport Employees No. 1781 (2,842)  
Scotty Ford, 406  
Fred W. Perkins, 406  
James C. Barnett, 406  
Natalie Kondrasheff, 406  
Edgar F. Heinrich, 406  
R.D. Anderson, 406  
Ray Perry, 406
- Marine Engineers' Beneficial Assn., National**
- Calif. Assn. of Professional Employees (942)  
Nancy Selman, 942
- Engineers & Scientists of Calif. (1,717)  
Brian D'Arcy, 859  
Ellen Bulf, 858
- M.E.B.A. Dist. No. 2 (345)  
Gus Guzelian, 345
- M.E.B.A. Pacific Coast District (942)  
Clyde E. Dodson, 314  
Ted Reyburn, 314  
Dennis R. Kaufmann, 314
- Musicians, American Federation of**
- Musicians No. 6 (1,425)  
William J. Catalano, 475  
Jimmy Schlicht, 475  
Vernon Alley, 475
- Newspaper Guild, The**
- Nor. CA Newspaper Guild No. 52 (1,882)  
Doug Cuthbertson, 941  
Floyd A. Tucker, 941
- L.A. Newspaper Guild No. 69 (264)  
Jim Smith, 264
- Office and Professional Employees Int'l. Union**
- Office & Professional Employees No. 3 (1,646)  
John F. Henning, 549  
Lorna G. Johnson, 549  
Kathleen Kinnick, 548
- Office & Professional Employees No. 29 (2,271)  
Linda Espinosa, 455  
Ann Coughlin, 454  
Jan Eakle, 454  
Phyllis Willett, 454  
Barbara Banford, 454
- Office Employees No. 30 (2,520)  
Gwen Newton, 2,520
- Office Employees No. 174 (1,304)  
Jay Lester, 1,304
- Oil, Chemical and Atomic Workers Int'l. Union**
- Oil, Chemical & Atomic Workers No. L-128 (2,634)  
Bill Martinez, 1,317  
Kenneth E. Lord, 1,317
- Painters & Allied Trades of the U.S. and Canada, Int'l. Brotherhood of**
- Painters No. 487 (290)  
J.B. Reed, 290
- Painters & Allied Trades No. 507 (347)  
Richard Geyer, 347
- Sign & Display No. 510 (438)  
M. E. Hardeman, 219  
Robert L. Owen, 219
- Painters No. 741 (202)  
Anton Motquin, 202
- Auto, Marine & Specialty Painters No. 1176 (454)  
Raymond N. Sesma, 227  
Mark Vanzevern, 227
- Paint Makers No. 1975 (424)  
Kenneth E. Reeves, 424
- Plasterers' and Cement Masons' Int'l. Assn. of the U.S. and Canada, Operative**
- Cement Masons No. 25 (428)  
Chris Hernandez, 214  
Jorge Cuen, 214
- Plasterers No. 66 (323)  
John J. Moylan, 162  
Thomas R. Savage, 161
- Cement Masons No. 580 (151)  
Francis P. Nasca, Jr., 151
- Cement Masons No. 582 (253)  
Ohnie Oakley, 127  
Richard Garcia, 126
- Cement Masons No. 594 (536)  
Robert T. Beam, 268  
Paul E. Rodgers, 268
- Plasterers & Cement Masons No. 814 (96)  
Billy Joe Douglas, 96
- Professional Athletes, Federation of**
- Anaheim Rams (30)  
David Meggyesy, 30
- Los Angeles Raiders (30)  
David Meggyesy, 30
- San Francisco 49ers (30)  
David Meggyesy, 30

**Railway, Airline and Steamship  
Clerks, Freight Handlers, Express  
and Station Employees,  
Brotherhood of**

B.R.A.C. Allied Services Division  
(63)

George W. Falltrick, 63

B.R.A.C. Lodge No. 30 (656)

George W. Falltrick, 656

B.R.A.C. Lodge No. 226 (86)

Charles S. Coleman, 86

B.R.A.C. Lodge No. 854 (285)

Richard M. Cota, 285

B.R.A.C. Lodge No. 1227 (285)

George W. Falltrick, 285

**Rubber, Cork, Linoleum and  
Plastic  
Workers of America, United**

Rubber Workers No. 585 (16)

Albert L. Hernandez, 16

**Seafarers Int'l. Union of  
North America**

Marine Firemen's Union (1,140)

Henry Disley, 285

B.C. Shoup, 285

Joel E. McCrum, 285

Robert Iwata, 285

Sailors Union of the Pacific (2,700)

Paul Dempster, 386

Jack Ryan, 386

Gunnar Lundeborg, 386

Duane Hewitt, 386

Lou Webb, 386

Kaj Kristensen, 385

Clarence Hin, 385

Seafarers — Atlantic and Gulf  
(842)

Ed Turner, 842

Seafarers — Inland Division (253)

John Ravnik, 126

George McCartney, 125

Seafarers — Stewards Division  
(421)

Roy Mercer, 421

Seafarers — Transportation  
Division (589)

George McCartney, 589

United Industrial Workers —

Cannery Division (4,238)

Steve Edney, 4,238

**Service Employees Int'l. Union,  
AFL-CIO**

Sugar Workers No. 1 (800)

Nick Rios, 267

Bill Bennett, 267

Louie Benavidez, 266

Service Employees No. 22 (215)

Thomas P. Coleman, 108

Stephanie Batey, 107

Theatrical Janitors No. 121 (170)

Roscoe W. Nanninga, 170

Hospital & Institutional

Workers No. 250 (9,417)

Timothy J. Twomey, 4,709

Bill Dougherty, 4,708

Social Services No. 535 (933)

Mary Charles, 467

Jerry Fillingim, 466

Service Employees No. 715 (2,004)

Steve Preminger, 2,004

United Public Employees No. 790

(12,265)

Paul Varacalli, 4,089

Herb Lofton, 4,088

Margaret Butz, 4,088

**Sheet Metal Workers  
Int'l. Assn.**

Sheet Metal Workers No. 162

(387)

John B. Capogreco, 194

Donald Whipple, 193

Sheet Metal Workers No. 283 (266)

Howard Gibson, 133

Richard F. Baehre, 133

**Stage Employes and Moving Pic-  
ture Machine Operators of the  
U.S. and Canada, Int'l. Alliance  
of Theatrical**

Theatrical Stage Employees No. 16  
(255)

Edward Powell, 225

Theatrical Employees No. B-18  
(118)

Charles Anderson, 118

I.A.T.S.E. No. 33 (1,046)

Robert A. Trombetta, 1,046

M.P. Studio Grips No. 80 (942)

Donald T. Rohrback, 942

I.A.T.S.E. No. 134 (31)

Brett W. Barclay, 16

Paul Wright, 15

I.A.T.S.E. No. 150 (111)

Lee Sanders, 111

Motion Picture Projectionists &  
Video Projection Technicians

No. 165 (274)

Stephen R. Flint, 274

Moving Picture Operators No. 169  
(73)

J. C. Prachar, 73

Amusement Area Employees  
No. B-192 (693)

Linda Paquette, 693

Motion Picture Machine  
Operators No. 252 (59)

Leslie E. McMillin, 59

Theatrical, Stage & Motion Picture  
Operators No. 409 (58)

John A. Woodworth, 58

Motion Picture Projectionists  
No. 431 (24)

Harold J. Price, 24

Motion Picture Photographers  
No. 659 (273)

Douglas Lee Adam, 137

George Toscas, 136

Sound Technicians & Motion  
Picture Machine Operators

No. 695 (268)

James A. Osborn, 268

Motion Picture Costumers No. 705  
(580)

William K. Howard, 580

Studio Electrical Lighting  
Technicians No. 728 (680)

Art Melli, 680

Motion Picture Set Painters

No. 729 (283)

Richard T. Norris, 283

Theatrical Wardrobe No. 768  
(91)

Ann G. Kelleher, 91

M.P. Film Editors No. 776 (777)

Ronald G. Kutak, 259

Irv Rosenblum, 259

Walt Hannemann, 259

Theatrical Wardrobe No. 784  
(102)

Ada Philpot, 51

Alfred Lorente, Jr., 51

Publicists Guild No. 818 (253)

Mac St. Johns, 253

Society of Motion Picture and  
T.V. Art Directors No. 876  
(180)

Gene Allen, 180

**State, County and Municipal  
Employees, American  
Federation of**

Torrance Municipal Employees  
No. 1117 (211)

Linda Kennedy, 106

Elisabeth A. Rainey-Collier, 105

A.F.S.C.M.E. No. 2428 (269)

Tom Rankin, 269

A.F.S.C.M.E. No. 2620 (1,480)

Carol Hyland, 370

Demian Gaines, 370

Rene Bloch, 370

John McDonnell, 370

**Steelworkers of America, United**  
United Steelworkers No. 1304

(277)

Cass Alvin, 277

**Teachers, American Federation of**

Teachers No. 61 (1,483)

Joan-Marie Shelley, 371

Luisa Ezquerro, 371

Dennis Kelly, 371

Josie Mooney, 370

San Jose Teachers No. 957 (12)

Mike Nye, 12

San Jose Teachers Adult Div. No.  
957-A (66)

Mike Nye, 66

United Teachers of L.A. No. 1021  
(4,610)

Marvin L. Katz, 4,610

San Mateo Community College  
Teachers No. 1493 (267)

Herman Bates, 134

Lois Cunningham, 133

AFT College Guild No. 1521  
(1,584)

Harold D. Fox, 317  
Barbara Kleinschmitt, 317  
Marty Hittelman, 317  
Dave Fisher, 317  
Roland Jones, 316

Peralta Federation of Teachers  
No. 1603 (355)  
Mary Bergan, 355

Placer Fed. of Teachers No. 2267  
(15)  
Thomas A. Romero, 8  
Michael Hannickel, 7

**Transit Union, Amalgamated**

Amalgamated Transit No. 192  
(1,541)

Edward R. Billie, 309  
Gerald M. Sullivan, 308  
Donald E. Bonds, 308  
William M. McCombe, 308  
Nicholas J. Norton, 308

Amalgamated Transit No. 256  
(404)

Roy Williams, 202  
Ralph J. Oliveri, 202

Amalgamated Transit No. 1277  
(1,649)

Charles Yelkey, 1,649

Amalgamated Transit No. 1555  
(501)

Hank White, 251  
James P. Baker, 250

**Transport Workers Union of America**

S.E.A.M. Transport Workers  
No. 200 (68)

Fred Peterson II, 68

Transport Workers No. 250-A  
(1,065)

Ray J. Antonio, 267  
Samuel W. Walker, 266  
Larry B. Martin, 266  
Bobbie L. Brown, 266

Air Transport Workers No. 502  
(454)

Kenneth L. Faulkner, 227  
Willie C. Ward, 227

**Typographical Union, Int'l.**

Bay Area Typographical No. 21  
(1,100)

Donald Abrams, 1,100

**Building and Construction Trades Councils**

Contra Costa County Bldg. &  
Const. Trades Council (2)  
Warren Jackman, 1

Marin County Bldg. & Const.  
Trades Council (2)  
Gable Miggins, 1

Napa-Solano Bldg. & Const.  
Trades Council (2)  
James F. Smith, Jr., 1

Sacramento-Sierra Bldg. &  
Const. Trades Council (2)  
William Meehan, 1

San Francisco Bldg. & Const.  
Trades Council (2)  
Stanley M. Smith, 1

Ventura County Bldg. &  
Const. Trades Council (2)  
Robert A. Guillen, 1

**California State Councils**

Carpenters, California State  
Council (2)

Anthony L. Ramos, 1  
Robert L. Hanna, 1

Culinary State Alliance (2)

Fred Felix, 1  
Loretta Mahoney, 1

Machinists, Calif. Conf. of (2)  
James L. Quillin, 1

Don Crosatto, 1

Musicians, Calif. Conference (2)

Billy Catalano, 1  
Jay R. Allen, 1

Operating Engineers, State Conf.  
of (2)

William G. Dowd, 1  
Ronald J. Wood, 1

Service Employees Calif. State  
Council (2)

Bill Dougherty, 1  
Woody Fleming, 1

State Bldg. & Const. Trades  
Council (2)

Tim Cremins, 1  
Jerry Cremins, 1

Teachers, Calif. Federation of (2)

Miles Myers, 1  
Raoul Teilhet, 1

Theatrical Federation, Calif.  
State (2)

Edward C. Powell, 1  
William K. Howard, 1

**Central Labor Councils**

Alameda County Central Labor  
Council (2)

Steven K. Martin, 1  
Owen A. Marron, 1

Contra Costa County Central  
Labor Council (2)

Steven A. Roberti, 1  
Tony Cannata, 1

Fresno & Madera Counties Central  
Labor Council (2)

Ray Shilling, 1  
Margaret Bettencourt, 1

Los Angeles County Federation  
of Labor (2)

William R. Robertson, 1  
James Wood, 1

Marin County Central Labor  
Council (2)

B. V. Chiaravalle, 1  
C. B. Weers, 1

Napa & Solano Counties Central  
Labor Council (2)  
Preston Epperson, 1

Orange County Central Labor  
Council (2)

Mary L. Yunt, 1  
Bill Gibson, 1

Sacramento Central Labor  
Council (2)

Wayne Harbolt, 1  
Ralph Oliveri, 1

San Bernardino & Riverside  
Counties Central Labor  
Council (2)

Mary H. Curtin, 1  
Lawrence J. Kelly, 1

San Diego-Imperial Counties  
Central Labor Council (2)

Joseph S. Francis, 1

San Francisco Labor Council (2)

Walter L. Johnson, 1

Jeffrey R. Greendorfer, 1

San Joaquin and Calaveras  
Counties Central Labor  
Council (2)

Mickey Harrington, 1

San Mateo Central Labor Council  
(2)

Shelley Kessler, 1  
Art Pulaski, 1

Santa Clara County Central  
Labor Council (2)

Richard F. Sawyer, 1

Santa Cruz County Central Labor  
Council (2)

Bruce Morse, 1  
Penny Schantz, 1

Sonoma, Mendocino & Lake  
Counties Central Labor  
Council (2)

Bill Smith, 1  
Nick J. Bades, 1

Stanislaus & Tuolumne Counties  
Central Labor Council (2)

Peter R. Dutton, 1

Tri-Counties Central Labor  
Council (2)

Charles J. Regis, 1

Tulare-Kings Central Labor  
Council (2)

Darlene Martone, 1  
Joe R. Castro, 1

**Councils**

Hollywood AFL Film Council (2)  
H. O'Neil Shanks, 1

Los Angeles Union Label Council  
(2)

Janice Borunda, 1  
Richard Wendt, 1

Metal Trades Council, Bay Cities  
(2)

John Palmer, 1

Maritime Trades Port Council,  
S.F. (2)

Paul Dempster, 1

**District Councils**

Carpenters, Los Angeles District  
Council of (2)

Paul Miller, 1



Carpenters, No. Coast Dist.  
Council (2)

John Casey, 1  
William O'Donnell, 1

Carpenters, Santa Clara Valley  
District Council of (2)  
Gary Pruitt, 1

Carpenters, Ventura County  
Dist. Council of (2)  
Samuel Heil, 1

Communications Workers Dist.  
Council No. 9 (2)  
J. Gordon, 1  
H. Ibsen, 1

Laborers, Northern California  
District Council (2)  
Thomas S. Clarke, 1  
George Goodfellow, 1

Laborers, Southern Calif. District  
Council (2)  
Ray M. Wilson, 1  
Louie Bravo, 1

Ladies Garment Workers,  
Northwest Dist. Council (2)  
Mattie J. Jackson, 1

Ladies Garment Workers, So.  
Calif. Dist. Council (2)  
Eva Addison, 1

Machinists Dist. Council  
No. 94 (2)  
Edgar "Joe" Kochakji, 1

Public Employees Dist. Council,  
Calif. Region (2)  
Charles J. Reiter, 1

#### Forums

Alameda County Central  
Labor Council (1)  
Bill Kulin, 1

Contra Costa County Central  
Labor Council (1)  
Raymond E. Johnson, 1

Napa-Solano Counties Central  
Labor Council (1)  
Bill Harris, 1

San Francisco Labor Council (1)  
Joseph Belardi, 1

San Mateo County Central Labor  
Council (1)  
Bill Tupper, 1

Santa Clara County Central Labor  
Council (1)  
John Blaiotta, 1

#### Joint Boards

Amalgamated Transit Union,  
California Conference Bd. (2)  
Charles Yelkey, 1  
Art Carter, 1

Service Employees, Northern Calif.  
Joint Council No. 2 (2)  
Paul Varacalli, 1

#### Retiree Organizations

Air Transport Employees Lodge  
No. 1781 Retirees (1)  
Robert T. Quick, 1

Electrical Workers No. 180  
Retirees Club (1)  
Ken Breckenridge, 1

Electrical Workers No. 1245  
Retiree Club (1)  
Thomas D. Riley, 1

Graphic Communications No. 777  
Retirees Club (1)  
Nick Pavletich, 1

Hotel & Restaurant Employees  
No. 2 Retirees Assn. (1)  
Charles Gricus, 1

I.L.G.W.U. Bay Area Retirees  
Club (1)  
Exzelia Breaux, 1

I.L.G.W.U. Golden Club (1)  
Margaret Sowma, 1

Laborers No. 185 Retirees Club (1)  
Jim Stoffle, 1

Laborers No. 300 Retiree Club (1)  
Chalo Aragon, 1

Laborers No. 507 Retirees Club (1)  
E.D. "Duke" Snyder

Machinists No. 1173 Retiree  
Club (1)

La Don Everhart, 1

Machinists, East Bay Auto  
No. 1546 Retirees Club (1)  
Opal Lawrence, 1

Motion Picture & T.V. Retirees  
Club (1)  
Ted Ellsworth, 1

Newspaper Guild No. 52 of  
Northern Calif., Retiree  
Unit (1)

John M. Eshleman, 1

Service Employees No. 434  
Retirees Council (1)  
Alynn B. Wilson, 1

Teachers No. 61 Retiree  
Chapter (1)  
Harper Puziss, 1

Teachers College Guild No. 1521  
Retirees Club (1)  
Hyman Weintraub, 1

TWU No. 502 Retirees Assn. (1)  
Charles W. Fox, 1

U.F.C.W. No. 115 Retiree Club (1)  
William Price, Jr., 1

U.F.C.W. Nos. 373 and 532  
Retirees Club (1)  
Stanley Lathen, 1

U.F.C.W. No. 428 Retiree Club (1)  
Jim McLoughlin, 1

U.F.C.W. No. 498 Retiree Club (1)  
Roy Mack, 1

U.F.C.W. No. 648 Retiree Club (1)  
Al Keller, 1

U.F.C.W. No. 870 Retirees  
Club (1)  
Crawford L. Johnson, 1

U.F.C.W. No. 1100 Retirees  
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Patrick L. Kelley, 1

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