

Proceedings

Eighteenth Convention

**San Diego
July 23—25, 1990**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Executive Secretary-Treasurer

417 MONTGOMERY STREET, SAN FRANCISCO



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

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

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In Memoriam

*John Blaiotta
United Food and Commercial
Workers No. 1100
San Francisco*

*Lonnie Boggess
Operating Engineers No. 612
Tacoma, Washington*

*Harry Bridges
International Longshoremen's
and Warehousemen's Union
San Francisco*

*M.R. (Mushy) Callahan
Hotel Employees and Restaurant
Employees No. 681
Long Beach*

*Paul D. Cline
Ironworkers No. 114
Seattle, Washington*

*C.L. Dellums
Brotherhood of Sleeping Car
Porters
Oakland*

*Robert W. Garner
Laborers International Union of
North America
San Francisco*

*David Stephen Graden
Ironworkers No. 114
Seattle, Washington*

*Tay Holden
United Transportation Union
No. 1741
San Francisco*

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

*Joseph Mazzola
Plumbers and Pipefitters No. 38
San Francisco and California
Labor Federation, AFL-CIO*

*C.T. McDonough
Hotel Employees and Restaurant
Employees and Bartenders
No. 2
San Francisco*

*Jack Olsen
International Longshoremen's
and Warehousemen's Union
No. 6
San Francisco*

*Max J. Osslo
United Food and Commercial
Workers No. 229
San Diego and California Labor
Federation, AFL-CIO*

*Doris Prince
Office and Professional
Employees No. 3
San Francisco*

*Don Rotan
Marine Cooks and Stewards
San Francisco*

*Steve Tilton
Ironworkers No. 114
Seattle, Washington*

*Larry Vail
United Food and Commercial
Workers No. 1100
San Francisco*

*Robert Waterhouse
Amalgamated Transit Union
No. 1225
San Francisco*

PROCEEDINGS of the Eighteenth Convention

FIRST DAY

Monday, July 23, 1990

MORNING SESSION

CALL TO ORDER AND OPENING CEREMONIES

The Eighteenth Biennial Convention of the California Labor Federation, AFL-CIO, was called to order at 10:15 a.m. by Joseph S. Francis, Secretary-Treasurer of the San Diego-Imperial Counties Central Labor Council, AFL-CIO, who served as Temporary Chairman of the Convention.

After welcoming the delegates to San Diego, Temporary Chairman Francis introduced the San Diego Naval Training Center to present the colors and Beverly Bremers, a member of AFTRA, for the singing of the National Anthem. Temporary Chairman Francis then led the delegates in the Pledge of Allegiance to the Flag.

Temporary Chairman Francis next called on the Reverend Father Victor Salandeni, a long-time friend of organized labor and the farm workers union, who gave the invocation.

He next introduced John F. Henning, Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, to announce the Escort Committee for the Convention's first scheduled speaker, U.S. Senator Alan Cranston.

Escort Committee for U.S. Senator Alan Cranston

Secretary-Treasurer Henning named the members as follows:

Jack McNally, Chairman, IBEW No. 1245, Walnut Creek; Steve Edney, United Industrial Workers, Cannery Division, Wilmington; Katie Quan, Pacific Northwest District Council, ILGWU, San Francisco; and Patricia Sundberg of the Tri-Counties Labor Council, Goleta.

Convention Photograph

Secretary-Treasurer Henning then announced that a Convention photograph would be taken.

At this point, at Secretary-Treasurer Henning's instructions, a Convention photograph was taken.

Address of United States Senator Alan Cranston

Secretary-Treasurer Henning then introduced U.S. Senator Alan Cranston for his address.

Senator Cranston, having addressed the Convention delegates, received a standing ovation from them.

Remarks Robert Filner, Councilman City of San Diego

At the conclusion of Senator Cranston's address, Temporary Chairman Francis next introduced San Diego City Councilman Robert Filner who gave his remarks to the Convention.

Address Albin J. Gruhn President of the California Labor Federation, AFL-CIO

Temporary Chairman Francis thanked Councilman Filner for his words and proceeded to introduce Albin J. Gruhn, President of the California Labor Federation, AFL-CIO, for his address to the Convention.

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

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

On behalf of the Federation, I wish to thank the officers, the staff of the San Diego-Imperial Counties Central Labor Council, AFL-CIO, as well as the officers and staff of this Federation who assisted in carrying out the numerous details in preparation for this Eighteenth Convention of our Federation; thanks to the San Diego Naval Training Center for the presentation of the flag and the invocation by Father Victor Salandeni.

And I might add, I was with Father Victor in 1960 in El Centro in the early struggles of the farm workers, and he was under fire at that particular time by higher-ups in the church because of his activities in support of the farm workers.

I wish to also thank Councilman Bob Filner for his welcoming remarks and Beverly Bremers for that splendid rendition of our National Anthem, and particular thanks for the opening remarks and message by Joe Francis, secretary-treasurer of the San Diego-Imperial Counties Central Labor Council.

I wish to welcome the delegates and guests of this Convention, our first in the 1990's. What a crucial political year this is for the labor movement of our state. The results of the November 6th general election in California will not only determine the future course of our state; it will, in fact, determine the future course of our nation.

Will our nation continue to regress and serve the interests of the wealthy and the greedy? Or will it change its course and truly be a nation of the people, by the people, and for the people, a nation that places its top priority on human dignity and the welfare of all its people, not just the few?

Social Needs Ignored

Eight years of Reaganomics was a disaster to the economic and social structure of our nation. The Bush Administration is following the policies of the Reagan Administration with no regard for the well-being of American workers, the long term health of the American economy, and vital social needs of the American people. These matters are spelled out in detail in the statements of policy submitted to you by the Executive Council of our Federation.

President Bush and his Republican Administration have placed a high priority on the November 6 election in California due to its nationwide impact and effects particularly on the future political party makeup of California's congressional delegation that will have seven additional congresspersons—or a total of 52 based upon the 1990 federal census. And don't forget, legislative redistricting comes up next year.

The Bush Republican Administration is determined that the governorship of California, our nation's most populous state, remains under Republican control. Pete Wilson is their candidate. Wilson's accumulative percentage voting record in the United States Senate according to the AFL-CIO is only about 15 percent right. Yes, as Joe Francis pointed out, Wilson has consistently demonstrated his hostility to public employees and seniors receiving social security.

Elect Demo Governor

Instead of Pete Wilson, California needs a Democratic governor who will recognize and respect organized labor as an important and integral part of California's industrial and social complex, a Democratic governor who will give due consideration to recommendations of the California Labor Federation when making appointments to government agencies affecting the members of organized labor and workers as a whole, a Democratic governor who will respond favorably to the economic and social needs of working men and women as proposed in the statements of policy adopted by this Convention.

In this coming general election on November 6, organized labor, with its more than 2 million AFL-CIO members, plus their families and union retirees, can make the difference in the results of this election. I am confident that we can and will make this difference, and that will assure victory for Labor's endorsed candidates on November 6th.

As you know, the Federation's Executive Council acting as a political education committee, or standing committee on political education, voted unanimously to make early recommendations of endorsement for statewide political offices. These recommendations of endorsement were for Dianne Feinstein, Democrat for Governor; Leo McCarthy, Democrat for Lt. Governor; Arlo Smith, Democrat for Attorney General; March Fong Eu, Democrat for Secretary of State; Gray Davis, Democrat for State Controller; Kathleen Brown, Democrat for State Treasurer; and John Garamendi, Democrat for Insurance Commissioner.

Organized labor can make this difference and win this victory with the Federation's COPE program for an aggressive registration and get-out-to-vote effort. Voter registration closes on October 8th, 77 days from today. The election is 106 days from today. With the coordination by our local central labor bodies, with outreach to affiliated organizations, this program will produce a victory for all COPE-endorsed candidates,

including those for Congress and the state legislature, and also with respect to the recommendations for the propositions on the state ballot; and particularly, the defeat of Governor Deukmejian's prison labor initiative, titled "Inmate Labor Tax Credit," known as Proposition No. 139, and I'm sure Executive Secretary-Treasurer Henning in his remarks and report will go into that in detail regarding that lousy prison inmate initiative that the governor has foisted on our state.

This victory will also mean that a Democratic governor will be involved in the legislative redistricting process with the legislature. Let's all do our part to assure this victory on November 6th, a victory of the people, by the people and for the people.

Student's Essay

And this reminds me of an essay written by Dawn Frank, one of the student winners in the Federation's 1990 scholarship awards program. It is entitled "Power to the People," and it reads as follows:

"Power to the people. Unions have been an integral part of this country from the very beginning. They have been a stabilizing influence, limiting the already vast powers of corporations. It is all too easy for a democratic government to become decidedly dictatorial in its capitalistic economics. The United States of America never wanted a monarch but without unions to make the peoples' voices heard, many capitalist giants—Rockefeller, Carnegie—could easily have extorted tyrannical powers unheard of in a true democracy.

"Has the United States of America changed so much that unions are no longer necessary? Is this country free from the greed that makes employers into gods? One needs only to look at the depressed economic state of so many Americans to realize that unions are as necessary now as they were when an eight-hour day was unheard of. Times have changed, but unions have also changed and will continue to shape themselves to the needs of today.

"What are those needs? Technology has indeed made today's world fast-paced and automated, but people are still here fighting to survive. America needs decent child care, better maternity leave, more funds to educate the poor, so not only the rich are educated; a medical system that is available to all citizens; and housing that everyone can afford.

"Yes. America needs these things whether the world is high-tech or not. Who then will help the people fight for these luxuries that should be their

rights? The same people who helped them fight for paid vacations, sick leave, a minimum wage, and so many other rights we have that were luxuries to our ancestors' unions.

"Unions are an established way for people to make themselves heard. They are a system that enables employers and employees to face each other with equal footing, to look each other in the eye and gradually agree on how to cooperate.

"Technology has not done away with the need for communication between employers and employees. It has instead increased that need. People have become statistics, and it is much easier for an employer to abuse and take advantage of a number or a faceless, voiceless worker than a union representative who can argue, fight back, and make the employer see all the people, all the living, breathing humans behind those numbers.

"Technology can turn people into robots, but unions can bring those robots to life. Unions have the power to help people fight for what they rightfully deserve, and they have the power to give people faces and, more important, voices. These two strengths are invaluable and completely necessary in today's world.

"Technology does not excuse unions because technology is no more concerned with the rights of human beings than the sweat shops and the coal mines of the turn off the Twentieth Century. If we dismiss unions, we are dismissing people. Getting rid of unions is synonymous with destroying any semblance of economic democracy.

"Unions have taken a powerful role in aiding the American people, and it is imperative that they cling tenaciously to that role. They are the protectors of the people, and technology cannot dismiss that."

An Inspiration to All

What an inspiring essay by a high school student and one of the winners in our scholarship program. It can be an inspiration to all of us in our organizing efforts and also in the coming political battle on November 6th.

Once again, as part of my opening remarks, I wish to express my deep appreciation and that of the members of the Executive Council and the delegates to our Executive Secretary-Treasurer Jack Henning for his untiring and dedicated service on behalf of the members of our affiliated unions and all workers of the state; for your leadership, Jack, in coordinating the legislative program of the Federation's affiliated organizations in Sacramento; and particularly the great legisla-

tive victory you put together when the Workers' Compensation Reform legislation that provides 1.4 billion dollars in new benefits over the next three years became law. We also express our appreciation for your untiring leadership in the winning campaign to restore Cal-OSHA by the smashing victory of Proposition No. 97. (applause)

In reporting to you on the administration of my office since the last convention, I refer you to the reports you received in the packets as you registered as delegates for this convention. They cover many of my activities during this period.

I am now serving as a labor member of the newly established Cal-OSHA advisory committee since the restoration of Cal-OSHA. I served as co-chairman of the recommendations committee of the California Conference on Apprenticeship; as a vice president of the Consumer Federation of California; and labor chair of the campaign cabinet of the United Way of the Bay Area.

I have attended and been a participant in many meetings and conferences of this Federation as well as conventions, demonstrations, conferences and meetings of affiliated organizations, as well as meeting labor and government officials from various foreign countries. It has been an honor and a privilege to serve as your president.

In closing my remarks, I also wish to thank the officers of this Federation and our affiliated organizations for their support and cooperation. 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.

Yes, it is the union that brought us together here, and it is the union that makes us strong. Union, yes. In solidarity, God bless all of you. Thank you very much. (applause)

APPOINTMENT OF CONVENTION COMMITTEES

Now Chairman of the Convention, Chairman Gruhn called upon Executive Secretary-Treasurer John F. Henning who submitted the following committee recommendations for adoption:

Committee on Constitution

Jack McNally, Chairman, IBEW No. 1245, Walnut Creek.

Steve Beyers, Hotel and Restaurant Employees & Bartenders No. 681, Long Beach.

Cass Alvin, United Steelworkers No. 1034, Emeryville.

Mary H. Curtin, San Bernardino-Riverside Central Labor Council, Riverside.

Michael E. Hardeman, Sign and Display Union No. 510, San Francisco.

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

LeRoy King, No. Calif. District Council of Longshoremen, San Francisco.

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

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

Ken Orsatti, Screen Actors Guild, Hollywood.

Carole Sickler, Office Employees No. 30, Los Angeles.

Frank Souza, Auto Machinists No. 1305, San Mateo.

Thomas Sweeney, IBEW No. 595, Oakland.

John Valenzuela, Southern California District Council of Laborers, Los Angeles.

Wes Young, Iron Workers No. 229, San Diego.

Committee on Credentials

Loretta Mahoney, Chairperson, Hotel, Motel & Restaurant Employees & Bartenders, No. 18, Santa Rosa.

Jack Baugh, Operating Engineers No. 3, San Francisco.

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

Bobbie L. Brown, Transport Workers No. 250, San Francisco.

Nancy Browning, HERE No. 30, San Diego.

Richard Cavalli, Ship Clerks Association, ILWU No. 34, San Francisco.

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

Preston Epperson, UFCW Butchers No. 532, Vallejo.

Harry Jordan, Laborers No. 89, San Diego.

John Moreno, Glass, Pottery, Plastics No. 82, San Ramon.

Katie Quan, Pacific Northwest District Council of ILGWU, San Francisco.

Mike Quevedo, Laborers No. 300, Los Angeles.

Michael Ryan, CWA No. 9421, Sacramento.

Herb Sisti, UFCW No. 428, San Jose.

J.L. "Jerry" Vercruse, Food Industry & Beverage, Warehouse, Drivers No. 630, Los Angeles.

Committee on Legislation

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

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

Margaret Dean, California State Employees Assn., No. 1000, SEIU, Sacramento.

Billy Joe Douglas, Plasterers & Cement Masons, Stockton.

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

Robert L. Hanna, California State Council of Carpenters, Sacramento.

Dolores Huerta, United Farm Workers, Keene.

Dallas Jones, Los Angeles County Firefighters, No. 1014, South Gate.

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

Jim Quillin, California Conference of Machinists, Oakland.

David Reiser, UFCW No. 428, San Jose

Charles J. Reiter, California Region Public Employees, District Council of Laborers, Sacramento

Richard C. Robbins, Electrical Workers No. 465, San Diego.

John L. Smith, Laborers No. 1184, Riverside.

William Ward, Lathers No. 68-L, Oakland.

Committee on Resolutions

Jerry P. Cremins, Chairman, State Building & Construction Trades Council, Pasadena.

Louie Bravo, Southern California District Council of Laborers, Los Angeles.

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

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

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

Wayne Harbolt, Sacramento Central Labor Council, Sacramento.

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

Chuck Mack, Teamsters Joint Council No. 7, San Francisco.

Owen Marron, Alameda County Central Labor Council, Oakland.

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

Max Mont, AFSCME No. 800, Los Angeles.

Steve Nutter, Southwest District Council of Garment Workers, ILGWU, Los Angeles.

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

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

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

**Committee on Rules
And Order of Business**

Steve Edney, Chairman, United Industrial Workers' Cannery Division, Wilmington

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

Bob Anderson, San Mateo County Central Labor Council, San Mateo.

Nick Bardes, Musicians No.6, San Francisco.

Paul Dempster, S.F. Maritime Trades Council, San Francisco.

Jef Eatchel, Hotel & Restaurant Employees No. 30, San Diego.

Franz E. Glen, Electrical Workers No. 6, San Francisco.

Walter Johnson, San Francisco Labor Council, San Francisco.

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

William Sauerwald, Painters District Council No. 36, Los Angeles.

Richard Sawyer, Santa Clara & San Benito Counties Central Labor Council, San Jose.

Penny Schantz, Service Employees No. 415, Aptos.

Charles Springer, Air Transport Workers No. 502, El Segundo.

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

Joseph Wetzler, Operating Engineers No. 501, Los Angeles.

James Wood, Los Angeles County Federation of Labor, Los Angeles

Committees Approved

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

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

REPORT OF COMMITTEE ON CREDENTIALS

Loretta Mahoney, Chairman

Chairwoman Mahoney reported as follows:

"Thank you Mr. President. Brother Henning, delegates and guests, welcome. This will be a partial Committee report starting on July 12th."

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

Partial Report Adopted

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

Chairwoman Mahoney's motion to approve the Committee's report was seconded and carried. Chairman Gruhn next called on Steve Edney, chairman of the Committee on Rules and Order of Business, for a report.

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, Chairman

Chairman Edney reported as follows:

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

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

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

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

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

5: Resolutions Defined. Whenever the word "resolution" is used in these rules it shall include Constitutional amendments.

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

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

8: Passage of Resolutions and Committee Reports by Convention. A majority of the dele-

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

9: Roll Call Vote. At the request of 150 delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

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

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

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

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

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

14: Motion to Table. 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 an-

nounce 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 motion to recess or adjournment.

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

Report Adopted

"Mr. Chairman, these are the rules proposed, and I move adoption."

The motion, duly seconded, was carried.

Recess

Chairman Gruhn then called on Secretary-Treasurer Henning for a motion to recess the Convention until 2 p.m.

The motion was seconded and carried, whereupon the Convention was recessed at 12 noon.

AFTERNOON SESSION

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

Late Resolutions

Secretary-Treasurer Henning reported as follows:

"Mr. Chairman and delegates, we have four late resolutions.

"I move that the following resolutions be accepted: Number one is 'Opposition to Deregulation of California Intrastate Trucking and P.U.C. Decision #90-02-021' submitted by Teamsters Joint Council No. 7, San Francisco.

"The second concerns the savings and loan institutions. The resolution is presented by the Alameda County Central Labor Council and the International Ladies' Garment Workers Union.

"The third is 'Reinstate British Journalists' presented by the Northern California Newspaper Guild No. 52 of San Francisco.

"And the fourth, 'Support Union Workers at Sears Roebuck' presented by the San Francisco Labor Council.

Motion Carried

"I move acceptance of the late resolutions."

The motion was seconded and carried.

Escort Committee for Arlo Smith

Chairman Gruhn then asked Secretary-Treasurer Henning to announce the Escort Committee for the next speaker, Arlo Smith, District Attorney of the City and County of San Francisco.

Secretary-Treasurer Henning announced the Escort Committee as follows:

Dallas Jones, Los Angeles County Firefighters No. 1014, South Gate; Margaret Dean, Committee chair, California State Employees Assn. No.

1000, Sacramento; Steve Nutter, International Ladies Garment Workers No. 512, Los Angeles; Margaret Butz Shelleda, United Public Employees No. 790, Oakland; Jim Ryder, Warehouse No. 6 ILWU, San Francisco; Walter Johnson, San Francisco Labor Council; and Larry Mazzola, Plumbers No. 38, San Francisco.

The Committee then escorted Arlo Smith to the podium.

Chairman Gruhn called on Secretary-Treasurer Henning who introduced District Attorney Smith to the delegates.

Address Arlo Smith District Attorney City and County of San Francisco

District Attorney Smith addressed the Convention at this time and received a standing applause. Chairman Gruhn thanked him for his enthusiastic speech.

Late Resolution

Chairman Gruhn next called on Secretary-Treasurer Henning to announce another late resolution submitted to the Convention.

The resolution, he said, was titled "National Health Care—The Next Step," and was presented by the Santa Clara-San Benito Counties FORUM.

Motion Carried

His motion for acceptance was seconded and carried.

Chairman Gruhn then called on William Robertson, chairman of the Committee on Legislation for a report.

PARTIAL REPORT OF COMMITTEE ON LEGISLATION William Robertson, Chairman

Chairman Robertson reported as follows:

"Thank you, Mr. Chairman.

"Secretary-Treasurer Henning, fellow vice-presidents and brother and sister delegates and guests: The Committee on Legislation met on Saturday, July 21st at this hotel and provides the following recommendations on resolutions referred to the committee contained within "Resolutions—Part 1."

Resolution No. 2**Disclose Use of Recorded Music**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 4**Draw Blood by Licensed Nurses Only**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Chairman Robertson continued: "I would like to add that we will have another resolution come before this body, and at that time I will name a fellow Committee member. Thank you very much."

Announcement

Chairman Gruhn then called upon the Chairman of the Committee on Resolutions, Jerry Cremins, for an announcement.

Chairman Cremins: "Brothers and Sisters, I want to announce that the Committee on Resolutions will meet at the adjournment of today's meeting in the Porthole Room at the far side of the pool. Thank you."

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

**PARTIAL REPORT OF
COMMITTEE ON RESOLUTIONS
Jerry Cremins, Chairman**

**STATEMENT OF POLICY I
The Economy**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 1**Support National Endowment
For the Arts**

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.

This completed the Committee's partial report.

**Escort Committee for
Gray Davis**

Chairman Gruhn called on Secretary-Treasurer Henning who announced the Escort Committee for State Controller Gray Davis as follows:

Chairman David Reiser, UFCW No. 428, San Jose; Louie Bravo, Southern California District Council of Laborers, El Monte; Flora Williams, Glass, Molders and Pottery Workers No. 141, Oakland; Bob Hanna, California State Council of Carpenters, Sacramento; and Billy Joe Douglas, Cement Masons No. 814, Stockton.

**Address
Gray Davis
State Controller**

Secretary-Treasurer Henning introduced Controller Davis who then addressed the Convention.

Following Controller Davis's address, Chairman Gruhn called on Jerry Cremins, Chairman of the Committee on Resolutions for a report.

**PARTIAL REPORT OF
COMMITTEE ON RESOLUTIONS
Jerry Cremins, Chairman**

Chairman Cremins reported as follows:

**STATEMENT OF POLICY III
International Affairs**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 6**Petition to President P.W. de Klerk
of South Africa**

The Committee's report: "The Committee recommends deletion of the second resolve and that a period be placed at the end of the first resolve.

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

The motion was seconded and carried.

Resolution No. 7
Oppose Anti-Union U.S. Employers
In Eastern Europe

The Committee's report: "The Committee recommends that in the third line of the resolve, the words 'make certain that' be deleted and be replaced with the word 'encourages.' As amended your Committee recommends concurrence, and I so move, Mr. Chairman."

The motion was seconded and carried.

Resolution No. 8
Democracy and Rights for Workers
In the East

The Committee's report: "The Committee notes the typographical error in the description of the presenter which reflects AFSCME No. 444 in Oakland. Your Committee recommends deletion of the first and third whereas provisions, amendment of the second whereas to provide, 'whereas the workers in East Europe, China and the Soviet Union have no self-interest in throwing off the oppression of the bureaucrats who presently dominate their society only in order to exchange it for the oppression of big business which dominates the U.S., the West and other parts of our Globe, therefore be it,' and amendment of the first and second resolves to read as follows: 'Resolved that this 18th biennial convention of the California Labor Federation, AFL-CIO, urge workers in East Europe, China and the Soviet Union to seriously study the experience of the workers and labor movements of the U.S. of the last decade, and be it further Resolved that this body calls for full trade union and political rights for genuine workers' democracy in East Europe, China and the Soviet Union.'

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

The motion was seconded and carried.

Resolution No. 12
Release Palestinian Trade Unionist
Hani Beydoun

The Committee's report: "Your Committee recommends that this matter be referred to the incoming Executive Council for research of the factual contentions of the resolution and for whatever action the incoming Executive Council deems appropriate upon completion of that research.

"I move concurrence, Mr. Chairman."

The motion was seconded and carried.

STATEMENT OF POLICY IV
Workers' Compensation

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY V
Unemployment Insurance

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY VI
Unemployment Compensation
Disability Insurance

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY VII
Women's Rights

Chairman Cremins moved the Committee's recommendation of concurrence. It was duly seconded.

Delegate Margaret Butz Shelleda, United Public Employees No. 790 SEIU, moved to amend the policy statement. Her motion was seconded. Chairman Gruhn asked that the amendment be presented to the Chair in writing. Delegate Butz Shelleda submitted the amendment as requested.

"I will read it and then submit it in writing. I would move to add number 8: Support the rights of all women to make reproductive choices free from government or employer interference."

Delegate Butz Shelleda then spoke in support of the proposed amendment. Also speaking in support of the amendment were delegates Yolanda Solari, SEIU Local 1000, Sacramento; Jim Ryder, ILWU Local 6, San Francisco; Ethel Crofutt, SEIU Local 1000, Sacramento and Margaret Dean, SEIU Local 1000, Sacramento.

The previous question was moved by Delegate Art Pettit of the Los Angeles FORUM. The motion was seconded and carried.

Chairman Gruhn then called on Secretary-Treasurer Henning who spoke in opposition to the proposed amendment.

Next, Delegate Butz Shelleda spoke on a point of personal privilege.

Delegate William Waggoner, Operating Engi-

neers Local 12, Pasadena, spoke on a point of clarification.

Chairman Gruhn then called for the vote on the proposed amendment and the motion to amend was lost.

Report Adopted

The Committee's recommendation was then adopted.

Delegate Richard Mellor, AFSCME No. 444, Oakland, then asked for a point of information regarding the handling of resolutions and Chairman Gruhn explained the procedure.

Chairman Cremins continued his Committee's report:

Resolution No. 5

Women's Right to Reproductive Choice

The Committee's report:

"The Committee recommends this resolution be referred to the incoming Executive Council at their next regularly scheduled meeting, and I so move." The motion was seconded and carried.

Escort Committee for John Van de Kamp

Secretary-Treasurer Henning announced the members of the Escort Committee as follows:

"Mr. Chairman, this is the Escort Committee for the appearance of John Van de Kamp. The chair is John Valenzuela, So. Calif. Dist. Council of Laborers, El Monte. The members are: Jim Quillin, Calif. Conference of Machinists, Oakland; Penny Shantz, Santa Cruz Central Labor Council; Cass Alvin, United Steelworkers No. 2018, Maywood; Owen Marron, Alameda County Central Labor Council; Leroy King,

Local 6 ILWU and District Council ILWU, San Francisco.

Secretary-Treasurer Henning then introduced Attorney General John Van de Kamp.

Address

John Van de Kamp Attorney General of California

Attorney General Van de Kamp, the final speaker on the day's agenda, spoke to the delegates and received sustained applause.

Announcements

Chairman Gruhn called on Secretary-Treasurer Henning for some announcements:

Secretary-Treasurer Henning stated:

"Mr. Chairman and delegates, two announcements: Tomorrow morning, 9:00 a.m., a joint San Francisco and San Mateo caucus of delegates will be held in this ballroom at the back of the room. I submit this at the request of Walt Johnson and Art Pulaski.

"Next, there will be a meeting of retirees and F.O.R.U.M. delegates in the Wicker Room at poolside following this afternoon's session."

Chairman Cremins reminded the delegates of a meeting in the Porthole Room for the Resolutions Committee members upon adjournments.

Recess

Chairman Gruhn next called on Secretary-Treasurer Henning who moved the Convention recess until 9:30 a.m. Tuesday morning, July 24, 1990.

The motion was seconded and carried. (Whereupon at 4:15 p.m. the Convention recessed.)

PROCEEDINGS of the Eighteenth Convention

SECOND DAY

Tuesday, July 24, 1990

MORNING SESSION

CALL TO ORDER

Chairman Gruhn called the Convention to order at 10:00 a.m.. He then presented Rabbi Aaron Gold of Tifereth Israel Synagogue, who gave the morning's invocation.

Corrections to the Proceedings

After thanking Rabbi Gold for giving the invocation, Chairman Gruhn called on Secretary-Treasurer Henning to announce corrections to the first day's printed proceedings. Secretary-Treasurer Henning announced the corrections: "Mr. Chairman and delegates, there are two corrections in the proceedings of yesterday's activities.

"Look at your book 'Resolutions—Part 2, Summary of Daily Proceedings,' page 9, Resolution No. 8. The sentence begins: 'Amendment to the second whereas to provide, whereas the workers in east Europe, China, and the Soviet Union have no self-interest in throwing off the oppression of democrats...'

"The word 'democrats' should be replaced by 'bureaucrats.'

"Then we go to page 10. Resolution No. 12. The sentence reads: 'The Committee's report: "Your Committee recommends that this matter be referred to the incoming Executive Council for research of the factual conditions...". Instead of 'conditions,' it's supposed to be 'contentions.'

Delegate Yolanda Solari, SEIU Local 1000, Sacramento, noted errors in the spelling of her name and that of Ethel Crofutt on page 10 of the first day's proceedings.

Chairman Gruhn noted that the corrections would be made in the proceedings.

Drawing Announced

Secretary-Treasurer Henning noted that a free drawing would be conducted by the International Ladies Garment Workers Union upon recess of the morning's session. The prize would be a union made camel's hair coat, he said.

Reception For John Garamendi

Chairman Gruhn called on Secretary-Treasurer Henning who made an announcement: "We have an announcement. All delegates are invited to a reception honoring John Garamendi, candidate for California Insurance Commissioner at the poolside today from 6:00 to 7:30 p.m., hosted by the Communications Workers of America District 9 and the California State Council of Carpenters."

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

REPORT OF COMMITTEE ON RESOLUTIONS

Jerry Cremins, Chairman

Chairman Cremins reported as follows:

STATEMENT OF POLICY VIII Social Security

Chairman Cremins moved for concurrence in the Committee's recommendation. His motion was seconded.

Delegate Ray Munoz, Graphic Communications Local 388, Norwalk, moved to amend the Policy Statement on Social Security. He asked the amendment to read: "We call upon Congress to rectify an inequity in reduced benefits suffered by those persons who were born between the years 1917 and 1926, popularly known as the 'notch years.'"

Chairman Cremins seconded the delegate's motion to amend. The motion was carried.

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

STATEMENT OF POLICY IX Health Care

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 30
National Health Care—The Next Step**

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. 26
Opposition to Deregulation of
California Intrastate Trucking and P.U.C.
Decision #90-02-021**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 27
Savings and Loan Institutions**

Chairman Cremins read the Committee's recommendation:

"Your Committee notes inclusion of the phrase 'Western States Division,' in the presenter's section reflects a typographical error, and your Committee notes that the inclusion of the number 8, but not the language which follows, is a typographical error.

"The Committee further recommends that an additional Resolved be added as follows:

" 'And be it finally Resolved, That the California Labor Federation coordinate this program with the national AFL-CIO in order to keep informed, concerning ongoing developments in the savings and loan crisis and to maximize the impact of the California Labor Federation, AFL-CIO, action.'

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

His motion was seconded.

Delegate Richard Mellor, East Bay Municipal Employees No. 444, spoke in support of the Committee's recommendation.

The Committee's recommendation was then adopted.

This concluded Chairman Cremins's partial report of the Committee on Resolutions.

Chairman Gruhn next asked Secretary-Treasurer Henning to introduce the next scheduled speaker, Frank Mossfield, President of the Labor Council of New South Wales, Australia.

**Address
Frank Mossfield, President
Labor Council of New South Wales
Australia**

Following Secretary-Treasurer Henning's introduction of President Mossfield, the leader of the Labor Council of New South Wales, Australia, gave his address to the Convention. He received sustained applause at the conclusion of his remarks.

Secretary-Treasurer Henning thanked President Mossfield for his address and presented him with a gift.

Chairman Gruhn next called on William Robertson, Chairman of the Committee on Legislation for a report.

**FINAL REPORT OF COMMITTEE
ON LEGISLATION
William Robertson, Chairman**

Chairman Robertson reported on one resolution, No. 15.

**Resolution No. 15
Sewing With Dignity; Joint Liability**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Report Adopted

Having concluded the report of the Legislation Committee, Chairman Robertson moved that the Committee's report be adopted as a whole. The motion was seconded and carried.

He then thanked the members of the Committee, read their names and thanked them for their work. He moved that the Committee be discharged with thanks. The motion was seconded and carried.

Address
JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

Chairman Gruhn called on Secretary-Treasurer Henning who gave his report to the Convention:

Mr. Chairman and Delegates, the formal report is in printed form and deals with the difficulties and the burdens of the administrative activity.

Those activities include not simply legislation and the fiscal responsibilities but, in fact, all of the many duties and functions of the State Federation.

I would speak to you this morning on the present situation on the status of the Labor Movement in the nation. Briefly on that, and then speak to two threats to trade union liberty that could develop within this and the next year. First, that the U.S. Supreme Court could be an engine of destruction for Labor.

And then I would speak on the gubernatorial situation where the election of Wilson as Governor would be a disaster for working people and the low and middle income millions of this state.

On the present situation of Labor, one of the speakers yesterday mentioned that within his memory Labor had been considered dead and buried many, many times, and that is true.

Our enemies always magnify our difficulties; exaggerate and predict our doom. It is for one purpose, to destroy the interest, or perhaps the will of workers, to join a union movement that is in decline, that has lost its capacity to obtain proper wages, hours, and conditions of work. And that politically is an embarrassment to the candidates it endorses. That is the agitation of the Right.

State of the Unions

The membership figure we give nationally and in the state, is that unionism in the nation and in California represents approximately 14 percent of the labor force. A recent study issued by a UCLA Institute of Industrial Relations professor, indicates that in the private sector American unionism represents only 5 percent. Five percent of the workers.

I think we could all agree that the only growth in the movement over the past two decades has been in the public sector.

We have witnessed the decline, not yet the fall, of smokestack America, of industrial America. We know what it has meant to the steel workers.

We know what it did to the auto workers. We know what it did to the rubber workers. We know what it has meant to all of manufacturing.

There were three causes for that: First, the imports, the production of foreign countries flooding our streets; second, the inevitable advances in the technology of American manufacturing. There is nothing the trade-union movement can do to contain the genius of man in creative invention.

The best we can do is to assure an orderly transition between the old order and the new as was done in the ILWU contract of 1960 when containerization became the way of life on the docks on the Pacific Coast and Hawaii.

There is a third factor in labor decline and that is the hostility of government to the very existence of trade unionism. Our federal government acknowledges the form, but denies the functions of unionism. That is the doctrine of the Republican Party and of certain elements in the South of the Democratic party.

As our enemies move against us politically we must muster all of our energies on that political front.

Future of the Supreme Court

Then there is the issue before the nation now. The character, the integrity, the future of the United States Supreme Court. We know nothing of the dispositions of the latest proposed appointee to the bench who has been named. But we know what the President believes. And we know what he wants from the Court.

The President, through long years as Vice-President of the United States and as a member of the public community as it were, has scorned the Earl Warren court which the scholars are now conceding was very much the Brennan court. Warren was the inspiration. Brennan was the intelligence. Bush scorns the Warren Court as he argues that it became the function of the Court to legislate, a legislative body rather than one of judicial function.

He argues that it is not the function of the Court to legislate. He argues that only strict constructionists can sit on the bench and give America the kind of court it must have.

A strict constructionist is one who believes that the construction of the language of the Constitution is inviolate and cannot be interpreted unless the language of the Court clearly addresses the issue that is argued before that Court.

And so he would say that all we can hold to be relevant, if we bring our petition to the Court, is an issue that relates to the language of the consti-

tutional fathers and the language of the amendments that have been effected throughout the past 200 years.

In truth, that is the concept of Bush's blind ignorance, but more dangerously it is a threat to democracy.

If the strict constructionists had always prevailed in the Supreme Court of the United States and if that was the sole basis for the abolition of slavery, slavery would be the law of the land in our time because the Constitution as adopted by the founding fathers was silent on the question.

It was not only the silence of the intellectual and political cowardice. It was the silence of ruin for every black woman, child, and man in this country.

And between the Constitution adoption in 1789 and 1865, that was the way of the United States Supreme Court. So for 76 years, if a case were brought to the Court arguing that slavery was inhuman, was Un-American, was violate of the basic rights of human existence, it would never be considered as relevant.

The constitutional fathers were influenced by the southern members of the constituency, Washington, Jefferson and Patrick Henry who said, "Give me liberty or give me death." All were slave owners. When they met in Philadelphia, the Southerners were not about to challenge the traditions under which they had been born, and they were not about to challenge the economic advantage it gave to the slave owners of the South.

Not even Lincoln, perhaps the noblest of all our presidents, took the position until the Civil War was over, that the Court should not speak to that issue.

And the court never did free the slaves. The slaves were freed by a constitutional amendment adopted by the people.

Civil Rights Legislation

Nor did full freedom come through the Court. The ideas of strict constructionism on all things continued. It continued until Lyndon Johnson, as the immediate heir of the philosophy of John Kennedy, proposed the civil rights legislation in the mid-60's.

And I am sure all of you can remember that Sam Ervin, who was supposed to be the great constitutional scholar, was indeed part of the intellectual underworld that opposed the civil rights legislation of the Johnson years. He somewhat redeemed himself in the Nixon impeachment period, but Senator Ervin argued that the Constitution did not speak to matters of civil rights. By amendment, yes, slavery was elimi-

nated, but there was nothing in the Constitution about equal rights of education as to race, and there was nothing in there about equal rights as to voting, among other rights. He and his cohorts of like mind in the Southern Block of the United States Senate took the issue of challenge to the United States Supreme Court.

Well, something had happened in the years between 1791 and the 1960's. The court upheld the constitutionality of the Johnson legislation.

Now, by the doctrine of President Bush, the Court was in error because the Constitution left that matter to the infamous doctrine of States Rights with respect to civil liberties born of the positions of the constitutional fathers in the 18th century.

Brothers and Sisters, your rights are not safe in a court that is rightist, in a court that is strict constructionist.

Liberties in Jeopardy

The basic liberties of every one of you, your unions and yourselves with respect to joining unions, organizing and bargaining on terms of equality with the employer are in jeopardy. The Wagner Act adopted in 1935 gave such rights to workers. Prior to that they did not legally exist.

The Act was challenged on constitutionality. Our enemies in the literal sense were quite correct. There is nothing in the Constitution that dealt with workers' rights to organize and bargain with the employers.

In the historic case of the Jones Laughlin Steel Corporation, and the United Steelworkers Union that went up to the Supreme Court, your freedoms prevailed by one vote. That is all, one vote, 5 to 4.

In that vote the court did not say that the Constitution indeed does give workers the right to organize and bargain. No. It came forth with a very strange opinion. And it was wise that they did because the Labor Movement was in resurgence, in upheaval. The year before that the whole Pacific Coast had been tied up by the Longshoremen's strike, paralyzing the industry, virtually all industry, because so much depended on shipping at that time.

John L. Lewis was marching through the steel towns of the great industrial areas saying, "Join the steel workers, the President wants you to join the union." It was the time of the sitdown strikes whereby the UAW took over the plants.

We were not on the edge of revolution, but we were on the edge of unprecedented rebellion by workers in this country.

The court heard the marching feet. How did it justify the act? There is a provision in the Consti-

tution that says that nothing shall interfere with interstate commerce, the movement of goods between states. There must always be a free flow of goods.

The sympathetic majority on the Court determined that labor capital chaos—and it was emerging—that labor capital chaos interfered with the free flow of goods between the states and that to remedy this there must be an orderly relationship between Labor and Capital ordained by law.

That is how you got your freedom. No reference to the fact that you have a right by your nature to organize for your economic interests.

Now, here and there you will meet in the labor movement a person, well-meaning, who says, "Hey, don't get excited, don't get excited. The Wagner Act is law. You can't change law."

You can change it by a 5-4 vote of a strict constructionist court. Remember the decisions of past courts were changed on the question of civil rights.

So there is nothing to prevent a rightist court from reviewing the decisions of the Warren Court. Nothing at all to prevent the rightist Supreme Court from reversing the Wagner Act, 5-4 decision of 1935. In terms of the Constitution, the law is what the judges on the court say it is. Nothing else.

And so we would feel an anxiety, that David Souter has been nominated to the court by Bush. If by his record he poses a threat to all of us and to all civil liberties, we must do all we can to let President Bush know that his arbitrary power has limits and that we will use the constitutional weapon of Senate confirmation to show that democracy still prevails in this country. (applause)

Governor's Appointments

Now a word on the gubernatorial campaign. We have known conservative 19th Century thinking from the minds of George Deukmejian for the past eight years. He is trying to preserve his beliefs by thrusting before the State Senate members who will govern commissions on Labor's rights. These are the deathbed appointments to the Unemployment Insurance Appeals Board, the Workers' Compensation Appeals Board, the Industrial Welfare Commission and the Agricultural Labor Relations Board.

Five more years of the Deukmejian hand on the ALRB and his majority of two or three years on other boards.

The Unemployment Insurance Appeals Board,

for example, deals with the very survival of economic interests of the jobless workers.

12-Hour Day Imposed

With respect to the Industrial Welfare Commission, the Governor has submitted the name of one John Rude, who has been part of the Republican majority that has imposed the 12-hour day threat on 2.75 million California workers in the several orders affecting amusement parks, hotel and restaurant employees and hospital employees.

Under the 12-hour day, no overtime after 8 hours any longer. Overtime only after 12 hours in the covered industries is determined by that Commission.

The eight-hour law first came into our California law in 1911 under Hiram Johnson, a liberal, independent Republican. It has been honored by every succeeding administration for years. No one challenged it until Deukmejian came to power.

If Rude is reappointed, he goes in for another four years. That means another year and a half of conservative control. In the immediate sense it means this: the 12-hour day is going to be extended to the retail trade with the broadcasting industry next for invasion.

Some of you in those occupations I mentioned and in retail will say, "Wait a moment. We have got unions that bargain those things." Granted. But your employer, if he has a union contract, faces competition from the ruthless non-union contractors who impose the 12-hour day for greater profit, and don't ever think it will not tempt the union employer to think of a breakaway.

The argument given by the Deukmejian apologists for the 12-hour day is that the workers have to vote for it on a secret ballot election. What they don't say is that the election shall be conducted by the employer. He counts the ballots. Indeed, he can measure the nature of bargaining of the election unit. And in the smaller operations, he has the power of personal intimidation.

There is no federal labor law, no state labor law, no local labor law in the nation that allows the employer alone to conduct the election that should determine the free choice of workers.

So do what you can to fight these appointments that I have cited. They are on the floor of the Senate. The Senate is not meeting at the moment because of the budget crisis, but the Rude and other comparable appointments are on the floor for confirmation and they will have at once 14 Republican votes. There is no Republican that would dissent. All they need is seven more votes

from the Democrats, and Dianne Feinstein will be denied that right of appointment if elected.

In closing, I would say just a word on the basic nature of the relationship between Labor and Capital which explains in large part the decline of our movement in numbers and in proportion because of the unceasing war on union labor.

We do not espouse the doctrine of class war largely because we were never burdened by the class distinctions of Britain and the nations of the Old World. In that sense, if in no other way, we were born free.

But there is a war between Labor and Capital. There are treaties that exist between Labor and Capital in the organized industries of the nations. Those treaties call for civilized relationships. They call for peace in the name of the common good, for the good of the worker and for the benefit, obviously, of the employer.

We call them contracts. But there is no life guarantee for any contract. We have seen too many unions vanish off the collective bargaining front in California and throughout the nation to believe there is an enduring guarantee of union security because of a contract.

You hold what you are strong enough to hold. That's all. We can be nice. We can be social. We can shake hands because I understand gentlemen always shake hands with their enemies. You can do all those things that protocol requires, but never forget this: the basic interests of the employer never have been and never shall be the basic interests of the workers. (applause) We can go to luncheons where we sit together with employers in good will. Those things we do for the advancement of the treaties.

But never forget the underlying conflict, or if you will, that war of the economic interests between us.

With that in mind, Brothers and Sisters, keep the fires burning, the fires which will burn only if you are strong enough to keep them burning. The fires of trade union existence and trade union progress.

Thank you. (standing applause)

At the conclusion of his address, Secretary-Treasurer Henning received a sustained, standing ovation from the delegates.

Escort Committee for Cesar Chavez

Chairman Gruhn next called on Secretary-

Treasurer Henning to announce the members of the Escort Committee for Cesar Chavez, President of the United Farm Workers of America. The members were named as follows: Ken Orsatti of the Screen Actors Guild, Hollywood; Richard Robbins of the Electrical Workers No. 465, San Diego; Gunnar Lundeberg of the Sailors Union of the Pacific, San Francisco; Yolanda Solari of SEIU Local 1000, Sacramento; Jesse Wilson of the Communications Workers of America No. 9415, Oakland; and Katie Quan of the Garment Workers, Pacific Northwest Dist. Council, San Francisco.

Chairman Gruhn asked Secretary-Treasurer Henning to introduce Dianne Feinstein to the Convention delegates. She was met with standing applause and Secretary-Treasurer Henning made his introductory remarks.

Address Dianne Feinstein Democratic Candidate for Governor Of California

Upon conclusion of her address, Dianne Feinstein, the Democratic Candidate for Governor of California in the November 1990 election, received sustained applause from the Convention delegates.

Announcement

Following Candidate Feinstein's address, Chairman Gruhn thanked her and called on Secretary-Treasurer Henning.

Secretary-Treasurer Henning made the following announcement to the Convention:

"Will the following delegates please see me at the podium here: Bill Sauerwald, Bill Robertson, Jack Baugh, Gunnar Lundeberg, Bob Hanna, Dean Tipps, Larry Martin, Harry Ibsen, and Jim Archer."

Chairman Gruhn then announced: "Delegates, I understand that Cesar Chavez will be speaking when we reconvene at 2 o'clock."

Recess

Chairman Gruhn next called on Secretary-Treasurer Henning who moved that the Convention recess until 2 p.m. The motion was seconded and carried. (Whereupon the Convention recessed at 11:40 a.m.)

AFTERNOON SESSION

Chairman Gruhn reconvened the Convention at 2:30 p.m.

He then called on Secretary-Treasurer Henning who announced to the delegates that they would now be addressed by Cesar Chavez, president and founder of the United Farm Workers of America.

Secretary-Treasurer Henning asked that the Escort Committee accompany President Chavez to the platform.

Cesar Chavez was escorted to the platform amid a standing ovation.

Secretary-Treasurer Henning then proceeded to introduce President Chavez to the Convention delegates.

**Address
Cesar Chavez
President**

United Farm Workers of America

President Chavez addressed the Convention and upon completion of his speech, received sustained, enthusiastic applause.

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

**PARTIAL REPORT OF COMMITTEE
ON CONSTITUTION
Jack McNally, Chairman**

Chairman McNally reported as follows:

"Mr. Chairman, the Committee on Constitution met on Sunday, July 22nd, 1990, in the Wicker Room at the Holiday Inn on the Bay, San Diego, California, and provides the following recommendations on resolutions referred to Committee contained within 'Resolutions—Part 2':"

**Resolution No. 17
Printed Daily Convention Proceedings**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 18
Roll Call Votes**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 19
Federation Vice Presidents**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Constitution Committee.

**Escort Committee for
Leo McCarthy**

Chairman Gruhn called on Secretary-Treasurer Henning to announce the members of the Escort Committee for Lt. Governor Leo McCarthy.

Secretary-Treasurer Henning announced the members:

"Mr. Chairman and delegates, the following Committee will escort Leo McCarthy to the platform: The Chair, Billy Ward, State Building Trades Council; Stan Smith, San Francisco Labor Council; Mike Hardeman, Sign and Display Workers; Pete Espudo, Teamsters; Delores Reed, ILGWU; Jan Borunda, Los Angeles County Federation of Labor."

Secretary-Treasurer Henning proceeded to introduce the Lieutenant Governor to the delegates.

**Address
Leo McCarthy
Lieutenant Governor
State of California**

Lieutenant Governor McCarthy addressed the Convention and his words were met with strong, sustained applause.

Announcement

Following Lt. Governor McCarthy's speech, Chairman Gruhn made the following announcement:

"At this time I would call to the attention of the Executive Council members of the California Labor Federation that there will be a short meeting of the Executive Council on this platform upon recess of this afternoon's session."

Escort Committee for James Herman

Chairman Gruhn asked Secretary-Treasurer Henning to announce the Escort Committee for the next speaker, Jimmy Herman of the ILWU:

Leroy King, Northern California District Council, ILWU, San Francisco; James Ryder,

Warehouse No. 6, ILWU, San Francisco; Leon Harris, Warehouse No. 6, ILWU, San Francisco; Marina Secchitano, Inland Boatmen-Marine Division, ILWU, San Francisco; Whitey Disley, Marine Firemen's Union, San Francisco; George McCartney, Seafarer's Atlantic and Gulf, San Francisco; Walter Johnson, San Francisco Labor Council; and Robert Morales, Sanitary Truck Drivers No. 350, San Francisco.

Address
James Herman, President
International Longshoremen's and
Warehousemen's Union

Following an introduction by Secretary-Treasurer Henning, President Herman addressed the Convention. His words received strong applause from the delegates.

Announcements

Chairman Gruhn then reminded the Executive Council members to meet at the conclusion of the session.

Secretary-Treasurer Henning noted that the Communications Workers were holding a raffle.

Delegate Jim Gordon, CWA District No. 9 explained that the raffle for autographed NFL footballs was being held in the lobby and that the proceeds were intended to go to the Northern California-Nevada area council locals.

Secretary-Treasurer Henning said that the ILGWU drawing was scheduled to be made on the platform at the close of the morning session.

Chairman Gruhn next called on Jack McNally, chairman of the Committee on Constitution for a further report.

FINAL REPORT OF COMMITTEE
ON CONSTITUTION
Jack McNally, Chairman

Chairman McNally reported:

Resolution No. 20
Political Recommendations
and Endorsements

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 21
Public Employees

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 22
COPE Revenues

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 23
Convention Date

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Resolution No. 24
Expenses

The Committee recommended concurrence.

The Committee's recommendation was adopted.

Report Adopted

Having concluded his report, Chairman McNally moved that the Constitution Committee's report be adopted as a whole. The motion was seconded and carried.

He then read the names of the members of the Committee and thanked them.

His motion to discharge the Committee was seconded and carried.

Chairman Gruhn also thanked the Committee on Constitution for its hard work.

Recess

Chairman Gruhn called on Secretary-Treasurer Henning for a motion to recess the Convention until 9:30 a.m. Wednesday.

Secretary-Treasurer Henning made the motion, Chairman Gruhn seconded it and the motion to recess was carried.

The Convention recessed at 4:15 p.m.

PROCEEDINGS of the Eighteenth Convention

THIRD DAY

Wednesday, July 25, 1990

MORNING SESSION

Chairman Gruhn called the Convention to order at 10:15 a.m.

He then called on the Reverend George Stevens of the Calvary Baptist Church for the purpose of giving the morning's invocation.

Upon completion of the invocation, Chairman Gruhn called on Secretary-Treasurer Henning to note corrections in Tuesday's proceedings.

Corrections Noted

Secretary-Treasurer Henning referred to Resolution No. 20, "Political Recommendations and Endorsements":

"On page 3 in the third column there was a total omission of the report issued by Chairman Jack McNally — the language that was not included by the printer is: 'Amend Section 1 on page 48 by adding to the listing the office of "State Insurance Commissioner" and the phrase, "any other statewide office" following the reference to the California Courts of Appeal.'"

He then noted a second correction: "Mr. Chairman and delegates, the next correction is on page 2, the first column at the top, the second paragraph. It should read: 'The Committee further recommends that an additional Resolved be added as follows:', and in the next paragraph, in the last line, is a reference to the California Federation. So that no one will misunderstand, it should be the 'California Labor Federation, AFL-CIO.'"

Escort Committee for Edmund G. Brown, Jr.

Chairman Gruhn called on Secretary-Treasurer Henning who named the Escort Committee for Jerry Brown, former Governor of California, who would be the next scheduled speaker.

Secretary-Treasurer Henning announced the Committee members:

Chair, Whitey Disley, Marine Firemen's Union, San Francisco; Bill Robertson, Los Angeles County Federation of Labor; Jerry Cremins, State Building and Construction Trades Council, Pasadena; Mary Bergan, Peralta Federation of

Teachers No. 1603, Oakland; Carole Sickler, Office and Professional Employees No. 30, Los Angeles and Lorna Johnson, Office and Professional Employees No. 3, San Francisco.

Introduction of Edmund G. Brown, Jr.

Chairman Gruhn called on Secretary-Treasurer Henning who introduced the next speaker, Jerry Brown.

Address Edmund G. Brown, Jr. Chair, California Democratic Party

Former Governor Brown, now the state chairman of the Democratic Party, gave his address to the Convention and received enthusiastic applause.

Introduction of Beth Curley

At the request of Chairman Gruhn, Secretary-Treasurer Henning next called on Beth Curley, labor's liaison with the American Red Cross, for a presentation.

Presentations Beth Curley AFL-CIO Community Services Liaison with the American Red Cross, Western Division

Beth Curley then told the delegates of the effectiveness of the Emergency Earthquake Fund quickly established after the temblor devastated several northern California communities.

She thanked California Labor for giving its time, effort and money when they were needed most.

She then presented certificates of appreciation to the California Labor Federation, Region 6 of the AFL-CIO, the Alameda County Central Labor Council, the Contra Costa County Central Labor Council, the Marin County Labor Council, the Monterey County Labor Council, the San

Francisco Labor Council, the San Mateo County Central Labor Council, the Santa Clara and San Benito Counties Central Labor Council, and the Santa Cruz County Central Labor Council.

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

**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. 9
Campaign for Minimum Wage and
Full Employment**

The Committee recommended nonconcurrence. The motion for nonconcurrence was seconded.

Delegate Richard Mellor (AFSCME No. 444, Oakland) spoke in opposition to the Committee's recommendation.

Chairman Cremins then spoke in support of the Committee's recommendation.

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

**Resolution No. 10
Establish Labor Party in
California and the U.S.**

The Committee recommended nonconcurrence. The motion for nonconcurrence was seconded.

Speaking in opposition to the Committee's recommendation were delegates Richard Mellor (AFSCME No. 444, Oakland), Stan Smith (San Francisco Building and Construction Trades Council, San Francisco), Richard Cavalli (ILWU Ship Clerks No. 34, San Francisco) and Matthew Maloon (Electrical Workers No. 595, Oakland).

Speaking in support of the Committee's recommendation were delegates Ray Cordova (Communications Workers No. 9400, Paramount), Steve Nutter (Ladies Garment Workers No. 512, Los Angeles), Bill Waggoner (Operating Engineers No. 12, Pasadena) and Secretary-Treasurer Henning.

The previous question was called for by Delegate Waggoner. His motion was seconded and carried.

The motion to accept the Committee's recommendation of nonconcurrence was then carried.

**Resolution No. 13
Ad Valorem Tax
On All Canned Tuna**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 16
H-2B "Urban Bracero"
Program Condemned**

The Committee's report:

"Your Committee recommends an additional Resolve as follows, "and be it further Resolved that the California Labor Federation, AFL-CIO, condemn all those employers who seek to import temporary foreign workers for the purpose of exploiting a captive labor force under sweatshop conditions."

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

The motion was seconded and carried.

**Resolution No. 25
Professional Athletic Teams
Patronize Only Union Establishments**

The Committee's report:

"The Committee recommends that in the second Resolve the words 'each local union' be deleted and the word 'affiliates' be added in their place, and further that the words 'are urged to' be inserted prior to the word 'contact' in the second Resolve.

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

The motion was seconded and carried.

**Resolution No. 28
Reinstate British Journalists**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 29
Support Union Workers at
Sears Roebuck & Co.**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY XIII Agricultural Labor

The Committee recommended concurrence.

The Committee's recommendation was adopted.

This concluded the partial report of the Committee on Resolutions.

Introduction of Judy Miller

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced the next speaker, Judy Miller of the AFL-CIO Union Privilege Benefits Program.

Address Judy Miller Creative Director Union Privilege Benefits Program

Director Miller described the Union Privilege Benefits Program to the delegates and received an enthusiastic applause.

She then answered a question concerning the prescription drug plan posed by delegate Laurel

Burley (University Council - Librarians, AFT No. 1795, Berkeley).

Drawing

Chairman Gruhn next called on Secretary-Treasurer Henning who introduced Federation Vice President Steve Nutter from the International Ladies Garment Workers Union to announce the drawing for the ILGWU-made coat.

Vice President Nutter introduced Katie Quan, business manager of the Pacific Northwest District Council of the Ladies Garment Workers, who conducted the drawing.

Katie Quan announced that the lucky winner was Tom McCammon of Ironworkers No. 627, San Diego.

Recess

Chairman Gruhn called on Secretary-Treasurer Henning who moved to recess the Convention.

His motion was seconded and carried, whereupon the Convention was recessed at 12:05 p.m.

AFTERNOON SESSION

Chairman Gruhn called the Convention to order and asked Secretary-Treasurer Henning to introduce the next scheduled speaker.

Address David Sickler Regional Director AFL-CIO Region VI

David Sickler, regional director of AFL-CIO Region VI was introduced to the delegates by Secretary-Treasurer Henning.

Director Sickler addressed the Convention and received a standing applause upon completion.

Secretary-Treasurer Henning then introduced Jerry Cremins to the delegates as the next speaker.

Address Jerry Cremins President California State Building and Construction Trades Council

President Cremins addressed the gathering and was greeted with a standing ovation.

Following his speech, he was called on by Chairman Gruhn to make a final report of the Committee on Resolutions, as Chairman of the Committee.

FINAL REPORT OF COMMITTEE ON RESOLUTIONS Jerry Cremins, Chairman

Chairman Cremins reported as follows:

STATEMENT OF POLICY XIV Public Employees

The Committee recommended concurrence.

The Committee's recommendation was adopted.

STATEMENT OF POLICY XV Civil Rights

The Committee recommended concurrence.

The Committee's recommendation was adopted.

**Resolution No. 11
Encouraging the Formation of Asian/
Pacific American Labor Organizations**

The Committee's report:

"The Committee recommends adding an item five to the Resolve as follows:

" '5. That the California Labor Federation, AFL-CIO, establish a chapter of the Asian Support Committee, AFL-CIO, which Committee was established by the Executive Council of the AFL-CIO during their most recent meeting.'

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

Chairman Cremins's motion was seconded.

Delegate Richard Leung (Building Service Employees No. 87, San Francisco) spoke in support of the Executive Council's recommendation.

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

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

The Committee recommended concurrence.

The motion for concurrence was seconded.

Delegate Max Mont (AFSCME No. 800, Santa Monica) moved to amend the policy statement.

The proposed amendment was read to the Convention by Delegate Mont:

"At the same time, the California Labor Federation insists that sound environmental programs — which are intended to benefit society as a whole — must not impose disproportionate burdens on workers. Organized labor must be involved in the shaping of environmental programs, and such programs must include components to safeguard against the diminishing of the standard of living of any workers — not merely token consolation payments such as for occupational retraining."

The motion to amend was seconded by Chairman Cremins.

Delegate Mont then spoke in support of the amendment.

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

**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. 3
Rights for United Way Employees**

The Committee's report:

"The Committee recommends amending the Resolved by adding to the conclusion of the Resolved, 'in those counties where the central labor body has requested placing specific United Way offices on the "Do Not Patronize" list and the California Labor Federation, AFL-CIO encourages local United Ways to develop appropriate systems for addressing labor relations problems within the United Ways and their funded agencies.'

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

Chairman Cremins's motion was seconded and carried.

**Resolution No.14
Support for 1990-91
United Way Campaign
by the California Labor
Federation, AFL-CIO**

The Committee recommended concurrence.

The Committee's recommendation was adopted.

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

The Committee recommended concurrence and Chairman Cremins so moved.

His motion was seconded.

Delegate Owen Marron (Alameda County Central Labor Council, Oakland) spoke in support of the Committee's recommendation.

The Committee's recommendation was then adopted.

This concluded the final report of the Committee on Resolutions.

Chairman Cremins moved that the Committee's report be adopted as a whole.

His motion was seconded and carried.

He then thanked the members of the Committee and read their names.

He next moved that the Committee on Resolutions be dismissed with thanks.

The motion was seconded and carried.

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn advised the delegates that it was now time for the nomination and election of officers of the California Labor Federation, AFL-CIO.

He then called upon Vice President Jerry Cremins to preside during the nominations for the offices of President and Secretary-Treasurer of the Federation.

President

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

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

The nomination was seconded by Louie Bravo (Southern California District Council of Laborers, El Monte), Penny Schantz (Santa Cruz County Central Labor Council, Santa Cruz) and Lawrence B. Martin (California State Conference of Transport Workers, San Francisco).

There being no further nominations, Acting Chairman Cremins 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 Cremins declared Albin J. Gruhn elected President by the Convention.

President Gruhn thanked the delegates and

expressed his appreciation for their continued support.

Secretary-Treasurer

Acting Chairman Cremins 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 Council of Hotel Employees and Restaurant Employees, Santa Rosa), William Waggoner (Operating Engineers No. 12, Pasadena), Steve Edney (United Industrial Workers-Cannery Division, Wilmington), and Lorna Johnson (Office and Professional Employees No. 3, San Francisco).

There being no further nominations, Acting Chairman Cremins 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 Cremins declared John F. Henning elected Secretary-Treasurer by the Convention.

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

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

Delegate Yolanda Solari (Service Employees No. 1000, Sacramento) asked if there would be a unanimous ballot for the remainder of the slate.

Chairman Gruhn replied that the Geographical Vice Presidents and At Large Vice Presidents had not yet been nominated.

Geographical Vice Presidents

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

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

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

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

District No. 3A — William R. 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, Pasadena).

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

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

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

District No. 4 — Armando Vergara (Los Angeles District Council of Carpenters, Los Angeles).

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

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

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

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

District No. 9 — David M. Reiser (United Food and Commercial Workers No. 428, San Jose).

District No. 10A — Gunnar Lundeberg (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 (Automotive Machinists No. 1305, San Mateo).

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

District No. 11A — Owen Marron (Alameda County Central Labor Council, Oakland).

District No. 11B — William Ward (Lathers No. 68-L, Oakland).

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

District No. 13 — Loretta Mahoney (California State Council of Hotel Employees and Restaurant Employees, Santa Rosa).

District No. 14 — Wayne Harbolt (Sacramento Central Labor Council, 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 L. Ramos (Cabinet Makers and Millmen No. 721, Whittier).

Office D — Louie Bravo (Southern California District Council of Laborers, El Monte).

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

Office F — Margaret Dean (California State Employees Association, SEIU No. 1000, Sacramento).

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

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

Office I — Cass Alvin (Steelworkers No. 2018, Maywood).

Office J — Mary Bergan (Peralta Federation of Teachers No. 1603, Oakland).

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

Office L — Michael Riley (Teamsters Joint Council No. 42, Los Angeles).

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

The nominations were seconded by Delegate Jackie Walsh (Hotel Employees and Restaurant Employees 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 1992 Convention City.

Secretary-Treasurer Henning nominated the City of San Francisco for the site of the 1992 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

San Francisco as the 1992 Convention City.

Secretary-Treasurer Henning cast the unanimous ballot and Chairman Gruhn declared San Francisco elected as the 1992 Convention City.

In Memoriam

Chairman Gruhn asked all the delegates to stand.

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

M.R. (Mushy) Callahan, Hotel Employees and Restaurant Employees No. 681, Long Beach, and California Labor Federation, AFL-CIO.

John Blaiotta, United Food & Commercial Workers No. 1100, San Francisco.

Harry Bridges, International Longshoremen's and Warehousemen's Union, San Francisco.

Lonnie Boggess, Operating Engineers No. 612, Tacoma, Washington.

Paul D. Cline, Ironworkers No. 114, Seattle, Washington.

C.L. Dellums, Brotherhood of Sleeping Car Porters, Oakland.

Robert W. Garner, Laborers International Union of North America, San Francisco.

David Stephen Graden, Ironworkers No. 114, Seattle, Washington.

Tay Holden, United Transportation Union No. 1741, San Francisco.

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

Joseph Mazzola, Plumbers and Pipefitters No. 38, San Francisco, and California Labor Federation, AFL-CIO.

C.T. McDonough, Hotel Employees and Restaurant Employees and Bartenders No. 2, San Francisco, and California Labor Federation, AFL-CIO.

Jack Olsen, International Longshoremen's and Warehousemen's Union No. 6, San Francisco.

Max J. Osslo, United Food and Commercial Workers No. 229, San Diego, and California Labor Federation, AFL-CIO.

Doris Prince, Office and Professional Employees No. 3, San Francisco.

Don Rotan, Marine Cooks and Stewards, San Francisco.

Steve Tilton, Ironworkers No. 114, Seattle, Washington.

Larry Vail, United Food and Commercial Workers No. 1100, San Francisco.

Robert Waterhouse, Amalgamated Transit Union No. 1225, San Francisco.

Upon Secretary-Treasurer Henning's request, the assembled delegates stood in a moment of silence.

Sergeants-at-Arms Thanked

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

Willie J. Billingsly, Chief (Laborers No. 73, Stockton)

Robert W. Burns (Operating Engineers No. 12, Pasadena)

Shaunda Davis (Communications Workers No. 9421, Sacramento)

Michael K. Henneberry (Alameda County Central Labor Council, Oakland)

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

Joe Sharpe (United Food and Commercial Workers No. 648, San Francisco)

Wendy Tjon (Ladies Garment Workers No. 101, Los Angeles)

Recess

Secretary-Treasurer Henning moved to recess the Convention until 7:30 p.m.

His motion, duly seconded, was carried, whereupon the Convention recessed at 4:45 p.m.

THIRD DAY EVENING SESSION (Pre-General Election Convention)

Wednesday, July 25, 1990

Call to Order

The Pre-General Election Convention part of the regular Biennial Convention of the California Labor Federation, AFL-CIO, was called to order by Chairman Gruhn.

INSTALLATION OF OFFICERS

Jackie Walsh

**Hotel Employees and Restaurant
Employees No. 2, San Francisco**

Chairman Gruhn presented Delegate Jackie Walsh to the Convention for the purpose of installing the newly elected officers.

Delegate Walsh asked the officers to raise their right hand and she administered the Oath as follows:

"I (giving name) hereby pledge upon my most sacred honor that I will faithfully perform the duties of my office to the best of my ability and will uphold the Constitution of the California Labor Federation, AFL-CIO, and the decisions of its conventions, and the Constitution of the AFL-CIO and the rules governing state central labor bodies."

Drawing

Chairman Gruhn announced that there would be a drawing for three signed limited edition prints of a painting by American artist Ralph Fasanella. Fasanella's paintings frequently involve labor themes, therefore it was thought by many to be important to buy one of his paintings to keep on permanent public display, explained Chairman Gruhn.

About \$1,610 had been raised at the Convention, he said, toward purchase of the painting.

Chairman Gruhn thanked the delegates and called on David Gregory, AFL-CIO Region VI COPE director to draw the first winning ticket. The winner was announced as Billy Joe Douglas, a Federation Vice President.

The second winner was Dallas Jones, also a Vice President of the Federation.

The third winner to receive a print was Delegate H. Vincent.

Chairman Gruhn then called on Secretary-Treasurer Henning for the report and recommendations of the Executive Council's Standing Committee on Political Education.

Report and Recommendations of the Executive Council

(Standing Committee on Political Education)

to the

PRE-GENERAL ELECTION CONVENTION

of the

CALIFORNIA LABOR FEDERATION, AFL-CIO

San Diego, July 25, 1990

The Executive Council of the California Labor Federation, AFL-CIO, met in the Holiday Inn On-The-Bay, San Diego, on July 20 to consider candidates for election to the offices of Governor, Lieutenant Governor, State Attorney General, State Insurance Commissioner, State Treasurer, State Controller, Secretary of State of California, State Board of Equalization, positions on the statewide ballot propositions and local central body COPE recommendations for

election to the United States House of Representatives and the State Legislature on the November 6, 1990 general election ballot.

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

—no recommendation was received for the office 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

Dianne Feinstein (D)

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for the office of Governor 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 Attorney General

Arlo Smith (D)

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

State Insurance Commissioner

John Garamendi (D)

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

State Treasurer

Kathleen Brown (D)

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

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 Board of Equalization

1st District
William M. Bennett (D) **3rd District**
Floyd Morrow (D)

2nd District
Brad Sherman (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. 2

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

District No. 3

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation of Floyd Morrow (D) for the State Board of Equalization's Third 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.

Endorsement Procedure Explained

Chairman Gruhn then described the endorsement process. Secretary-Treasurer Henning would read the names of the candidates recommended by the Executive Council for the office of U.S. Representatives in Congress and if any delegate had a disagreement or question concerning a particular district, he or she should ask that that

district be set aside to be taken up after the other districts were acted upon.

The same procedure would be used for the State Senate and State Assembly, he said.

He then called on Secretary-Treasurer Henning to read the Executive Council's recommendations for U.S. Representatives in Congress:

United States Representatives in Congress

District

1. Douglas H. Bosco (D)
- * 2. Erwin E. (Bill) Rush (D)
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Nancy Pelosi (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. Robert Palmer (D)
13. Norman Y. Mineta (D)
- *14. Patricia Malberg (D)
15. Gary A. Condit (D)
16. Leon E. Panetta (D)
17. Calvin Dooley (D)
- *18. Richard H. Lehman (D)
19. Anita Perez Ferguson (D)
20. Michael A. Thomas (D)
21. Richard D. Freiman (D)
22. David Bayer (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. Maxine Waters (D)
30. Matthew G. Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. Open (D)
34. Esteban E. Torres (D)
35. Open (D)
36. George E. Brown, Jr. (D)
37. Ralph Waite (D)
38. Barbara Jackson (D)
39. Francis X. (Frank) Hoffman (D)
40. Eugene C. Gratz (D)
41. Dan Kripke (D)
42. Guy C. Kimbrough (D)
- *43. No Endorsement (R)
44. Jim Bates (D)
- *45. No Endorsement (R)

Congressional Districts No. 33 and 35 were set aside by request.

Secretary-Treasurer Henning noted that in certain instances there were errors in the party designation and that the Executive Council had granted the Secretary-Treasurer authority to make the changes. These were not errors or changes in endorsements, he explained. He also noted that Congressional Districts No. 43 and 45 should show the recommendation of No Endorsement without reference to the party designated.

Recommendations Adopted

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for the U.S. Representatives in Congress with the exceptions of Districts No. 33 and 35.

His motion was seconded and carried.

District No. 33

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for the 33rd Congressional District: *Open, Democrat* and *No endorsement, Republican*.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates James Gordon, Jr., (Communications Workers District Council No. 9, Sacramento) and Ray Cordova (Communications Workers No. 9400, Paramount).

Delegate William Robertson (Los Angeles County Federation of Labor, Los Angeles) spoke in support of the Executive Council's recommendation.

Recommendation Adopted

The motion to adopt the Executive Council's

recommendation of *Open, Democrat; No Endorsement, Republican* for the 33rd Congressional District was then carried.

District No. 35

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation for the 35th Congressional District: *Open, Democrat; No Endorsement, Republican*.

His motion was seconded.

Delegate James Gordon, Jr., (Communications Workers District Council No. 9, Sacramento) spoke in opposition to the Executive Council's recommendation.

Delegate William Robertson (Los Angeles County Federation of Labor, Los Angeles) spoke in support of the Executive Council's recommendation.

Secretary-Treasurer Henning reviewed the background leading to the endorsement.

Delegate Gordon called for a Division of the House.

Division of the House

Chairman Gruhn requested the Sergeants-at-Arms to conduct a Division of the House on the motion to approve the Executive Council's recommendation for District No. 35.

The Sergeants-at-Arms completed the count and the results were announced: 180 in favor of the motion and 40 opposed.

Chairman Gruhn announced that the motion had carried.

Recommendations Adopted

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendations for United States House of Representatives in Congress, as a whole and as amended.

His motion was seconded and carried.

Escort Committee for John Garamendi State Senator

Chairman Gruhn called on Secretary-Treasurer Henning to announce the members of the Escort Committee for State Senator John Garamendi, endorsed candidate for State Insurance Commissioner.

Secretary-Treasurer Henning announced the members:

Margaret Dean, CSEA Local 1000, Service Employees; Tony Ramos, Cabinet Makers and Millmen No. 721; Ted Hansen, Hotel Employees and Restaurant Employees No. 49; and Jeff Cole, Carpenters No. 605.

Secretary-Treasurer Henning then introduced Senator Garamendi to the delegates.

Address John Garamendi State Senator

Senator Garamendi, now the COPE-endorsed candidate for State Insurance Commissioner in the November 6, 1990 general election, addressed the Convention and received an enthusiastic round of applause.

Escort Committee for Kathleen Brown

Secretary-Treasurer Henning thanked Senator Garamendi for his words and next announced the Escort Committee for Kathleen Brown, endorsed candidate for the office of State Treasurer:

Lou Webb, Sailors Union of the Pacific; Dallas Jones, Los Angeles County Fire Fighters No. 1014; Carole Sickler, Office Employees No. 30; and Don Watson, Ship Clerks No. 34, ILWU.

Secretary-Treasurer Henning then introduced candidate Brown to the Convention delegates.

Address Kathleen Brown Candidate for State Treasurer

Kathleen Brown addressed the delegates and was met with loud applause.

Chairman Gruhn thanked candidate Brown and then called on Secretary-Treasurer Henning to continue the report of the Standing Committee on Political Education.

Report and Recommendations of the Executive Council (Standing Committee on Political Education) And Endorsements by the Convention (Resumed)

State Senate

District

- 2. Barry Keene (D)
- * 4. Mike Thompson (D)
- 6. Leroy F. Greene (D)
- * 8. Open (D)
Open (I)
No Endorsement (R)
- 10. Bill Lockyer (D)
- 12. Dan McCorquodale (D)
- *14. No Endorsement (R)
- 16. Ray Gonzales (D)
- 18. Gary K. Hart (D)

Upon request, Senate District No. 8 was set aside.

Recommendations Adopted

With the exception of State Senate District No. 8, Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations for the State Senate was seconded and carried.

District No. 8

Secretary-Treasurer Henning moved adoption of the Executive Council's recommendation of *Open, Democrat; Open, Independent; No Endorsement, Republican*.

His motion was seconded.

Speaking in opposition to the Executive Council's recommendation were delegates Art Pulaski (San Mateo County Central Labor Council, San Mateo), Dan Curtin (California State Council of Carpenters, Sacramento), Stan Smith (San Francisco Building and Construction Trades Council, San Francisco), James Gordon, Jr., (Communications Workers District No. 9, Sacramento), Dean Tipps (California State Council of Service Employees, Sacramento) and Secretary-Treasurer Henning.

Motion Lost

The motion to adopt the Executive Council's

District

- 20. Alan Robbins (D)
- 22. Herschel Rosenthal (D)
- 24. Art Torres (D)
- 26. Charles M. Calderon (D)
- 28. Diane E. Watson (D)
- 30. Ralph C. Dills (D)
- 32. Evelyn Colon Beckett (D)
- 34. Ruben S. Ayala (D)
- 36. Robert Presley (D)
- 38. William A. (Bill) Craven (R)
- 40. Wadie P. Deddeh (D)

recommendation for State Senate District No. 8 was lost.

Delegate Art Pulaski then made a new motion to endorse State Senator Quentin Kopp, Independent in State Senate District No. 8.

His motion was seconded.

Delegate Art Pulaski then spoke in support of his motion.

Secretary-Treasurer Henning clarified that Delegate Pulaski's motion included *No Endorsement, Democrat* and *No Endorsement, Republican* as well as endorsing Quentin Kopp, the Independent.

Delegate Pulaski agreed this was his intention in making the motion.

Motion Endorsing Kopp Carried

The motion to endorse *Quentin Kopp, Independent; No Endorsement, Democrat; No Endorsement, Republican* in State Senate District No. 8 was carried.

Recommendations Adopted

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

State Assembly

District

- * 1. Arlie E. Caudle (D)
- 2. Dan Hauser (D)
- * 3. Lon S. Hatamiya (D)
- * 4. Thomas M. Hannigan (D)
- 5. Joe Buonaiuto (D)
- 6. Lloyd G. Connelly (D)
- * 7. Norman S. Waters (D)

District

- 8. Bev Hansen (R)
- 9. Vivien Bronshvag (D)
- *10. Phillip Isenberg (D)
- 11. Bob Campbell (D)
- 12. Tom Bates (D)
- 13. Barbara Lee (D)
- 14. Johan Klehs (D)

State Assembly

District

15. Wendell H. Williams (D)
16. John L. Burton (D)
17. Willie L. Brown, Jr. (D)
- *18. Delaine Eastin (D)
19. Jackie Speier (D)
20. Ted Lempert (D)
21. Byron D. Sher (D)
22. Bob Levy (D)
23. John Vasconcellos (D)
24. Dominic L. (Dom) Cortese (D)
- *25. Rusty Arcias (D)
- *26. Patrick Johnston (D)
27. Sal Cannella (D)
- *28. Sam Farr (D)
- *29. John Jay Lybarger (D)
30. Jim Costa (D)
31. Bruce Bronzan (D)
32. Bernie McGoldrick (D)
- *33. No Endorsement
- *34. No Endorsement
35. Jack O'Connell (D)
36. Ginny Connell (D)
- *37. Open (D)
38. Irene F. Allert (D)
39. Richard Katz (D)
40. Tom Bane (D)
41. Jeanette Mann (D)
42. Open (D)
43. Terry B. Friedman (D)
44. Tom Hayden (D)
45. Burt Margolin (D)
46. Mike Roos (D)
47. Teresa P. Hughes (D)

District

48. Marguerite Archie-Hudson (D)
49. Gwen Moore (D)
50. Cutis R. Tucker, Jr. (D)
51. Marilyn J. Landau (D)
52. Gary L. Neely (D)
53. Richard E. (Dick) Floyd (D)
54. Willard H. Murray, Jr. (D)
55. Richard Polanco (D)
56. Lucille Roybal-Allard (D)
57. Dave Elder (D)
58. Luanne W. Pryor (D)
59. Xavier Becerra (D)
60. Sally Tanner (D)
- *61. No Recommendation (D)
62. Open (D)
63. Bob Epple (D)
64. Kevin Grant Gardner (D)
65. Bob Erwin (D)
66. Jerry Eaves (D)
67. Fred Smoller (D)
68. Steve Clute (D)
69. Jim Toledano (D)
70. Howard Adler (D)
71. Peter Mathews (D)
72. Tom Umberg (D)
73. Ray Strait (D)
74. Gerald (Jerry) Franklin (D)
75. Deirdre (Dede) Alpert (D)
76. Stephen B. (Steve) Thorne (D)
- *77. No Recommendation (D)
78. Mike Gotch (D)
79. Pete Chacon (D)
80. Steve Peace (D)

Changes and Corrections Noted

Secretary-Treasurer Henning referred to several changes that were required in the printed list of State Assembly recommendations: District No. 34—there should be no asterisk preceding the number; District No. 37—add “No Endorsement (R)””; District No. 42—add “No Endorsement (R)””; District No. 61—there should be no asterisk and there should be no party designation, just “No Recommendation””; District No. 62—add “No Endorsement (R)””, and District No. 77—there should be no asterisk and there should be no party designation, just “No Recommendation.”

None of the Assembly districts was set aside.

Recommendations Adopted as a Whole

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendations as a

whole was duly seconded.

Delegate James Gordon (Communications Workers District No. 9, Sacramento) spoke in support of the motion.

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

Chairman Gruhn called on Secretary-Treasurer Henning to introduce the next speaker, COPE-endorsed candidate for the State Board of Equalization, 2nd District, Brad Sherman.

Remarks Brad Sherman Candidate for State Board of Equalization, Second District

Candidate Sherman took the podium and made a few short remarks to the Convention delegates

concerning the Board of Equalization and the challenges facing it in the future.

His words were well received and he was given enthusiastic applause.

Introduction of David Gregory

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

Address David Gregory COPE Director AFL-CIO Region VI

Director Gregory addressed the delegates who greeted him with loud applause. Chairman Gruhn thanked Director Gregory for his address to the Convention.

He then called on Secretary-Treasurer Henning to announce the Executive Council's recommendation for the ballot propositions on the November 6, 1990 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 6, 1990 general election ballot.

PROPOSITION NO. 124

Public Finance. Legislative Constitutional Amendment.

Recommendation: Vote NO

Digest: Permits the Legislature by statute to authorize local hospital districts to acquire and own stock of corporations which engage in any health care related business as that term may be defined by the Legislature, subject to the same obligations and liabilities as are imposed by law, upon all other stockholders in these corporations. This measure would expressly state that these provisions shall not be construed to repeal or otherwise affect a statute which denies professional rights, privileges, and powers to corporations and other artificial legal entities. (ACA 29)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 124 was seconded and carried.

PROPOSITION NO. 125

Motor vehicle Fuel Tax. Public Mass Transit. Legislative Constitutional Amendment.

Recommendation: Vote YES

Digest: Authorizes use of motor vehicle fuel tax revenues for the acquisition of rail transit vehicles and rail transit equipment

which operate only on exclusive public mass transit guideways. (ACA 32)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 125 was seconded and carried.

PROPOSITION NO. 126

Alcohol Abuse and Drug Education Tax Act of 1990. Legislative Constitutional Amendment.

Recommendation: Vote NO

Digest: Imposes an excise tax and an excise surtax at specified rates on beer, wine, and distilled spirits, as specified. Provides that the taxes imposed by this measure replace and supersede the excise taxes previously imposed pursuant to statutes.

Provides that the taxes imposed by the measure are in lieu of all county, city (including a charter city), or district taxes on the sale of alcoholic beverages.

Provides that "proceeds of taxes" for the 1990-91 fiscal year do not include the excise surtaxes and floor stock taxes imposed in accordance to this measure and collected during that fiscal year.

Provides that the appropriations limit of the state specifies how the provisions of this measure shall operate in the event another measure which imposes taxes or surtaxes upon

alcoholic beverages is also adopted at the same election. Provides that a specified initiative measure, if adopted at the November 6, 1990, general election, would not apply to this measure. (ACA 38)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 126 was seconded and carried.

PROPOSITION NO. 127

Property Taxation. New Construction Exclusion. Seismic Retrofitting. Legislative Constitutional Amendment.

Recommendation: Vote YES

Digest: Permits the Legislature to exclude from the term "new construction," except as specified, the construction or installation of seismic retrofitting improvements or improvements utilizing earthquake hazard mitigation technologies which are constructed or installed in existing buildings on or after the effective date of this measure. Requires the Legislature to define eligible improvements. (SCA 33)

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 127 was seconded and carried.

PROPOSITION NO. 128

Natural Environment. Public Health. Bonds. Initiative Statute.

Recommendation: Vote YES

Digest: Requires regulation of pesticide use to protect food and agricultural worker safety. Phases out use on food of pesticides known to cause cancer or reproductive harm, chemicals that potentially deplete ozone. Requires reduced emissions of gases contributing to global warming. Limits oil, gas extraction within bay, estuarine and ocean waters. Requires oil spill prevention, contingency plans.

Creates prevention, response fund from fees on oil deliveries. Establishes water quality criteria, monitoring plans. Creates elective of-

fice of Environmental Advocate. Appropriates \$40,000,000 for environmental research. Authorizes \$300,000,000 general obligation bonds for ancient redwoods acquisition, forestry projects.

Fiscal Effect:

Summary of estimate of Legislative Analyst and Director of Finance of fiscal impact on state and local governments: State costs of \$300 million in bond principal, \$235 million in projected bond interest for acquisition of ancient redwood stands and forestry grant projects. Unknown loss of state and local revenues resulting from acquisition of ancient redwood stands. One time cost of \$17 million and annual costs of \$40 to \$70 million to state agencies to administer pesticide, air emission, marine resources and other required programs. One time state appropriation of \$750,000 for elected Environmental Advocate and \$40 million for environmental research programs.

Approximately \$360 million in revenues to the Oil Spill Prevention and Response Fund by 1996-97; unknown additional revenues from potential penalty assessments. Indefinite deferral of potentially over \$2 billion in future state oil and gas revenues resulting from limits on oil and gas leases in marine waters. Unknown costs and revenue losses to state and local governments if measure changes energy costs and gasoline consumption. Unknown costs to state and local governments if reduced pesticide usage creates higher food costs.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 128 was seconded and carried.

PROPOSITION NO. 129

Crimes. Taxation. Bonds. Initiative Constitutional Amendment and Statute.

Recommendation: Vote YES

Digest: Commencing 1991, appropriates \$561,000,000 to state, county, city governments for drug enforcement, treatment, gang related purposes, additional sums thereafter; appropriation funded by conforming state corporate tax laws to federal tax laws. Amends state Constitution: affords accused no greater state constitutional rights, other than privacy, than federal Constitution; prohibits post-in-

dictment preliminary hearings; provides reciprocal discovery; allows hearsay in preliminary hearings.

Statutory changes: expands definition for first degree murder, special circumstances; increases penalties for minors; establishes judicial voir dire. Authorizes issuance of \$740,000,000 of general obligation bonds for drug abuse, confinement, and treatment facilities.

Fiscal Effect:

Summary of estimate of Legislative Analyst and Director of Finance of fiscal impact on state and local governments: State cost of \$740 million in bond principal, \$585 million in projected bond interest, to construct drug abuse, confinement and treatment facilities; tens of millions of dollars annually in state and local costs to operate facilities. Appropriates up to \$1.8 billion over the next eight years to state, local governments and law enforcement agencies for drug enforcement, treatment and gang related purposes.

Increased state revenues of approximately \$1.7 billion over next eight years as a result of tax law changes; may increase general fund allocations to education up to \$675 million under Proposition 98 enacted by voters at the November, 1988, General Election. Unknown net fiscal impact for new and longer commitments to state prisons and changes in the length and number of judicial proceedings.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 129 was seconded and carried.

PROPOSITION NO. 130

***Forest Protection. Timber Harvesting.
Bond Act. Initiative Statute.***

Recommendation: Vote NO

Digest: Authorizes 10-year state acquisition program, limited logging moratorium, to permit public acquisition of designated ancient forests providing wildlife habitat. Requires wildlife surveys, mitigation measures. Limits logging sites, including those near waterways. Requires state-funded compensation, retraining program for loggers displaced by new regulations, acquisitions. Authorizes general

obligation bond issue of \$742,000,000 to fund acquisition, other provisions.

Limits timber cutting practices, burning of forest residues, on California timberlands. Mandates sustained yield standards. Imposes new timber harvesting permit fees. Revises Board of Forestry membership. Discourages foreign export of forest products. Imposes penalties for violations.

Fiscal Effect:

Summary of estimate of Legislative Analyst and Department of Finance of fiscal impact on state and local governments: State General Fund costs of \$742 million in bond principal, \$584 million in projected bond interest for acquisition of ancient forest stands, funding of employment compensation program. Annual costs of \$3.4 to \$10 million for increased timber harvesting plan review and subsequent monitoring, fully offset by fees.

Annual savings to state of approximately \$6.4 million due to shift of timber harvest plan review cost from state to private timber companies. Unknown state and local revenue losses to extent reductions occur in timber harvesting. Unknown potential state revenue losses from lumber sales restrictions, unknown state costs or savings due to restrictions on purchase of finished lumber products. Probable reduction in Proposition 98 transfers of "excess revenues" to K-14 education.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 130 was seconded and carried.

**Motion for Reconsideration
of Proposition No. 126**

Secretary-Treasurer Henning moved to reconsider the earlier vote on Proposition No. 126, which was to adopt the Executive Council's recommendation to vote No.

His motion was seconded and carried.

Motion to Reject Recommendation

Secretary-Treasurer Henning then moved to reject the Executive Council's recommendation for Proposition No. 126.

His motion was seconded.

Speaking in opposition to the motion was Delegate Mary Bergan (Peralta Federation of Teachers No. 1603, Oakland).

Speaking in support of the motion were delegates John Moreno (Glass, Molders and Pottery Workers No. 82, San Ramon), Dean Tipps (California State Council of Service Employees, Sacramento) and Loretta Mahoney (California State Council of Hotel Employees and Restaurant Employees, Santa Rosa).

**Motion to Reject
Recommendation Carried**

The motion to reject the Executive Council's recommendation for *No Recommendation* on Proposition No. 126 was then carried.

Open Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt an Open recommendation for Proposition No. 126 was seconded and carried.

PROPOSITION NO. 131

Government Officials. Ethics. Campaigning Financing. Initiative Constitutional Amendment and Statute.

Recommendation: Vote NO

Digest: Limits elected statewide officials to eight successive years in office; state legislators, Board of Equalization members to twelve successive years. Prohibits honoraria, limits gifts to elected state, local officials. Enlarges conflict of interest remedies against legislators and elected statewide officers. Prohibits use of public resources for personal or campaign purposes.

Authorizes appointment of special prosecutor. Establishes campaign contribution limits for elective offices. Provides partial public campaign financing for candidates to state office who agree to specified campaign expenditure limits. Substantially repeals campaign ballot measures, 68 and 73, enacted June, 1988.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: Commencing 1990, an estimated \$12 million loss of state General Fund revenue as a result of voluntary designation by individual taxpayers of up to 5 dollars of their tax liability for public campaign financing.

Commencing 1991, an additional state

General Fund cost of \$5 million for public campaign financing would be partially or completely offset by state General Fund gains resulting from the repeal of existing personal income tax deduction for political campaign contributions. Commencing 1991, increase annual state administrative costs of \$2.5 million for Attorney General, State Controller, Fair Political Practices Commission and Franchise Tax Board. One-time costs of \$2.3 million for reprinting of tax forms.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 131 was seconded and carried.

PROPOSITION NO. 132

*Marine Resources.
Initiative Constitutional Amendment.*

Recommendation: Vote YES

Digest: Establishes Marine Protection Zone within three miles of coast of Southern California. Commencing January 1, 1994, prohibits use of gill or trammel nets in zone. Between January 1, 1991 and December 31, 1993 requires additional permit for use of gill nets or trammel nets in zone. Requires purchase of \$3 marine protection stamp fee to provide compensation to fishermen for loss of permits after January 1, 1994. Directs Fish and Game Commission to establish four new ocean water ecological reserves for marine research.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Required fees and additional permits would result in total revenue of up to \$4.9 million to the Marine Resources Protection Account by 1995. Compensation for compliance with January 1, 1994 prohibition on the use of gill nets and trammel nets estimated to be a \$3.4 million one-time cost. New enforcement costs of \$1.5 million annually could result. Annual loss of less than \$100,000 from reduced fishing license, permit, and tax revenues likely to result.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 132 was seconded and carried.

PROPOSITION NO. 133***Drug Enforcement and Prevention. Taxes. Prison Terms. Initiative Statute.*****Recommendation: Vote NO**

Digest: Establishes Safe Streets Fund in State Treasury. Appropriates funds in account for Anti-Drug Education (42%); Anti-Drug Law Enforcement (40%); Prisons and Jails (10%); Drug Treatment (8%). Increases state sales and use taxes 1/2 cent for four years starting July 1, 1991; increased funds transferred to Safe Streets Fund.

Prohibits early release of persons convicted twice of: murder; manslaughter; rape or other sexual assault; mayhem; sale, possession for sale, transportation, or manufacture of large amounts of drugs; selling drugs to minors on schoolgrounds or playgrounds; using minors to sell or transport drugs.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure will raise \$7.4 billion for the Safe Streets Fund over the period of 1991-92 through the first quarter of 1995-96 from increases in sales tax revenue, with an accumulation of interest earnings in the General Fund over the same period; allocations of \$3.1 billion to the anti-drug education programs, \$3.3 billion to law enforcement and judicial programs, and \$600 million to state and local agencies for drug treatment programs during this period; minor costs to the General Fund beginning in 1991-92, increasing to more than \$80 million annually by 2007-08 for support of the prison system and potential one-time costs of more than \$300 million for new prison construction.

Motion Lost

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 133 was seconded.

He then spoke against the motion to adopt the Executive Council's recommendation.

Delegate Mary Bergan (Peralta Federation of Teachers No. 1603, Oakland) spoke in support of the motion.

Delegate Dean Tipps (California State Council of Service Employees, Sacramento) spoke in opposition to the motion to adopt the Executive

Council's recommendation.

The motion to adopt the Executive Council's recommendation for Proposition No. 133 was then lost.

Open Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt an Open recommendation for Proposition No. 133 was seconded and carried.

PROPOSITION NO. 134***Alcohol Surtax Fund. Constitutional Amendment. Initiative Statute.*****Recommendation: Vote NO**

Digest: Establishes Alcohol Surtax Fund in State Treasury. Imposes surtax of five cents per 12 ounces beer, 5 ounces wine, 3 ounces fortified wine and 1 ounce distilled spirits. Imposes additional per unit floor stock tax. Proceeds deposited into Alcohol Surtax Fund.

Appropriates revenues from surtax fund for alcohol and drug abuse prevention, treatment and recovery programs (24%); emergency medical care (25%); community mental health programs (15%); child abuse and domestic violence prevention training and victim services (15%); alcohol and drug related law enforcement costs, other programs (21%). Prohibits affected program reductions.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Initiative will result in revenues to the Alcohol Surtax Fund of \$360 million in 1990-91 and \$730 million in 1991-92 (a 5.8 fold increase over current revenues), declining thereafter due to decreasing alcohol consumption. Administrative costs estimated at less than \$1 million annually. Increased sales tax revenues to the General Fund would be offset by decreased excise tax revenues.

Local sales tax revenues will increase by \$2.4 million in 1990-91, \$4.7 million in 1991-92, and decline slightly in subsequent years. Unknown savings to state and local programs to extent that funded programs reduce drug and alcohol consumption and related injuries, illnesses and crimes. Unknown potential future state costs of up to hundreds of millions of

dollars may result if the prohibition on funding reductions for affected services requires appropriations beyond the amount that would otherwise be provided in future budgets.

Motion Lost

Secretary-Treasurer Henning's motion, duly seconded, to adopt the Executive Council's recommendation for Proposition No. 134 was lost.

Open Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt an Open recommendation for Proposition No. 134 was seconded and carried.

PROPOSITION NO. 135

Pesticide Regulation. Initiative Statute.

Recommendation: Vote NO

Digest: Expands state pesticide residue monitoring program for produce, processed foods. Establishes state training, information programs for pesticide users. Mandates review of cancer-causing pesticides. Creates, modifies pesticide-related state advisory panels. Creates state-appointed advocate to coordinate pesticide policies.

Eliminates industry fees for pesticide regulatory programs. Restructures penalties, system of fines, for regulatory violations. Provides for state disposal of unregistered pesticides. Appropriates \$5,000,000 annually through 1995 to fund pesticide-related research. Provides that between competing initiatives regulating pesticides, measure obtaining most votes supersedes components of other(s) dealing with pesticide enforcement for food, water and worker safety.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: One-time cost to state General Fund of approximately \$35 million, and annual costs of approximately \$7 million to \$13.5 million, for state agencies to administer programs in this measure. Annual Agricultural Fund revenue losses totaling at least \$2.5 million, due to repeal of fees currently charged produce processors produce dealers and pesticide registrants.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 135 was seconded and carried.

PROPOSITION NO. 136

State, Local Taxation. Initiative Constitutional Amendment.

Recommendation: Vote NO

Digest: Increases voting requirements for general and special taxes. Extends requirement for legislative or voter approval of state general or special taxes to any increase in such taxes, and raises voter requirement for state special taxes from majority to two-thirds. Limits tax rate on new state personal property taxes.

Extends to charter cities power of voters to increase local general taxes by majority vote. Restricts use of locally-imposed special taxes. Provides temporary exception for state, local taxes for disaster relief, other emergencies. Generally prohibits new state, local ad valorem, sales, transaction taxes on real property.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Measure restricts rate of certain special taxes to 1 percent of value of property subject to tax; could limit future ability of state to raise revenues through such taxes. Could limit passage of special state tax measures proposed by initiative by requiring two-thirds voter approval of such measures.

Measure prohibits imposition of new or higher general taxes by charter cities without voter approval, thus reducing charter city revenues if voters do not approve future tax proposals. Unknown fiscal effect on local governments other than charter cities.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 136 was seconded and carried.

PROPOSITION NO. 137

Initiative and Referendum Process. Initiative Constitutional Amendment.

Recommendation: Vote NO

Digest: Requires voter approval of any statute that provides the manner in which state-wide or local initiative or referendum petitions are circulated, presented, certified or submitted to the electors. Also requires voter approval of

statutes that establish procedures or requirements for statewide or local initiatives or referendums.

Fiscal effect. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: The measure would result in unknown increased state and local administrative costs. To the extent that legislation affecting initiatives or referenda is chaptered, the General Fund would incur increased costs ranging from insignificant to \$100,000 for printing and mailing the statewide ballot. In addition, counties would incur costs ranging from insignificant to \$100,000 for additional printing and mailing expense for sample ballots.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 137 was seconded and carried.

PROPOSITION NO. 138

Forestry Program. Timber Harvesting. Bond Act. Initiative Statute.

Recommendation: Vote NO

Digest: Authorizes, subject to Legislature approval, \$300,000,000 program for loans, grants to certain timberland owners, public entities, others for forest and park restoration, urban forestry projects. Limits timber cutting practices, requires state-approved timber and wildlife management plans, on private timberlands exceeding 5,000 acres. Mandates timberland, wildlife resources study.

Allows state acquisition of designated timber lands, bars forced purchase of others for 10-year period. Authorizes \$300,000,000 general obligation bond issue to fund forestry programs. Provides that between competing timber initiative(s) this measure overrides other(s). Precludes amendment by competing initiative(s) to existing timber harvesting law.

Fiscal Effect:

Summary of estimate of Legislative Analyst and Director of Finance of fiscal impact on state and local governments: State General Fund costs of \$300 million in bond principal, \$235 million in projected bond interest and

\$3.2 million annually for funding, administration of forestry grants program.

State General Fund annual costs of up to \$10.2 million, one-time costs of \$125,000, for state agencies to administer timber cutting restrictions, new timber and wildlife management requirements. One-time state costs of \$1.1 million for specified studies, offset by revenues from fees on timber harvest plans. Probable reduction in Proposition 98 transfers of "excess revenues" to K-14 education.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 138 was seconded and carried.

PROPOSITION NO. 139

Prison Inmate Labor. Tax Credit. Initiative Constitutional Amendment and Statute

Recommendation: Vote NO

Digest: Amends state Constitution to permit state prison and county jail officials to contract with public entities, businesses, others, for inmate labor. Limits inmate labor during strike or lockout situations. Adds statutes requiring state prison director to establish joint venture programs for employment of inmates.

Requires inmate wages to be comparable to non-inmate wages for similar work. Makes inmate wages subject to deductions for: taxes, room and board, lawful restitution fine or victim compensation, and family support. Allows inmate's employer ten percent of wage tax credit against defined state taxes.

Fiscal Effect:

Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: An unknown loss in state General Fund revenues because employer tax credits would exceed state prison inmate income tax payments; undetermined possible revenue to the state Restitution Fund; unknown, potentially major, savings in state costs, primarily from offsets of prison inmate wages against costs of incarceration and reduction of prison time from earned work credits.

Magnitude of fiscal effect is dependent on the extent to which the program is im-

plemented. Impact on local governments impossible to estimate because measure does not specify the components of local ordinances.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 139 was seconded and carried.

PROPOSITION NO. 140

Terms of Office: Legislators Retirement. Legislative Operating Costs. Initiative Constitutional Amendment.

Recommendation: Vote NO

Digest: Commencing with persons elected or appointed after November 5, 1990, limits persons holding offices of Governor, Lieutenant Governor, Attorney General, Controller, Treasurer, Superintendent of Public Instruction, State Senators, and members, Board of Equalization, to two terms, members of the Assembly to three terms, as specified.

Requires legislators elected or serving after November 1, 1990, to participate in federal Social Security program and precludes accrual of other pension and retirement benefits resulting from legislative service, except vested rights. Limits expenditures of Legislature for compensation and operating costs and equipment, to specified amount.

Fiscal Effect:

Summary of estimate of Legislative Analyst and Director of Finance of fiscal impact on state and local governments: This measure would reduce state General Fund costs by an amount in excess of \$60 million in 1991-92 and by unknown amounts annually thereafter resulting from the limitations placed on legislative expenditures.

Also, General Fund savings of approximately \$800,000 annually would result from terminating current members and prohibiting

new members of the Legislature from earning specified retirement benefits in the future.

Recommendation Adopted

Secretary-Treasurer Henning's motion to adopt the Executive Council's recommendation for Proposition No. 140 was seconded and carried.

Closing Remarks

John F. Henning

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

Mr. Chairman, delegates, this has been a productive Convention. We thank you for your attendance and your patience. It's been a hopeful Convention.

In the political sense, we have excellent candidates. We need apologize for none. And however we disagreed in the primaries, it was simply a matter of choosing between friends. We did not hold that those whom we did not endorse were enemies of our purposes. We preferred certain candidates other than those elected. But there has been a reconciliation at every level for Governor and down the line in those offices where we endorsed candidates who did not win in the Primary. And that's a matter of great satisfaction and a matter of promise because we will have a united party working for victory in November.

The sobering fact we must remember is this: Less than 50 percent of our two million members are registered. We have time. We are going to hold a conference north and a conference south on the registration issue in the near future. So keep that duty in mind.

That completes the business. We thank you again for your presence and for your dedication.

Adjournment

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

His motion, duly seconded, was carried, whereupon, at 10:00 p.m. the Eighteenth Biennial Convention of the California Labor Federation, AFL-CIO, was concluded.

STATEMENTS OF POLICY

Submitted by the Executive Council of the California Labor Federation, AFL-CIO

*Labor actions are founded on membership attitudes and principles.
To the end of shaping such attitudes and stating such principles, the Executive Council
presents the following policy statements to the 1990 convention.*

DIGEST

I THE ECONOMY

Economic justice makes economic sense. We cannot build a strong healthy economy by slashing taxes and government spending, cutting wages or reducing government involvement in the economy. The economic policies of the Reagan-Bush era have resulted in rising poverty and income inequality, falling real wages and the continued disappearance of well-paying manufacturing jobs. The Federation proposes an alternative economic program of full employment, increased government control of investment decisions, less military spending and increased spending on health, education, and public works.

Adopted, p. 13.

II TAXATION

The California Labor Federation supports reform of our tax system to raise adequate revenues for needed programs and to shift the tax burden back to those most able to pay—the wealthy and the corporations. Most of our current fiscal problems are due to unjustified massive giveaways to the rich and business in the last ten years. Taxes for the rich have fallen, while taxes on the poor have increased.

Adopted, p. 13.

III INTERNATIONAL AFFAIRS

The close of the Cold War has undermined the basic premises of the foreign policy of the Reagan and Bush administrations. The doctrine of containment of communism in Europe is obviously obsolete. The communist governments of Eastern Europe fell by their own weight once Gorbachev made it clear that Soviet troops were no longer available to shore them up.

The Bush administration's reaction to the revolutions in Eastern Europe has been hesitant.

Now is the time for decisive U.S. action on arms control, not mild reaction.

U.S. policies of third world intervention must also be reexamined in the light of the demise of the Soviet block.

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

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

Adopted, p. 13.

IV WORKERS' COMPENSATION

The Workers' Compensation Reform Act of 1989 will provide California's injured workers with new benefits totaling 1.5 billion dollars. However, California's Worker's Compensation system remains in need of significant improvement. The California Labor Federation is committed to the continued upgrading of the system's benefit levels and operating effectiveness.

Adopted, p. 14.

V UNEMPLOYMENT INSURANCE

A Federation-sponsored bill passed in 1989 will increase the maximum weekly U.I. benefit from \$166 to \$230 by 1992.

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

Adopted, p. 14.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

The 44-year old Unemployment Compensation Disability Insurance program in California is one of only five such state programs nationally. It extends wage-related benefits to workers sustaining non-occupational illness or injury and is wholly financed by an employee payroll tax. The California Labor Federation is committed to achieving further improvements in the UCIDI program, to insure that workers do not suffer undue financial stress from sickness, injury or disease. A Federation-sponsored bill, passed in 1989, will increase the maximum weekly benefit from \$224 to \$336 by 1991.

Adopted, p. 14.

VII WOMEN'S RIGHTS

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

Adopted, p. 14-15.

VIII SOCIAL SECURITY

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

Adopted as amended, p. 16.

IX HEALTH CARE

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

The California Labor Federation recognizes that collective bargaining alone cannot fulfill the state's health care needs. We must work in cooperation with consumer health organizations to achieve a state mandate requiring employers to provide coverage to employees that offers universal health insurance without eligibility requirements, provides basic benefits regardless of price, implements cost control mechanisms and keeps the worker's share of costs manageable without taxing benefits.

Adopted, p. 16.

X WELFARE

During the Reagan-Bush era poverty has risen to levels not seen since the start of the War on Poverty. While economic hardship and misery have grown, the Republican administrations have cut welfare programs to the bone. We call for the restoration and expansion of social programs to meet the growing need for these programs.

Adopted, p. 17.

XI CONSUMER PROTECTION

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

Adopted, p. 17.

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 eliminating the use of strikebreakers, restrictions on labor management consultants' activities and legislation to combat the state's \$30 billion a year underground economy.

Adopted, p. 25.

XIII AGRICULTURAL LABOR

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

Adopted, p. 26.

XIV PUBLIC EMPLOYEES

Continued hostility toward public employees continues on several fronts. Widespread frustration with taxes has led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public workers, while the real inequities in the tax system go unresolved. The Federation opposes attempts to reduce budget deficits by cutting public employees' pay and benefits. Public employees need protection from the increasing practice of contracting-out at all government levels. The Federation calls for extending public employees full collective bargaining rights, including the right to strike, permission to negotiate the agency shop, enforcement of prevailing rate laws, reform of the federal Hatch Act, extension of OSHA to all public workers and reform of the California Public Employment Relations Board.

Adopted, p. 26.

XV CIVIL RIGHTS

The 1980's have seen reversal of many of the political and economic gains won by women and minorities in the previous three decades. Today this country is becoming even more deeply divided. The California Labor Federation stands with our nation's minorities in opposing attacks on their economic, political and civil rights. We call for an expansion of affirmative action and pay equity, enforcement of civil rights legislation and encourage the participation and leadership of women and minorities at all levels of the union movement.

Adopted, p. 26.

XVI HOUSING

The American dream of owning one's own home has now become an impossibility for many American families. Affordable rental housing is becoming non-existent, and millions of Americans are homeless living in the streets without a roof over their heads. In California, 81% of households do not earn enough to buy a median priced home. Republican administrations at both the federal and state levels have slashed housing programs. The California Labor Federation calls on federal and state government to adopt programs to provide decent affordable housing for everyone. In the meantime, adequate shelters for the homeless must be provided by government.

Adopted, p. 27.

XVII EDUCATION

The California Labor Federation opposes the federal 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. 27.

XVIII

ENVIRONMENT AND WORKER HEALTH AND SAFETY

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

Adopted as amended, p. 27.

XIX

ENERGY

The policies of the Reagan-Bush era have moved this country further away from solving our long term energy problems. The Federation supports increased conservation and development of alternative energy sources as well as greater democratic control of the energy and utility industry.

Adopted, p. 27.

XX

COMMUNITY CONCERN AND SERVICE

The labor movement, although organized at the workplace, must be actively involved in the communities where workers live. Crime, alcoholism, drug abuse and other problems directly affect our society and the lives of wage earning Californians, on and off the job. While not a cure-all, the California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many of these problems. We oppose programs whose purported aim is to reduce crime but threaten the basic civil liberties of the American people.

Adopted, p. 27.

XXI

RIGHTS OF PEOPLE WITH DISABILITIES

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

Adopted, p. 27-28.

I THE ECONOMY

In spite of seven and a half years of economic expansion the U.S. economy continues to perform unsatisfactorily for millions of Americans. Economic growth has been extremely uneven, helping some individuals, regions and industries, while leaving others behind. Poverty and income inequality are high, and worker's real earnings continue to decline. The growth of a society of "haves" and "have nots" threatens the economic future of our country.

Bush Administration Policies:

The Economic policies of the Reagan administration, now continued by the Bush administration, have made millions of Americans worse off. In many cases, the policies have deliberately hurt workers, as in the use of unemployment to fight inflation and discipline labor. In other cases, policies have greatly exacerbated longer term problems such as the decline in real wages or the rise in income inequality. The administration's policies aim at increasing short run business profits, with no regard for the well-being of American workers, or of the long term health of the American economy.

Nothing better illustrates the failure of these policies than the Savings and Loan scandal. It will cost taxpayers hundred of billions of dollars to bail out the 1,300 savings institutions and banks which failed when a lack of federal regulation gave a free hand to greedy savings and loan officials.

Labor's Alternative Program:

Economic justice makes economic sense. We cannot build a strong and healthy economy by slashing taxes and government spending, cutting wages or reducing government's involvement in the economy.

All these myths of Reaganomics are contradicted by comparing U.S. economic performance with that of other leading industrialized countries such as West Germany, Sweden, or Japan. Of these four nations, the U.S. has had the lowest level of non-military government spending, the lowest percentage increase in taxes, and of the four the U.S. also has had the worst record on a variety of economic indicators.

The California Labor Federation supports the following positions on the U.S. economy:

1. Full-employment must be a primary objective of national policy. Full-employment is essential to the health and well-being of all Americans. We oppose any attempts to deliberately slow the

growth of the economy while unemployment remains above the four percent goal set by Congress in the Full Employment and Balanced Growth Act.

If the private sector cannot provide jobs for everyone at fair wages then the government must be the employer of last resort. Full-employment must be combined with programs such as affirmative action, education, parental leave, child and elder care, and job training tailored to particular groups to ensure that all workers have access to job opportunities.

2. Job growth alone is not sufficient if the bulk of jobs created are low wage, do not pay benefits, or are only temporary. We support efforts to require employers to provide certain benefits, such as health insurance and parental leave. Part-time, temporary and contract workers now make up almost one-third of the workforce, yet on average they only earn 60 percent of the hourly wage of full-time workers.

All other major industrialized nations have recognized the importance of long-range strategic planning to maintain their industrial base and quality high wage employment. We support calls for a National Strategic Planning Board and other related long range planning proposals which are both democratic and pro-labor. Investment decisions which lead to plant closings must be closely regulated. We support stronger laws to protect workers from plant closings and help dislocated workers find new jobs at comparable pay without having to leave their communities.

3. We support stringent regulation of financial institutions. Every effort must be made to recover funds from the individual savings and loan officers who were responsible for the failure of their institutions. Criminal prosecutions for fraud should be vigorously pursued. Bailout costs should be borne by the wealthy, not by the average taxpayer.
4. The California Labor Federation rejects the conservative economic thinking which says the federal deficit must be cut at all costs. The supposed threats of the deficit are being used to justify even further cuts in social spending. Budget deficits are not necessarily good or bad. Focusing exclusively on the size of the

deficit ignores two more important questions: What is it spent on, and who pays for it?

We must change our spending priorities — away from wasteful military projects and subsidies for the rich to social services, job creation and social infrastructure such as education, health, transportation and civilian science and technology. We support a strong defense, as we always have. The dramatic changes in the world in the last few years, however, make possible significant cuts in military spending without jeopardizing national security. Former Secretary of Defense Robert McNamara, for example, has called for cutting military spending by fifty percent in six to eight years. A recent study commissioned by *BusinessWeek* magazine concluded that military spending cuts would lead to greater U.S. economic growth and increased competitiveness. We support federal and state efforts to plan for economic conversion from military production to needed civilian projects, and to ensure that workers do not unfairly bear the costs.

Unfortunately reducing military spending will not alone greatly reduce the deficit or allow the restoration of social programs. It is estimated that from fiscal year 1982 to fiscal year 1990 military spending will have increased by a record \$159 billion, but non-military spending cuts were much greater — \$705 billion. The huge increases in military spending contributed to the deficit. The main cause of the deficit, however, was Reagan's 1981 tax cuts. Even with subsequent tax reforms, from fiscal years 1982 to 1990 government revenues will have declined an estimated \$1.15 trillion.

Revenue increases will need to be a key part of any serious fiscal re-ordering. Tax increases must not fall on those least able to afford them — working Americans. Instead taxes should be increased on the wealthy and the corporations — those who benefitted disproportionately from Reagan's tax cuts. Tax loopholes should be closed, income tax made more progressive, and capital gains taxed at the same rate as other income.

5. Current U.S. trade problems reflect major changes in the international economy. World demand for products has not kept

up with the growth of world productive capacity. Increased debt in many third world countries has forced them to import less and export more. Although unfair trading practices by foreign countries are partly responsible for trade problems in particular industries, they are not responsible for the overall decline in the U.S. trading position. Our trade balance has worsened not just with a few countries, but against all of our top ten trading partners. The nation's trading problems have been exacerbated by short-sighted corporate investment decisions. In some industries, U.S. firms have failed to make the necessary new investments to maintain competitiveness, in others, 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. Tax laws must be changed to remove current incentives for companies to move abroad. 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 that refuse to respect basic worker rights. We support the inclusion, and enforcement of strong workers rights provisions in all U.S. trade law and international trade agreements.

It is a necessity that state and federal governments cooperate with declining industries in 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.

At both the federal and state level, we support an increase in the minimum wage. In December 1987 the united efforts of labor, church and community groups won an increase in the California minimum wage to \$4.25 an hour. Although this was an important victory, a worker with a full-time year-round minimum wage job still earns under nine thousand dollars a year. To make the minimum wage a living wage, as is required by law, the minimum

wage must be increased substantially. We are opposed to all forms of subminimum wages such as the recently enacted federal subminimum training wage.

At the state level we call upon the legislature to:

1. 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.
2. Reform our property tax system by instituting a "split roll" to tax business properties at a rate higher than residential properties.
3. Take account of the growing ethnic and racial diversity of the state and pursue policies to ensure that all Californians can participate equally in our economy. Blacks, Asians and Latinos will soon together make up the majority of California's population.
4. 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.
5. Pursue pay equity to ensure that women and minority workers are paid fairly.

Adopted, p. 13.

II TAXATION

The California Labor Federation supports reform of our tax system to raise adequate revenues for needed programs, and to shift the tax burden to those most able to pay—the wealthy and the corporations.

Popular frustration with our tax system is justified. As real incomes have fallen, taxes on working people have become an increasing burden. And the tax system has become more inequitable.

The poorest of our nation are paying a higher percentage of their income in federal taxes than they did in the pre-Reagan era and the wealthiest are paying a lower percentage. The corporate share of federal taxes has also fallen dramatically.

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.

Now the Bush Administration is attempting to revisit the worst of the Reagan years by cutting the capital gains tax rate. Five percent of the richest Americans would enjoy 80 percent of the benefit, with those making \$200,000 or more averaging a tax break of \$25,000. We join with the national AFL-CIO in opposing cuts in the capital gains tax.

Recent increases in federal payroll (FICA) taxes hit the poor particularly hard. For many poor families, payroll taxes take more than federal income taxes. The tax is particularly regressive because it is assessed as a flat percentage of wages, and only up to a top cut-off after which no more tax is owed.

The share of state taxes paid by corporations in California has declined over the past three decades. The ill-effects of Proposition 13, predicted by labor in 1978, have made themselves felt at all levels of government. The great disparities in taxation on houses of similar value are causing social resentment.

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.
2. Support reversal of some tax cuts to the wealthy to deal with the current state budget shortfall. We oppose the suspension of tax bracket indexing which would unfairly raise taxes more for middle income taxpayers than for the rich.
3. Support of efforts to simplify California's personal income tax by closing regressive tax loopholes, in conformity with the 1987 federal tax reforms. Closing loopholes would also help raise state revenues.
4. Support of an oil severance tax. California 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.
5. Support of the concept of a split-roll property tax to tax commercial property at a higher rate than residential property and

eliminate the huge inequities created by Proposition 13 in 1978.

6. Elimination of the undemocratic 2/3 vote requirement to raise taxes. The majority vote requirements removed by Proposition 13 should be restored.
7. Opposition to any further erosion of the state's unitary tax. The unitary method allows California to prevent multinational corporations from using creative book-keeping 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.
8. Opposition to any efforts to tax employee benefits.

Adopted, p. 13.

III

INTERNATIONAL AFFAIRS

As the chartered state AFL-CIO organization in California, the Federation supports the national AFL-CIO positions on foreign policy while maintaining our correlative function in recommending foreign policy positions to the national body. We join with the national AFL-CIO in rededicating ourselves to the defense and advancement of human rights, both at home and abroad. We are committed to movements for economic justice, democracy and human rights wherever they occur — to the anti-apartheid and the black trade union movements in South Africa as well as to the student and worker pro-democracy movement in China and to the miners' struggles in the Soviet Union. We condemn all manifestations of a revival of anti-Semitism whether in France or in the Soviet Union. We make no excuses for the enemies of human rights. Whether they be capitalist, fascist or communist, a single standard must apply.

The close of the Cold War has undermined the basic premises of the foreign policy of the Reagan and Bush administrations. The doctrine of containment of communism in Europe is obviously obsolete. The communist governments of Eastern Europe fell by their own weight once Gorbachev made it clear that Soviet troops were no longer available to shore them up. The Warsaw pact is defunct. The Soviet Union itself appears to be headed in the direction of a multi-party system. And the rise of ethno-nationalism among its fif-

teen republics means probable national independence in the foreseeable future for the Baltic States and a likely restructuring of the remainder into a far looser union.

The Bush administration's reaction to the revolutions in Eastern Europe has been hesitant. Despite claims by respected defense experts that as a result of ongoing arms talks the U.S. defense budget could be nearly halved by the year 2000, Bush is fighting to limit the potential reductions to only two percent a year. At a time when there is no longer any national security rationale for a military budget of more than \$300 billion annually, and when there is a great public yearning for a "peace dividend" to help deal with domestic needs, Bush seems strangely unable to find a way of reversing the militarization of U.S. foreign policy which was the cornerstone of the Reagan era.

Now is the time for decisive U.S. action on arms control, not mild reaction. Even the successful conclusion of the current arms talks will leave each side with strategic nuclear arsenals roughly as large as when the Strategic Arms Reduction Talks began in 1982, and will leave Europe the most overarmed continent on earth. Far reaching arms reduction and control agreements should be aggressively pursued now while the time is ripe.

U.S. policies of third world intervention must also be reexamined in light of the demise of the Soviet block. Anticommunism no longer works as the central organizing principle of U.S. policy in the third world when communism as a political ideology is disappearing in the land which sought to expand its influence by supporting Third World leftist states and movements. Even if it had the will and had not lost the faith in its ideology, the Soviet Union today lacks the capacity to colonize the Third World. No longer can the Bush administration base its rationale for intervention in the Third World on the claim that it is necessary to thwart Soviet expansionism and preserve the global balance of power.

Nor should armed intervention be justified on the basis of establishing or preserving democracy in some third world state. The three Latin American governments to which we give heavy military support scarcely meet the tests of democracy. Neither El Salvador, Guatemala nor Honduras are in reality ruled by their elected civilian officials, but rather by their armies and their police. Death squads have killed thousands in El Salvador and Guatemala. Whether controlled by, sanctioned by or merely winked at by the official governments makes little difference. Democracy cannot exist when union officials and other critics of govern-

ment are systematically murdered.

To say that armed intervention is not the way to achieve democracy in third world states is not to say that democracy need not be a guiding principle of U.S. foreign policy. Indeed, our foreign policy should be based on the principle of democracy, including democracy in the economic sphere, as well as on the principles of human rights, self-determination, and freedom of association. In our view the cornerstone of democracy is the ability of workers around the world to exercise their fundamental right to form free unions.

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

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

We welcome recent developments in South Africa — the freeing of Nelson Mandela after 27 years of imprisonment, the recognition of the African National Congress and the opening of negotiations to bring about majority rule. We call for a renewed commitment to divestment and continued economic sanctions. We hope apartheid can be abolished through peaceful means, yet we recognize the legitimacy under the circumstances of armed struggle. We find it highly hypocritical that George Bush, an ardent supporter of military aid to the contra "freedom fighters" in Nicaragua, can fail to recognize the legitimacy of an armed revolt in South Africa when efforts for peaceful change are exhausted.

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

We call on all U.S. employers operating in Northern Ireland to adopt and abide by the MacBride Principles which provide for fair em-

ployment practices. We support legislation banning the investment of state funds in companies which fail to abide by these principles.

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

We reaffirm our close friendship with Histadrut and support its struggles to protect the rights of the Israeli working people. We applaud any negotiations which uphold these principles while also insuring peace and freedom for all Middle Eastern peoples,

We are concerned, however, with the recent political unrest in the West Bank and Gaza Strip and dismayed by the many deaths that have resulted from the Israeli government's measures to control the unrest. A means must be found to recognize the political and civil rights of the Arabs living in these territories.

We call upon the Bush Administration to increase efforts to bring the Palestinians and the Israelis to the bargaining table.

In light of the dramatic changes in the communist world, we call upon the Bush administration to re-examine its participation in the four ongoing civil wars in Cambodia, Angola, Afghanistan and El Salvador. Together, they have taken a toll of hundreds of thousands of lives — most of them civilians. Any rationale that our provision of military aid in these civil wars was necessary to thwart the imperial ambitions of the Soviet Union has surely dissolved. We are left supporting brutal and unsavory parties whose victory in any instance will certainly not further the causes of democracy and human rights.

In the new world economy, to compete with Japan and Western Europe, we can no longer afford the luxury of a foreign policy based largely on military might. We need a peace dividend and we need to redirect a large part of the resources that have gone into supporting military endeavors toward rebuilding our economy so that our democratic system remains a model for the rest of the world. In the end, a sound economy will prove the essential defense of our national security.

Adopted, p. 13.

IV

WORKERS' COMPENSATION

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 injured workers and those dependent upon them. The system should make, irrespective of the fault of any party, full provision for securing safety in places of employment and full provision for medical, surgical, hospital and other remedial treatment. 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 over the years it fell into a state of bad disrepair. The promises of the Constitution became empty. Benefits were inadequate. Almost all states paid higher temporary disability benefits. Delays in payments were commonplace. Penalties for delay were inadequate and seldom invoked. The Workers' Compensation Appeals Board and the Division of Industrial Accidents were not adequately staffed to handle the volume of cases. The vocational rehabilitation benefit was not working well, largely due to long delays in initiating rehabilitation programs. The system of evaluating permanent disability served the interests of doctors and lawyers and not those of injured workers. Occupational diseases remained uncompensated in most instances. Yet the cost of the system continued to rise at rapid rates, much of it attributed to overhead. California's workers' compensation costs will top \$9 billion in 1990.

Although a number of interest groups were well-served economically by the workers' compensation system, it did not adequately serve its intended beneficiary, the injured worker, nor did it give those who paid for it, the employers, much for their money.

In 1985, after the Governor vetoed a Federation-sponsored benefit increase bill, the Federation began negotiations with a coalition representing employers and insurers to attempt to reform the system. Finally, in 1989 a tentative agreement was reached and put into bill form. It included significant benefit increases, setting

maximum temporary disability benefits at \$511 in 1992 and indexing them thereafter. It also included some significant changes in the system of medical-legal evaluations, some major changes in the administration of benefits and a reduction in the insurance industry's overhead allowance. After months of legislative hearings and negotiations, the bill emerged in a drastically changed form.

The changes to the law are too numerous and complex to review in detail, but in outline they are:

1. Benefits payable to injured workers are significantly increased. Maximum weekly temporary disability benefits increase from \$224 to \$266 for injuries occurring during 1990 and to \$336 for injuries occurring thereafter. Death benefits will increase from \$70,000 to \$95,000 for one dependent and from \$95,000 and \$115,000 for multiple dependents effective January 1991. Maximum permanent partial disability benefits will increase from \$140 a week to \$148 for employees with disabilities rated at 25% or more, effective in 1991. In 1992 workers with injuries rated at over 25% will receive an additional weekly payment for each percent of permanent disability above 25%. The bill resulted in total benefit increases of \$1.5 billion. The 3 day waiting period for temporary disability benefits — now compensated retroactively if someone is disabled in excess of 21 days — will be paid if a temporary disability lasts more than 14 days.
2. Benefit delivery will be more swift and certain. There will be more reasonable, enforcement standards governing the payment of benefits, additional penalties for late payments, and prompter hearings when there is a dispute. The state will play a more active role in benefit administration. A new audit program with civil penalties will help assure insurer compliance with payment requirements.
3. Vocational rehabilitation candidates will be identified sooner, and prompt participation in and completion of rehabilitation services will be encouraged.
4. Medical evaluations will be subject to new provisions designed to reduce conflict, reduce costs, and enable workers to obtain adequate permanent disability benefits without litigation.
5. For psychiatric injuries to be compensable, an employee will have to show that

- actual events of employment contributed at least 10% of the cause of the injury.
6. Insurance rating practices will be subject to greater scrutiny, and the expense provision in the rates will be reduced over the next three years. The Workers' Compensation Insurance Rating Bureau which recommends rate increases to the Insurance Commissioner will now have four public members, two labor and two employer representatives.
 7. Health and safety grants will be available to employers and unions to assist in establishing injury prevention programs.

Most of the changes in the workers' compensation system will affect only new cases — those resulting from injuries occurring on and after January 1, 1990 — and some provisions will become effective later.

Much still needs to be done to bring the workers' compensation system into good working order. Despite the 50% increase in maximum temporary disability benefits, they still remain low compared with other states, while costs of the system remain among the highest in the nation. Indexing of benefits remains a major goal of the Federation. Whether or not the new procedures set forth in the reform legislation will actually produce the intended results depends largely upon the state Division of Workers' Compensation. Unfortunately, their approach to implementing the changes has been slow. To make matters worse, neither the Governor nor the Legislature has acted to appoint members either to the Industrial Medical Council, which is critical to the functioning of the new medical-legal procedures contained in the legislation, or to the Insurance Rating Study Commission which is expected to review alternatives to the present workers' compensation insurance system. The Federation will continue to press for more effective administration of the workers' compensation law.

One large problem area was not dealt with in the reform efforts of 1989 — the skyrocketing costs of medical treatment. The Federation will continue to explore means of reducing medical treatment costs so that a higher percentage of premium dollars can be directed to providing adequate benefits to injured workers.

Adopted, p. 14.

V UNEMPLOYMENT INSURANCE

California's unemployment insurance system is failing its mission of providing adequate eco-

nomic support for those who have lost their jobs. Although our system, thanks to its relatively liberal eligibility requirements, provides a higher percentage of the unemployed with benefits, 41% as opposed to the national average of 33%, it falls far behind most states in the area of the adequacy of benefits.

In 1980, the National Commission on Unemployment Compensation recommended that an individual's weekly benefit amount should be at least 50% of his or her average earnings based on full time employment and the maximum benefit should be not less than two-thirds of a state's average weekly wage. In 1989, California's average weekly benefit of \$123 represented only 26% of our average weekly wage. No other state had such a low wage replacement rate! This unfortunate situation is explained in large part by the Governor's vetoes of four Federation-sponsored bills in 1985, 86, 87 and 88 respectively. As of January 1989, 37 states had higher maximum weekly benefits than ours. Finally, in 1989 the Governor signed a Federation benefit increase bill (SB 600, Roberti) which hiked maximum weekly benefits from \$166 to \$190 in 1990, to \$210 in 1991 and to \$230 in 1992. Currently 31 states still have higher maximum weekly benefits than ours. Thirty-seven states have indexed their maximum weekly benefits to rise with increases in the state's average weekly wage.

The reason for the inadequacy of California's unemployment insurance benefits lie not with economics but with politics. In contrast to underfunded U.I. Trust Funds in many states, California's U.I. Fund currently has a balance of over 5.2 billion dollars. Moreover, California's employers pay a lower unemployment insurance tax than employers in 20 states. When the tax rate is calculated as a percentage of total payroll, 32 states have a higher tax than ours. Our unemployment insurance tax rate as a percentage of total payroll is 0.7%. The U.S. average is 0.8%. Thirty-four states have a higher taxable wage base than ours which is the minimum required by federal law, \$7,000.

We strongly support the national AFL-CIO's efforts to reform the unemployment insurance system by setting minimum federal standards for benefits and for financing as well as their efforts to rewrite the Extended Benefit Program, which for all practical purposes is inoperative today.

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

1. The weekly benefit amounts should be increased so as to equal at least 50% 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 and be indexed.
2. The criteria for eligibility and the qualification requirements for extended benefits should be reformed. All long-term jobless workers with a demonstrated attachment to the labor force should be entitled to unemployment benefits regardless of the unemployment rate. Therefore we urge removal of triggers for the determination of availability of extended benefits. If triggers must be used, they should be based on the total unemployment rate, rather than on the insured unemployed rate and they should be made responsive to local labor market areas rather than being applied on a statewide basis.
 3. Extra benefits in California should be provided for dependents as in 10 other state plans.
 4. The waiting week should be compensated retroactively after seven weeks of unemployment.
 5. Unemployment insurance benefits should be available to strikers after seven weeks of strike or immediately if the employer is charged by a governmental agency with an unfair labor practice.
 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. Workers should be assured of adequate representation when their unemployment insurance claims are challenged.

Adopted, p. 14.

VI UNEMPLOYMENT COMPENSATION DISABILITY INSURANCE

California's 44-year old Unemployment Compensation Disability Insurance Program is one of only five such programs in the nation. It provides wage-related benefit payments to workers who are suffering from injuries or illnesses not related to their jobs.

Most private sector and some public sector workers are covered by disability insurance. The program is financed entirely by covered workers through a payroll tax withheld from their earnings. The contribution is based on a percentage of a worker's earnings. For example, the contribution for 1990 is 0.9% of the first \$25,149 in

earnings (a maximum of \$226.34). The contribution level may vary from year to year depending on the balance in the disability insurance fund. The tax rate for 1991 is forecast to be 1.1%. The taxable wage ceiling, which increases each time benefits are increased, will be \$31,767 in 1991.

A few private sector employees are covered by "voluntary" private plans in lieu of the state plan. Private sector employees must be covered by either the state plan or a 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 1990, a total of 10,676,000 workers are covered by the state plan and another 655,000 by voluntary plans.

More than \$1.5 billion in benefits were paid to over 750,000 California workers in 1989 by the state plan. Of these claims, 166,500 were based on disabilities related to pregnancy.

The maximum weekly benefit was increased by Federation-sponsored legislation (SB 343, Lockyer) from \$224 a week to \$266 a week in 1990 and \$336 a week in 1991. These changes paralleled the increases in workers' compensation temporary disability benefits. The maximum benefit period has been increased over the years by Federation-sponsored legislation and now is fixed in statute at 52 weeks.

Benefits begin either on the day after a seven-day waiting period of disability or on the first day of hospitalization, whichever comes first. If the disability exceeds 21 days, benefits will be paid retroactively to cover the waiting period. A pending Federation bill (SB 1941, Lockyer) will decrease the period of disability required to trigger retroactive benefits to 14 days.

The California Labor Federation sponsored the original legislation on disability insurance in 1946 and has been instrumental in securing various improvements in this essential program, including, after years of struggle, provisions to cover disabilities due to pregnancy. The program operates relatively smoothly, particularly when compared to the workers' compensation system.

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.

It is desirable, however, to achieve this goal for both programs simultaneously to assure that claims are filed in the system in which they belong rather than in the one which pays the higher benefit.

Study should also be given to integrating state disability insurance benefits and workers' compensation temporary disability benefits. If a method could be found to achieve such integration without increasing the tax burden on workers, it could result in a faster and more efficient benefit delivery system to all disabled workers.

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

State spending limits and a gubernatorial aversion to increasing taxes have resulted in several attempts to raid the D.I. Fund for uses other than those for which it is intended. Last year the Federation defeated an attempt to use D.I. Fund monies to establish a catastrophic health insurance program. We will continue to fight off all efforts to use the D.I. Fund to finance unrelated programs which should be funded by general tax revenues.

In response to labor's effort to increase awareness among employees of their rights to benefits, the Employment Development Department is publishing a useful pamphlet entitled "Your State Disability Benefits."

Affiliates are encouraged to obtain copies for their members.

Adopted, p. 14.

VII WOMEN'S RIGHTS

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

Today women make up 45 percent of the paid workforce, yet they bear a disproportionate share of economic hardship. On an annual basis women earn only 65 percent of what men earn. Sixty percent of all minimum wage workers are women, and a woman worker is twice as likely as a man

to earn the minimum. More than six in ten adults in poverty are women. The situation for minority women is even more difficult. They receive lower pay, face higher unemployment, and have a harder time entering traditionally male occupations.

Women's earnings are lower than men's due to job segregation and to lower pay for female dominated job categories. Despite progress for women on many fronts, women's earnings relative to men's have not improved significantly. In many areas women are still denied access to higher paying traditionally male jobs. We urge all affiliates to vigorously support affirmative action plans that will give women access to occupations in which they are under-represented.

Affirmative action alone is not sufficient to address inequities in women's earnings. Jobs that are predominately held by women are generally underpaid when compared to men's jobs of comparable skill, effort and responsibility. This type of "sex based wage discrimination" is not directly addressed by affirmative action. We urge all affiliates to work for comparable worth or "pay equity" to raise the pay of traditionally underpaid women's and minority occupations.

Families have changed dramatically in recent years but most employers have not adapted their employment policies to meet these changes. The United States and South Africa are the only industrialized countries in the world with no policy of protected maternity leave; many countries require generous paid and job protected parental leave. The health of American families and the future of our children require that workers be able to care for children and elders without risking losing their jobs. The California Labor Federation along with the national AFL-CIO endorse legislation such as the Family and Medical Leave Act which would require employers to grant unpaid leave for birth, adoption, personal health problems, and to care for sick family members. The California Labor Federation will continue our efforts at the state level to achieve a state parental leave statute.

Many women 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 and grow 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 and to bring into the collective bargaining process issues such as pay equity, child care, parental leave, flexible work hours and expanded sick leave.

To succeed in organizing women, the labor

movement must encourage the participation and leadership of women at all levels of union activity and office. Women must be a visible and increasing part of the union movement's face to the public on all issues, not just a narrow set of "women's issues."

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

1. Support the Equal Rights Amendment.
2. Improve equal opportunity for women in employment and promotion.
3. Encourage the full participation of women in all trade union activities, including the encouragement of trade union women's involvement in the Coalition of Labor Union Women, (C.L.U.W.)
4. Provide free quality child care to meet the needs of all working parents who require such services.
5. Support equal pay for work of comparable value.
6. Establish parental leave benefits covering both women and men within California state law.
7. Support state legislation and increased collective bargaining protection to combat sexual harassment in any form in the workplace.

Adopted, p 14-15.

VIII SOCIAL SECURITY

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

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

1. Creating an independent social security agency to improve the efficiency of services, insulate it from political decision-making and assure beneficiaries that assets accumulating in the trust funds will be used exclusively for their health and economic security.
2. Requiring social security to send regular statements to beneficiaries so that periodically they may verify the posting of their earnings and have a clear picture of the level of benefits for which they are eligible.
3. Changing the index for computing annual

cost-of-living adjustments to one that reflects the experience of a majority of the workforce.

4. Improving the benefits formula for those who have worked at substandard wages.
5. Repealing the increased age requirement for retirement adopted in 1983, which is scheduled to take effect in the year 2000. Instead of promising this generation of younger workers a benefit cut when they retire, Congress should enact a commitment for general revenue financing.
6. Improving the social security benefit structure to provide fair treatment for women who have worked in both the home and in the workforce.
7. Instituting a system to recognize periods of layoff for benefit purposes.
8. Raising the maximum taxable wage base to reach the total earnings of high-wage earners. Only about 90 percent of all earnings in social security-covered employment is now taxable.

Adopted as amended, p. 16.

IX HEALTH CARE

California's yearly health bill now totals approximately \$75 billion. The average cost of health care approaches \$2,500 a year for every resident of the state. Californians spend on the average one-fifth more per person on health care than the average American, despite our state's somewhat younger population.

Higher medical costs mean higher health insurance premiums. In California in 1988-89, health insurance premium increases were generally over 20%. Thirty percent increases were also not uncommon.

As premiums have increased, employers have resorted to passing the higher costs on to their employees. Almost every strike now involves a significant dispute over health benefits. Some employers have dropped health coverage for their employees altogether or chosen to furnish it only to a portion of their workforce. An ever increasing percentage of our workforce is made up of "contingent workers", temporary and part-time employees, very few of whom are covered by employer-paid health insurance. Few can afford to buy it on their own.

The result of these factors: almost 6 million Californians are uninsured, a 50% increase in the last ten years. Two thirds of the uninsured are working people and their families; a third are children. Only 10 states have a higher percentage

of uninsured residents. The consequences of this huge uninsured population for the health care system are severe. Emergency rooms and county health care systems are overburdened. Trauma centers are closing due to insufficient funding. To make up for inadequate government funding and for the "uncompensated care" they provide, doctors and hospitals are shifting costs onto those who are insured. This cost shift is estimated to account for between 10 and 30% of annual premium increases.

Our health care system is clearly in a state of crisis.

Last year, in an attempt to begin to forge a solution to the problem posed by the growing percentage of uninsured Californians, the legislature enacted a bill, AB 350, W. Brown, which required the governor to designate a state agency to research and report on the issue. The Governor designated the secretaries of the Business, Transportation and Housing and the Health and Welfare agencies to head up an advisory Task Force comprised of labor, business, insurance, provider and consumer representatives to study the issue. The secretaries' report, although weak in some respects, did advocate a system of health care based upon a state mandate requiring employers to provide coverage to their employees.

Despite the Governor's disavowal of the report, legislation embodying its basic concepts was introduced into the legislature along with three other major bills, one sponsored by Health Access, a consumer-labor group, one by the California Medical Association and one by the Chamber of Commerce. A fifth bill which would require employers either to provide health insurance coverage to employees or to pay a tax so that the state could provide it, perhaps offers the most practical solution to the problem.

A Senate-Assembly conference committee will be examining the different approaches to health insurance and trying to fashion an acceptable bill when the legislature reconvenes in August.

The Federation and many of its affiliates have been deeply involved in the discussions and negotiations over health care legislation. The basic principles guiding our actions are:

COVERAGE

We support universal health insurance, but are willing to start with less, if the proposal builds toward universal health care.

We oppose eligibility systems with obvious loopholes e.g., a proposed requirement of three months of employment before coverage begins. Such loopholes would only start new categories of uninsured and could lead to poor employment practices.

BENEFITS, EXCLUSIONS

Minimum basic benefits must include all effective medical procedures, regardless of price. We cannot agree to restricting medical care by price, only by medical inappropriateness.

COST CONTROL

We need cost control mechanisms which can save real dollars. Such mechanisms include reducing inappropriate medical practice through analyzing doctors' patterns-of-practice, banning physicians' self-referrals, paying physicians on the basis of a fee schedule, and enlarging purchaser groups to negotiate rate discounts with providers.

Cost-control mechanisms must never discourage appropriate health care.

WORKER SHARE OF COSTS

Workers below 200% of the federal poverty level have no disposable income and they must be exempted from making health insurance contributions. There should be a reasonable sliding scale for those above 200% of the poverty level.

Co-pays should not discourage appropriate health care; it is not clear that any co-pay scheme can avoid this problem.

WORKER TAXES

We oppose any taxes on workers' benefits. They are ineffective and regressive.

SAFETY NET IMPACT

California has a major investment in a cost-effective public health care system and we should make full use of it. Our county and public hospitals must be part of any system building toward universal health care.

Private health care providers should not be allowed to skim profits off new health care funds while public institutions bear ultimate responsibility for increasing access and quality care.

The Federation will do everything in its power to secure the passage of legislation or of an initiative addressing the health care crisis. To succeed, we will need the active support of all our affiliates and the support of consumer health organizations. Labor can no longer rely on collective bargaining alone to protect the health care needs of our members and their families.

Adopted, p. 16.

X WELFARE

Today over 30 million Americans live in poverty. In California about 13 percent of the state's population, more than 4 million people, are in poverty. In spite of over seven years of economic growth, the incidence of poverty today is higher than a decade ago.

Children have been especially hard hit by the rise in poverty. California has more millionaires per capita than any state or nation on earth; we also have 1.5 million children living in poverty.

The situation is even worse than the unacceptable picture painted by the official statistics. The government's 1990 poverty guideline for a family of four is \$12,700 a year. Millions of families with incomes of thirteen, fourteen, and fifteen thousand dollars a year are not officially poor, but do not have adequate incomes.

While economic hardship and misery have grown, the federal and state governments have slashed welfare programs to the bone and beyond. Millions of people in need now receive no government assistance whatsoever. Social program cuts have hit minority families especially hard. And by increasing economic insecurity, the cutting of social programs has also weakened the bargaining power of workers in general.

Conservatives have succeeded in turning public opinion against welfare recipients, and the government has abandoned its obligations to help those in need. Governor Deukmejian recently suggested that the state should deal with the growing number of people receiving welfare by restricting eligibility and cutting benefits. Similarly, California recently responded to rising food costs for the successful Women, Infants and Children nutritional program for expectant mothers and infants by cutting food allotments.

The California Labor Federation believes it is the duty of the state in a democratic society to provide an adequate income for those who work but whose earnings are insufficient to keep them above poverty.

We oppose anti-worker and punitive programs, such as those recently enacted at both the state and federal level, which require welfare recipients to work off their benefits. To date, Greater Avenues for Independence (GAIN) the California workfare program has generally failed to lead welfare recipients into full-time employment at adequate wages. Employment programs should remain voluntary and should not be used to coerce people into working for low wages under adverse conditions.

The Federation opposes the use of plans to collect more money for child support from absent fathers as a substitute for welfare programs. Increasing child support enforcement is a legitimate goal, but overemphasis on enforcing child support payments perpetuates the idea that children are solely a private responsibility. Taken to the extreme, this provides a justification for cuts in government spending on social programs. Also

given the low value of child support payments and the fact that fathers of poor children are mostly poor themselves, enforcing child support alone will not raise a large number of families out of poverty.

To ensure an adequate income for those who work, and for those who are unable to work, we urge the following:

1. Reversal of federal and state social service cutbacks, and a renewed commitment to aiding America's poverty population. Eligibility rules should be expanded to restore coverage to those cut from assistance, including workers on strike.
2. Economic policies to foster full employment and decent wages as well as programs such as affirmative action, education, parental leave, child and elder care, and job training tailored to particular groups to ensure that all workers have access to job opportunities.
3. Restoration of the minimum wage to 50 percent of the state manufacturing wage and automatic indexing.
We oppose all efforts to institute sub-minimum wages of any type. A recent study by the California Department of Social Services suggests that the low value of the minimum wage has contributed to the rapid growth in the number of Californians on welfare.
4. Federally and state-financed child care centers with educational health and nutritional services for children of working and welfare parents.
5. Automatic periodic adjustments in general assistance and food stamp benefits in order to maintain their purchasing power.
6. 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.
7. Federal fiscal relief for the state and local governments which bear the rising financial costs due to their current welfare programs
8. The establishment of a national minimum payment standard which would restore the purchasing power of Aid to Families with Dependent Children benefits and mandate regular benefit increases to keep pace with inflation. This standard should be raised to not less than the poverty level as quickly as possible.
9. Broaden eligibility for food and nutrition programs and eliminate the punitive

workfare requirement in the food stamp program.

10. Provide assistance and leadership for outreach programs in order to reach the vast number of hidden poor and ease bureaucratic regulations which now prevents many of the needy from receiving help.

Adopted, p. 17.

XI

CONSUMER PROTECTION

The Federation reaffirms its traditional support for consumer rights under the law. We pledge our best efforts to maintain and expand the rights of consumers, to support adequate staffing and budgets for consumer agencies, and to seek assurance that agencies will act with independence and integrity in advancing and protecting the consumer interest.

We are opposed to "regulatory relief" for business that undermines product safety, weakens consumers' rights to full and accurate product information, or reduces penalties for deceptive practices. There is no factual basis that the "free market" will insure product safety without government intervention. Moves to relax consumer product safety requirements are greedy attempts to raise business profits at the direct expense of the consumers.

One of the most pressing problems in the area of consumer protection is that of insurance. We support the national AFL-CIO's position that a true long term solution is to develop alternatives to the tort litigation system for compensation of injured persons and to maximize safety. We also support more stringent regulation of the insurance industry, including repeal of insurance industry exemptions from anti-trust law and Federal Trade Commission jurisdiction. In California, we support full implementation of Proposition 103 insurance reform as passed by voters.

The California Labor Federation supports efforts to:

1. Abolish false and misleading advertising and to require labels to show ingredients, nutritional values, expiration dates, durability and 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.
3. Support expanded consumer education programs in schools, consumer and non-profit organizations, as well as reiterating our endorsement of the Consumer Feder-

ation of California.

4. Enact legislation to create consumer boards to represent consumers before the Insurance Commissioner and Public Utilities Commission. Such legislation must recognize the key protective role collective bargaining plays for workers in the utility industry.
5. Support proposals for state supervision of the cable television industry.
6. Oppose all attempts to eliminate or restrict lifeline utility rates.
7. Encourage the purchase of union-made American goods.

Adopted, p. 17.

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 the price of settling will be cheap.

We support the national AFL-CIO in its efforts to win true labor law reform to provide American workers with a labor relations system that meets the following minimum requirements: prompt resolution of representation questions; remedies for employer interference with employee free choice that are as effective as the remedies against union secondary activity; a clear and broad definition of collective bargaining subjects; a prohibition on corporate manipulations, particularly "double breasting," to frustrate organization or to evade contract terms; an end to employer misuse of the bankruptcy system; a ban on the permanent replacement of employees who are forced to strike; and a fair and realistic definition of the legal primary activity that is outside the ban on secondary boycotts.

Not only have unionized workers suffered loss of legal protections in the Reagan, Bush, Deukmejian years, unrepresented workers have been severely affected by the failure of both our federal and state wage and hour laws to serve the protective role they were meant to play.

We welcome the recent increases in the minimum wage first at the state and then at the federal level. But we are fully cognizant of their inadequacy. They come nowhere close to restoring the purchasing power once represented by the minimum wage.

We support the national AFL-CIO in its efforts to:

1. Seek enactment of legislation to provide a timetable for additional increases in the minimum wage to a level equal to 50 percent of average hourly earnings, with indexing thereafter to maintain purchasing power and prevent future erosion of the buying power of the minimum wage.
2. Oppose a subminimum wage for youth.
3. Change the Fair Labor Standards Act to gradually reduce the workweek to 35 hours.
4. Increase the overtime premium under the Fair Labor Standards Act to triple time to discourage overtime.

We are deeply concerned by recent court decisions regarding Employment Retirement Income Security Act preemption of state public works laws. We call on the national AFL-CIO to amend the ERISA Act to protect the state laws.

At the state level, we are faced with a major erosion of our longstanding overtime protections. The Industrial Welfare Commission has already adopted employer-sponsored 12 hour day proposals in four wage orders covering hospital workers, restaurant and hotel workers, office workers, transportation workers, and workers in the amusement and recreation industry. They are about to take final action to allow the 12 hour day in the retail industry and they have initiated the process to extend it to the broadcasting industry.

The Federation calls for a reversal of all 12 hour provisions either by the IWC or by legislative action.

We are outraged by the Governor's recent proposal to eliminate the half-century old California Apprenticeship Program. We also oppose the efforts of some legislators to impose user fees for apprenticeship training programs.

We also support legislation and/or administration to:

1. Combat the state's \$30 billion a year underground economy.
2. Strengthen prevailing rate and apprenticeship laws.
3. Increase and index the state minimum wage.
4. Abolish all forms of the sub-minimum wage.
5. Increase the overtime penalty to triple time.
6. Provide a system of arbitration for wrongful discharge cases.
7. Prevent the PUC from interfering with collective bargaining in their rate making process.

8. Increase funds for job training provided by the Employment Training Panel and the Job Training Partnership Act.

We remain opposed to all efforts to allow the use of prison labor at the expense of "free" labor, such as the current Deukmejian initiative to amend the constitutional prohibition on the use of prison labor by private enterprise.

We are alarmed by the growing proliferation of sweatshops in California's garment industry, where more than 100,000 workers labor, and we call for legislation making manufacturers jointly liable for labor law violations in the shops of their sewing sub-contractors, and for increased resources to wipe out violations in these sweatshops.

The California Labor Federation opposes the introduction of H-2B "guest workers" into California's cities to work in factories or businesses, as this "urban bracero" program is a threat to working people here and will leave those workers imported at the mercy of their employers.

Adopted, p. 25.

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 have been introduced by grower-friendly representatives, many of them Democrats from agricultural districts. These measures are 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 six years to weaken the ALRA through legislative action.

Yet, through staff cuts and the domination of the ALRB by pro-grower members and a General

Counsel hostile to the interests of farm workers, Governor Deukmejian succeeded in converting the Board from a protector of workers' interests to a protector of growers' interests.

Still, the legal framework which enabled many farm workers to reap the benefits of collective bargaining could become useful if future appointments provide a balanced Board and a fair General Counsel.

We must protect this framework and make every effort to assure that the Board does not pervert the purpose of the law it is mandated to administer.

There are signs that agricultural workers are increasingly turning to the union for protection from conditions which have deteriorated in recent years. We hope that a new Governor will restore the ALRB to its original purpose so that unionization can bring its benefits to California's farm workers.

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 Governor Deukmejian has made extremely difficult.

We also support the boycott of table grapes, which underscore the union's demands for safe, healthful working conditions and a fair contract. We support the UFW's efforts to ban dangerous pesticides from the fields.

As if the union were not facing enough adversity at the hands of a hostile state administration, it now faces a new challenge dealing with the 1986 Immigration Reform and Control Act, which formalized guestworker programs that benefit agribusiness by institutionalizing an oversupply of labor.

In particular, the Replenishment Agricultural Worker Program (RAW) threatens to admit into the country large numbers of workers required to work 90 days a year (for each of three years) in order to retain their legal work status. Federal agencies will have a key role in determining whether there is a shortage of labor requiring admission of RAW's workers, and we call on them to acknowledge the oversupply of labor in California and elsewhere and reject admissions.

The union is also threatened by the spectre of the H-2A temporary labor program, which allows for admission of seasonal workers in agriculture if a shortage can be proven. Here, again, federal agencies have a key role in admitting workers and we call on them, especially the federal Department of Labor and the Immigration and Naturalization Service, to reject grower efforts to admit H-2A workers, who would become the *braceros* of the 1990s.

Conditions in the fields have also been worsened by the reemergence of large numbers of farm labor contractors in this state. Farm labor contractors who stand as intermediaries between the workers and the employer, who determines the conditions of their work are, in many instances, unscrupulous operators whose function is to insulate the grower from liability for payment of good wages, benefits and social insurance. This year the Federation supported legislation sponsored by the California Rural Legal Assistance, which will bring about some basic reforms in this area. We pledge to continue efforts to seek strengthening of the laws that regulate farm labor contractors.

We challenge agribusiness in this state to respect the basic labor rights of workers by sitting down and bargaining in good faith with the UFW; rejecting the use of farm labor contractors; and refraining from seeking foreign guest workers who will drive down wages and displace domestic labor. We pledge to the UFW that we will stand by them in their struggle so that real justice and democracy can be established in this state's agricultural industry.

Adopted, p. 26.

XIV PUBLIC EMPLOYEES

Public employees, federal, state and local, number over two million in California and comprise 16 percent of the state's wage and salary workforce. Public employees are now the largest group of union members in the state.

In the last decade public employees have come under attack on a number of different fronts. Although open public hostility to public workers has lessened in recent years, it continues at high levels. Popular frustration with taxes has led to opposition to government services and attacks on the jobs, pay, legal rights and dignity of public employees, while ignoring the real inequities in the tax system.

Hostility to public workers and opposition to government services have been fueled by severe budgetary problems at all levels of government. The budget deficits are a result of misdirected federal priorities, and tax cuts that have disproportionately benefitted the rich.

Budget deficits will continue for the foreseeable future and will put pressure on government administrations of all persuasions to cut services and reduce public employee's wages and benefits. Attempts to balance government budgets on the backs of public employees are totally unacceptable. Public employees are not responsible for the

deficits, and their pay and benefits are not legitimate targets for the budget cutting axe. To help counter popular resentment against government it is necessary to create a fair and equitable system of taxation, so that the cost of government falls on those most able to pay - the corporations and wealthy individuals.

Public employees continue to contend with efforts to do away with their jobs through contracting out of work they have traditionally performed to private for-profit firms. Contracting out often results in higher costs and poorer quality of services, decreased accountability, and increased potential for corruption.

To secure greater protection for public employees the California Labor Federation supports:

1. The extension of full collective bargaining rights to all public employees, including the inviolate right to strike.
2. Adoption of legislation permitting the negotiation of an agency shop for all public employees.
3. Adoption of legislation prohibiting the contracting out of work traditionally performed by public employees.
4. Strict enforcement of prevailing rate laws in work performed under public contracts.
5. Reform of the federal Hatch Act to extend full political rights and safeguards to federal employees as are enjoyed by all other American citizens.
6. Extension of the Occupational Safety and Health Act to provide mandatory coverage of all public employees.
7. Reform of the California Public Employment Relations Board to ensure timely issuance of board decisions.
8. Support budgetary action to restore staff to the State Personnel Board. To enable them to fulfill their constitutional duties to protect the public and the state merit system.

Adopted, p. 26.

XV CIVIL RIGHTS

The 1980's saw a reversal of many of the political and economic gains won by women and minorities in the previous three decades. Today this country is becoming even more deeply divided. The conservative ideology and policies of the Reagan and Bush administrations have exacerbated inequality and encouraged prejudice.

As the economic situation of women and mi-

norities worsened, the Reagan administration and the New Right attacked the programs and legal institutions set up to fight discrimination. Appointees to sensitive positions in government have been antagonistic to civil rights if not outright promoters of sexism and racism. The Equal Employment Opportunity Commission and other enforcement agencies have suffered cutbacks, and have retreated from serious enforcement of the law. The Civil Rights division of the Justice Department has actively fought affirmative action, joining employers in court fighting implementation of affirmative action programs. And the U.S. Commission on Civil Rights has been completely undermined by appointees openly opposed to affirmative action and pay equity.

To date the Bush Administration has continued this trend by failing to restore the integrity of the Civil Rights Commission and by actively opposing congressional attempts to restore civil rights protections that the Supreme Court has struck from the law.

The California Labor Federation stands together with our nation's minorities and women in opposing attacks on their economic, political and civil rights. Today as racial antagonism is on the upswing it is crucial for the future of the labor movement and our country, that we strengthen our efforts to ensure equal rights for all. If women and minorities are left behind, other workers cannot win justice for themselves.

The labor movement offers women and minorities the means to defend themselves against economic hardship, racism, sexism and sexual harassment in the workplace. The Federation calls on all affiliates to make a renewed, committed effort to organize women and minority workers. To succeed the labor movement must encourage the participation and leadership of women and minorities at all levels of union activity and office.

The California Labor Federation strongly supports the implementation of affirmative action programs to overcome historic discrimination and employment barriers which have denied women and minorities equal employment opportunities.

Our support for non-discriminatory seniority systems in no way conflicts with our strong and constant support for affirmative action.

Jobs that are predominantly held by women and minorities are generally underpaid when compared to other jobs of comparable skill, effort and responsibility. This type of sex and race based wage discrimination is not directly addressed by affirmative action. We urge all affiliates to work for comparable worth or "pay equity" to raise the pay of traditionally underpaid women's and minority occupations.

The Federation is deeply concerned about the rise of the New Right movement in America. There is no place in this country for racism, sexism, anti-gay prejudice or discrimination against immigrants. Such philosophies must be actively opposed by all who believe in equality. The Federation supports the enactment of legislation to deal with the growing number of hate crimes.

The California Labor Federation protests the widespread pattern of discrimination against U.S. citizens and other eligible workers found by the U.S. General Accounting Office to have been caused by the "employer sanctions" provisions of the Immigration Reform and Control Act ("IRCA"). We know that the victims of such discrimination are usually persons of Latin American or Asian ethnicity or heritage. Accordingly we join our brothers and sisters in the Mexican-American Legal Defense and Education Fund, the National Association for the Advancement of Colored People, and in the religious community and call upon the national AFL-CIO to support the immediate repeal of the employer sanctions provisions of IRCA.

In addition to the above policies, we support the following:

1. Full economic, social and political justice for all persons, irrespective of their race, color, creed, ethnicity, national origin, sex, sexual orientation, age, mental/physical disability.
2. Full support to the continuing efforts to see the Equal Rights Amendment placed into the U.S. Constitution.
3. Enactment of legislation to guarantee the civil rights of persons who have tested HIV positive from discrimination in employment, housing, credit, public accommodations and public service.
4. Expansion of training and employment for youth and of those programs oriented toward skill training.
5. Additional resources for schools located in depressed areas to insure equal educational opportunities for all.
6. Increased support for and cooperation with the Leadership Conference on Civil Rights, A. Philip Randolph Institute, Labor Council for Latin American Advancement, the AFL-CIO Asian Support Committee, 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 the continued efforts by the Federation's Senior Action Program in organizing retired workers on issues reflecting the concerns of the aging.

Adopted, p. 26.

XVI HOUSING

The American dream of owning one's own home has now become an impossibility for the majority of American families. Affordable rental housing is becoming non-existent, and millions of Americans, many of them working people, are living in the streets without a roof over their heads.

In California the situation is even worse than for the country as a whole. As of August 1989 an estimated 81 percent of California households could not afford the statewide median priced home of \$195,400. Nationwide 53 percent of households can not afford the U.S. median priced home of \$93,000. In Los Angeles and the Bay Area only 15 and 11 percent respectively of households can afford the median priced home. The minimum qualifying household income needed to buy the state median priced home is \$64,416. For Los Angeles it is \$80,000 and for the Bay Area it is over \$86,000.

The cost of California rental housing is climbing out of people's reach. Between 1970 and 1989 median household income increased by 247 percent while the median gross rent increased by 348 percent. The phenomenon of homelessness has become a national disgrace. In California, according to the Senate Office of Research, estimates provided by various public and private agencies indicate that at least 155,000 and very possibly 250,000 Californians are homeless. The Office of Research estimates that last year alone 126,000 homeless children received state temporary housing assistance.

A study by the Senate Office of Research concludes that the heart of the housing problem in California is a lack of affordable housing, rather than an overall shortage of housing units. Most new construction is being aimed at upper income buyers. In the last five years the state met its total housing goal, but during the same period met only 16 percent of its low-income housing goal. The policies of the Reagan and Bush administrations

are in large part responsible for the decline in low-income housing. From 1981 to 1990 federal low-income housing assistance was cut 82 percent, from \$30.2 billion to \$7.9 billion. Deregulation of the savings and loan industry has allowed the share of S&L loans going to housing to drop from 65 percent in 1981 to 39 percent in 1988. On the state level, Governor Deukmejian has vetoed millions of dollars for needed housing programs. Recent bond measures passed by California voters will help increase state programs in the future.

The California Labor Federation supports the following coalition efforts to deal with the housing problem:

1. Increase state funding for low-income housing through housing bonds and other methods. We support long term funding for the California Housing Trust Fund.
2. Restore federal funding to low-income assistance programs and restore the integrity of the Housing and Urban Development Department. Federal cutbacks were a large part of the problem, restored federal programs must be part of the solution.
3. Address imbalances in current state housing assistance programs to ensure that a greater share of benefits go to low income households. In 1989 total funding for all low income housing programs was less than a third of the amount spent on the mortgage interest deduction which disproportionately benefits higher income households. Eighty-nine percent of beneficiaries of the California Housing Finance Agency housing programs are not low-income households.
4. Investigate tax and other policy measures to reduce speculation in the housing market. Taxes on capital gains should not be reduced, as this will only further encourage real estate speculation.
5. Encourage local public entities to offer deferred payment, interest-free loans to low-income homeowners for rehabilitation.
6. Supplement existing low and moderate income construction and rehabilitation program funding with additional state revenue.
7. 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.
8. Oppose all forms of variable interest mortgages and all mortgage instruments which shift the burden of financial risk from the lenders to the consumer.
9. Expand the use of employee pension funds for housing construction.
10. Prohibit discrimination in housing against single parent households, students, families with children, the elderly, minorities, and people with disabilities.
11. Provide that renters can not be evicted without just cause. In cities with rent control, we support vacancy control so landlords do not have economic incentive to evict tenants in order to raise rents.
12. Support new forms of housing such as co-housing, housing cooperatives and self-help housing which typically involve some shared facilities and help meet the needs of single parent families, large families and others.
13. Require strict building safety, health and plumbing codes enforcement in construction and rehabilitation.
14. Ban the use of plastic pipe in all housing construction.
15. Support legislation extending the notification period before subsidized low-income housing units can be converted and giving tenants, non-profits and public agencies a first right of refusal to purchase units before conversion.

The Federation will 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 victims of unlimited rent increases. Further, local control is the logical way since the housing occupancy issue differs from community to community.

Adopted, p. 27.

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 in order to provide quality 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, sexual orientation, 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.

During the Reagan and Bush administrations billions of dollars have been cut from the federal budget for education and training.

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 previous ten years. California fell from ranking 16th in the nation for per pupil expenditures in 1972-73 to 22nd in 1988.

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 immediate future with over a million students being added to our public schools in the next six years. This will bring the total enrollment to over 5.5 million and will require the construction of 800 more schools. This compares to a steady annual decline in the number of students each year in the 1970s. The ethnic composition of our students is changing rapidly. Soon the major-

ity will be ethnic minorities. More will come from lower income families and 15 percent or more will arrive at school without any knowledge of English.

Thousands of new classrooms and new teachers are needed to house and teach these new students.

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. It is now very clear that quick fixes such as funding by lottery are no solution to the problem of funding education. And while Proposition 98 passed in 1988, guarantees the funding base for K-14 education, it provides little or no room for improvements in the systems.

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 California Labor Federation opposes all racial and ethnic segregation in public schools.

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.

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 and the learning environment.

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.

We acknowledge the crucial role that non-certificated classroom personnel play in the educational process and believe that California should consider the certification of these employees. It is also the policy of the California Labor Federation that all non-certificated employees be included in staff development funds and programs generated by both the Federal and State Governments.

In reaffirmation of our support of quality education for all citizens as a civil right, we specifically endorse:

1. Adequate federal and state funding of education.
2. Free universal public education, including 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.
6. Presentation of organized labor's contribution to this nation's history in lectures, discussion and text books.
7. Opposition to the growing tendency by higher education institutions to "casualize" teaching jobs by these schools' refusal to grant tenure to a greater number of instructors and by the staffing of courses with ever-increasing numbers of part-time employees.
8. 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.
9. Adequately funded programs to meet the educational needs of limited English speaking students.
10. Adequately funded programs for the education of the developmentally disabled.
11. Opposition of the policy of granting tax exemptions to schools which discriminate on the basis of race.
12. Opposition to the attempts of certain

school districts to divide and conquer school employees by threatening to lay off classified employees in order to provide salary increases to other employees.

Adopted, p. 27.

XVIII ENVIRONMENT AND WORKER HEALTH AND SAFETY

The concerns of the labor movement and of environmentalists have too often been seen to be contradictory. The California Labor Federation affirms its support for a wide range of environmental issues. We salute the contribution of environmental groups in the struggle for workplace health and safety.

We oppose attempts by industry to pit workers jobs against environmental policies. We can both protect the environment, and have full employment. Short-sighted, environmentally destructive policies can not be the basis of a healthy economy.

Conservative economics provides the ideological justification for attacks on both environmental protection and workplace safety and health regulation. Conservatives argue that the free market will deal with the problems and that business is hampered by too much government red tape. Experience instead shows that environmental and workplace deregulation leads to increased business profits at the expense of the environment and the lives and health of workers.

In California the Deukmejian administration has callously attacked environmental and health and safety regulations, consistently supporting the most reactionary business interests. Two years ago the California Labor Federation spearheaded the campaign against the Governor's attempt to destroy Cal-OSHA. Our coalition efforts with environmental, medical, public health and civic organizations resulted in voter passage in November 1981 of Proposition 97 which restored Cal-OSHA funding.

Environmental and health and safety regulation has suffered from lax enforcement and ineffective penalties. Companies often deliberately violate the laws, knowing they risk little chance of prosecution, and at worst face penalties that are often only a fraction of the cost of compliance. At both the state and federal level we support tougher enforcement of environmental and health and safety laws and stronger penalties for violators.

At the federal level the California Labor Federation joins with the national AFL-CIO in supporting:

1. Reform of OSHA to extend coverage to

- all workers, enhance enforcement authority, and mandate employer safety programs with worker participation.
2. Implementation and expansion of "right-to-know" laws requiring companies (defense and non-defense alike) to disclose the chemicals used in their plants.
 3. Faster progress by the EPA in cleaning up hazardous waste sites, while maintaining adequate worker training and health and safety.
 4. Subsidize research and installation of new technologies to reduce acid rain caused by existing coal burning facilities.
 5. A strengthening of the federal pesticide law requiring full testing of pesticides and restriction of those products which pose adverse health and environment effects.
 6. An increase in the level of funds for waste water treatment projects to the level of the late '70s and early '80s to put spending more in line with the need for these facilities.
 7. Implementation and strictly enforced rules to regulate releases of hazardous chemicals from chemical plants.
 8. Expansion of the asbestos removal program to include private buildings.
 9. Legislation requiring American companies operating outside the U.S. to observe adequate worker health and safety and environmental standards.
 10. Increased assistance from developed countries and international lending institutions to less developed countries for ecologically sound development.

Two important California environmental issues are currently in the hands of the federal government. The Federation calls on Congress to pass the California Desert Protection Act to preserve unique areas of the California desert and adopt legislation preserving habitat for the California condor.

At the state level the Federation supports:

1. The current grape boycott and struggle of the United Farm Workers to ban the use of dangerous pesticides on California table grapes. We support the field posting of pesticides used in agriculture and placing regulation of pesticides under the control of Cal-OSHA.
2. Full implementation of 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 regula-

tion.

3. The development of a comprehensive solid waste management resource recovery system.
4. The establishment of a state land use policy which would prioritize public housing for low and middle income people and encourage a balance between residential and business uses to reduce commuting.
5. Affording emergency response personnel access to inspect the MSDS of any user, manufacturer, producer or seller of a hazardous substance.
6. Greater state control over the disposal of toxic wastes to insure long term safety and to minimize the future incidence of birth defects and diseases. The costs of toxic cleanups and damage to the environment should be borne by the industry, not by the public at large.
7. Cooperative efforts of labor, government and industry to develop effective programs to combat the growing threat to workplace safety caused by alcoholism and drug abuse.
8. Legislation to improve health and safety for VDT users including employer paid eye exams, ergonomic furniture, proper lighting, anti-glare shields and rest breaks.

Adopted as amended, p. 27.

XIX ENERGY

The policies of the Reagan and now the Bush administration have moved this country further away from solving our long term energy problems. Successful conservation programs, alternative energy research, and mass transit have all been severely cutback, and energy production and pricing has been deregulated.

The California Labor Federation calls for a two pronged approach to increase conservation and accelerate development of alternative energy sources.

While once extremely successful, conservation in California is now on the decline. From 1973 to 1985 the amount of energy required to produce a dollar of California goods and services fell by 35 percent. In recent years, the utilities have cut the share of their revenues spent on conservation programs by more than half. Electricity use is now rising faster than population growth.

To encourage energy conservation the California Labor Federation supports:

1. Efforts to urge the California Public Util-

ities Commission to revitalize conservation programs at California utilities, through true least cost energy planning and putting conservation providers on the same footing as power providers.

2. The increased government funding of research geared towards the development of more effective energy conserving technologies, products and services.
3. The establishment of temperature 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.
4. Mandatory energy efficiency standards for all buildings and enforcement of Congressionally mandated efficiency standards for appliances.
5. The strengthening of automobile efficiency standards, the adequate enforcement of such standards and adequate funding for government research on improving automobile efficiency.
6. The expansion of subsidized mass transit and the retooling of industry to build more mass transit and ensure that transit fares remain affordable. In California we support development of a high speed rail project.
7. Efforts to encourage water conservation. This will also conserve energy since pumping water over great distances and heights consumes huge amounts of electricity in California.
8. The adoption of legislation for private business as well as public utilities to give priority to the use of renewable resources for the production of energy.

Conservation must be combined with development of alternative energy sources. 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.

We need to restore and increase government funding for alternative energy research. Energy investment decisions should take into account full, long term costs, including environmental impacts. And utilities, industry and homeowners should be given incentives to use renewable energy sources.

The 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. 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. A.B. 4686 (Isenberg), a Federation-sponsored bill signed into law in 1988, represents a step toward implementation of this policy.

It is 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.

The federation also endorses:

1. A state oil severance tax at the well-head to protect California's natural resource 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.
4. Continuation of the Alaska oil export ban.

Adopted, p. 27.

XX COMMUNITY CONCERN AND SERVICE

The labor movement, although organized at the workplace, must be actively concerned with the welfare of the less fortunate and with issues such as crime, alcoholism and drug abuse. These issues affect trade unionists on the job, and in the communities in which they live.

While not a cure-all, the California Labor Federation believes that the achievement of full employment for all at a just wage with good working conditions would go far to alleviate many social ills. A variety of studies show a strong link between higher unemployment and increases in crime, domestic violence, suicide and murder.

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. Employers are currently pushing methods for

dealing with drugs such as random or blanket testing which violate the basic right to privacy. The Federation supports programs which focus on prevention and rehabilitation rather than punishment. If drug tests are to be required at work, they should be based on evidence of impairment and any worker who is tested must be provided with adequate opportunities of checking the accuracy of the test results.

We recognize the ethical responsibility for all citizens to assist those less fortunate economically and socially, whether in chronic distress of suffering the temporary effects of natural disasters 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 reduce crime.
2. Labor cooperation with the National Council on Alcoholism and other similar programs to deal with illness of alcoholism and drug abuse.
3. Cooperation consistent with the interests of the trade union movement is urged in the United Way efforts and in behalf of such groups as the Red Cross, Muscular Dystrophy Association, 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, hurricane, and famine victims around the world. After the 1989 Loma Prieta Earthquake the Federation was successful in raising over \$259,000 in funds to assist union members who suffered losses in the quake.
6. Cooperation with programs to help the less fortunate in society, including the elderly, the homeless, the poor, people with disabilities, and sufferers of AIDS and other diseases.
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.

8. Cooperation with joint AFL-CIO-American Red Cross programs to enlist union blood donations and provide workplace education on AIDS.

Adopted, p. 27.

XXI RIGHTS OF PEOPLE WITH DISABILITIES

People with disabilities and sensory impairments make up nearly 20 percent of our nation's population, yet unfair social policies, and prejudicial paternalistic attitudes oppress them and exclude them from full participation in American society.

People with disabilities deserve full inclusion in the mainstream of community life.

Historically, persons with disabilities have faced discrimination based on the general public's misconception that disabled persons are sick and unable to work or are not intellectually capable of participating in the mainstream of life. These prejudices have resulted in massive unemployment and underemployment.

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 and the recently passed "Americans with Disabilities Act." Additionally we support the allocation and appropriation of budgets to agencies charged with the enforcement of 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 policy 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, type of 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 individuals with disabilities have the maximum opportunity of entering the work force.
 7. Accessibility by qualified individuals with disabilities 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 requires 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.
 12. Major increases in employment opportunities achieved through creative programs, access to technological innovations, tax incentives, attitudinal training, alternative work schedules and supported employment.

Adopted, p. 27-28.

RESOLUTIONS

Support National Endowment for the Arts

Resolution No. 1—Presented by California State Theatrical Federation, San Francisco.

Whereas, The National Endowment for the Arts has been under serious attack over two fundamental issues: Freedom of expression and continued Federal funding support; and

Whereas, The National Endowment for the Arts has supported more than 80,000 cultural projects across the Nation; and

Whereas, The last ten Pulitzer Prize winning plays were first produced at not-for-profit theaters funded by the National Endowment for the Arts; and

Whereas, Under today's current grant restrictions the New York Shakespeare Festival could not have produced such productions as "A Chorus Line"; therefore be it

Resolved, That this 18th Biennial Convention of the California Labor Federation go on record as supporting the re-authorization of the National Endowment for the Arts without restriction as to content, which would amount to censorship of the Arts.

Referred to Committee on Resolutions.
Adopted, p. 13.

Disclose Use of Recorded Music

Resolution No. 2—Presented by California State Theatrical Federation, San Francisco.

Whereas, Increasingly more theatrical productions involve the use of music that has been recorded, to the detriment of Union musicians working in the live performance field; and

Whereas, Such productions do not advertise to the theatre-goer that such recorded music is being utilized; therefore be it

Resolved, That this 18th Biennial Convention of the California Labor Federation go on record as supporting those bills before the California legislature which would require clear and conspicuous disclosure in all advertisements as to the use of music that has been recorded or otherwise reproduced in any performance for which a fee has been charged.

Referred to Committee on Legislation
Adopted, p. 13.

Rights for United Way Employees

Resolution No. 3—Presented by Service Employees No. 535, Oakland.

Whereas, The labor movement continues to face management resistance to organizing and representation of workers employed by United Way agencies in California; therefore it be

Resolved, By this 18th Biennial Convention of the California Labor Federation, that until the United Way of America adopts and enforces a policy guaranteeing the Union rights of employees in United Way supported agencies, the California Labor Federation will refrain from endorsing or cooperating in any way with the local United Ways.

Referred to Committee on Resolutions
Adopted as amended, p. 27.

Draw Blood by Licensed Nurses Only

Resolution No. 4—Presented by Service Employees No. 535, Oakland.

Whereas, The American Red Cross plans to continue its effort to de-skill the professional positions in California blood banks; and

Whereas, Such policy implementation would require legislative actions; and

Whereas, The replacement of LVN's and RN's by "in-house" trained, unlicensed personnel would endanger the blood supply; therefore be it

Resolved, By this 18th Biennial Convention of the California Labor Federation, that the Federation go on record against any legislation which would weaken the current licensing positions of those allowed to draw blood.

Referred to Committee on Legislation.
Adopted, p. 13.

Women's Right to Reproductive Choice

Resolution No. 5—Presented by United Public Employees, No. 790, Oakland.

Whereas, The July 3, 1989 U.S. Supreme Court decision in the case Webster v. Reproductive Health Services had dealt a severe blow to the rights of women in the U.S. and threatens to undermine their fundamental right to privacy in making reproductive choices; and

Whereas, A woman's right to determine the size of her family and her access to abortion

services profoundly affect her ability to participate in both the work force and her union. Women must be free to make these extremely personal choices regardless of income and without government interference; and

Whereas, We live in a multi-religious, multi-cultural society. Beliefs about when life begins vary. We believe such matters cannot and should not be legislated; and

Whereas, United Public Employees Local 790, S.E.I.U. deplores the fact that women, especially young, low-income and minority women, often pay with their lives or health as a result of legal, financial and repressive impediments to safe and legal birth control services, including abortion; and

Whereas, Women who choose to have children should be guaranteed adequate prenatal care and health care for themselves and their children. Government cutbacks of funding for such services have endangered the lives of poor and working class women and children and have condemned many to unnecessary suffering and deprivation. In an age which has developed the technology to greatly reduce maternal and infant mortality and birth defects, it is unconscionable to deny access to health services to anyone; therefore be it

Resolved, By this 18th Biennial Convention of the California Labor Federation, AFL-CIO, that although it is never easy to address the issue of abortion, we believe, however, the time has come for the labor movement to protest the Webster decision and speak out in favor of preserving the right of all women to privacy in making reproductive choices without government interference; and be it further

Resolved, That we believe those of us in the labor movement must work in coalition with pro-choice organizations to guarantee the preservation of such rights; and be it finally

Resolved, That we further call for access for all women to a full range of health and family planning services without restrictions based upon economic status or ability.

Referred to Committee on Resolutions

Referred to incoming Executive Council, p. 15.

Petition to President P.W. de Klerk of South Africa

Resolution No. 6—Presented by Santa Clara & San Benito Counties Central Labor Council, San Jose.

Whereas, After twenty seven years in prison,

Nelson Mandela has been released. Thousands of political prisoners should have been, but were not released along with him. The National Executive Committee of the African National Congress, while calling for negotiations with the Government on the establishment of a non-racial democracy, has declared the following conditions to be pre-requisite to negotiations:

1. The release of all political prisoners and detainees
2. The end of the State of Emergency
3. The repeal of all repressive legislation
4. The halt of all political trials
5. The removal of all troops from the townships

Therefore be it

Resolved, By this 18th Biennial Convention of the California Labor Federation, AFL-CIO, that we urge these conditions be met in order to create a proper climate for the conduct of negotiations to establish a non-racial democracy in South Africa; and be it finally

Resolved, That the Convention adopt this resolution and send it to all federation affiliates in petition form, asking that they too endorse and circulate it for signatures among their members and members' families.

Referred to Committee on Resolutions.

Adopted as amended, p. 13.

Oppose Anti-Union U.S. Employers in Eastern Europe

Resolution No. 7—Presented by San Francisco Building and Construction Trades Council, San Francisco.

Whereas, It is apparent that Eastern European countries, including the USSR, intend to mix their social economics with the concept of capitalism; and

Whereas, This could supply a skilled, well-educated workforce to multi-national corporations seeking cheap labor; and

Whereas, The labor movement of these merging countries has great influence in the political freedom as per Solidarity in Poland, and it is important for the American labor movement to join the Eastern European unions to insure anti-union American corporations are not allowed to enter into joint venture with these countries, such as Coors Beer, Federal Express, Sprint, etc.; and

Whereas, It is in the best interests of American workers and the labor movement to work to insure that anti-union employers are unable to prosper at

the expense of fair employers and their fellow workers; therefore be it

Resolved, That the 18th Biennial Convention of the California Labor Federation, AFL-CIO, calls upon the AFL-CIO to make certain that the trade union movements representing workers in Eastern Europe oppose unfair, anti-union U.S. employers.

Referred to Committee on Resolutions.
Adopted as amended, p. 14.

Democracy and Rights for Workers in the East

Resolution No. 8—Presented by AFSCME No. 444, Oakland.

Whereas, Workers around the world have been inspired by the heroic movement of the workers in East Europe, China and the Soviet Union; and

Whereas, The workers of that part of the world have no self-interest in throwing off the oppression of the bureaucrats who presently dominate their societies only in order to exchange it for the oppression of big business, who presently dominate the U.S. and the West; and

Whereas, Some of those who claim to speak in the workers' name, such as Lech Walesa and Boris Yeltsin, have been full of praise for such openly anti-union politicians as George Bush and Margaret Thatcher; now therefore be it

Resolved, That this 18th Biennial Convention of the California Labor Federation, AFL-CIO, urges the workers in the East to seriously study the experience of the workers and the labor movement of the U.S. of the last decade; and be it further

Resolved, That this body calls for full trade union and political rights and for genuine workers' democracy in the East; and be it further

Resolved, That this body considers as the purest hypocrisy the "support" that George Bush and the other politicians for big business have given to the workers' movement of the East.

Referred to Committee on Resolutions.
Adopted as amended, p. 14.

Campaign for Minimum Wage and Full Employment

Resolution No. 9—Presented by AFSCME No. 444, Oakland.

Whereas, Real wages fell 11.7% from 1978 to 1988; and

Whereas, The real value of the minimum wage fell 36% between 1981 and 1989, and some 34.5 million people (15% of the population) lived in poverty in 1988, and between 1979 and 1987 the poorest 20% of the population lost 8% of their purchasing power, while the richest 20% gained 16%; and

Whereas, Only the organized labor movement has the power and the self-interest to launch a campaign for full employment and decent wages for all; and

Whereas, Such a campaign would be enormously attractive to many millions of workers, union and non-union alike, and is necessary to strengthen the unions and organize the unorganized; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, shall launch a campaign for an immediate \$5.00 per hour raise or a \$10 per hour minimum wage, whichever is greater, for all workers; for a full, uncapped c.o.l.a.; and for a 32-hour work week with no loss in pay (as a first step towards eliminating unemployment); and be it further

Resolved, That the gains of the past can only be preserved and gains such as those above can only be won by mobilizing the masses of workers, union and non-union alike, to fight on their own behalf around such a program; and be it further

Resolved, That this body recognizes that the American labor movement was not built and will not be preserved by blindly obeying all the anti-labor rulings and laws of the government and its courts.

Referred to Committee on Resolutions.
Nonconcurrence, p. 25.

Establish Labor Party in California and the U.S.

Resolution No. 10—Presented by AFSCME No. 444, Oakland.

Whereas, The last nine years of Republican administrations have brought almost nothing but attacks on the labor movement and U.S. workers in general; and

Whereas, Both major political parties have cooperated in and helped orchestrate these attacks; and

Whereas, Under the last Democratic administration of Jimmy Carter, with an overwhelmingly Democratic Congress, none of labor's priority legislation was passed; and

Whereas, Decades of labor support for the

Democratic Party have been by such steps as the passage of the Taft-Hartley Act, used by Republican and Democratic presidents alike; and

Whereas, U.S. workers' real wages have fallen 11.7% between 1978 and 1988 under Republicans and Democrats alike; and

Whereas, Unemployment, homelessness and poverty have become a permanent fixture in U.S. society and only one-third of the unemployed receive benefits and 40 million workers have no health benefits; and

Whereas, The shorter workweek (which is necessary for full employment) will never be fought for by either of the two parties of big business, the Republicans and the Democrats; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, recognizes the necessity for the formation of a Labor Party in the United States; and be it further

Resolved, That this Federation shall encourage and assist all its central labor councils as well as all local unions to discuss and endorse the idea of a Labor Party and to organize local and regional conferences to build such a Labor Party and to organize local committees for a Labor Party; and be it further

Resolved, That the California Labor Federation, AFL-CIO, shall call on the AFL-CIO to call a national convention of elected delegates from all local unions and central labor bodies in order to establish a Labor Party in the United States; and be it further

Resolved, That the California Labor Federation, AFL-CIO, shall call such a statewide convention for the establishment of such a Labor Party within California.

Referred to Committee on Resolutions.
Nonconcurrence, p. 25.

Encouraging the Formation of Asian/Pacific American Labor Organizations

Resolution No. 11—Presented by ILGWU, Pacific Northwest District Council and Service Employees No. 87, San Francisco.

Whereas, The State of California is witnessing the growing impact of the Pacific Rim economies and an increasing number of Asian/Pacific Americans in the workforce and in organized labor; and

Whereas, Labor and Asian/Pacific American communities share similar concerns and interests in a broader, more equitable sharing of the eco-

nomic and political resources of this State, and that we are in fact natural allies in the fight to improve the quality of the life for working people; and

Whereas, There is growing concern that the labor movement must seek effective communication with, and the participation of Asian/Pacific American workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO:

1. Use its resources to encourage the formation and affiliation of Asian/Pacific American labor organizations to develop a common agenda which serves to unite labor and the Asian/Pacific American communities.

2. Promote the organizing of Asian/Pacific American workers into unions and seek to initiate programs and activities which are of benefit to the Asian/Pacific American workers and their communities.

3. Commit itself to the training, promotion, empowerment and leadership of Asian/Pacific American workers within the labor movement and in the communities.

4. Affirm labor's commitment to promote and defend the civil and human rights of Asian/Pacific Americans and all other minorities.

Referred to Committee on Resolutions.
Adopted as amended, p. 27.

Release Palestinian Trade Unionist Hani Beydoun

Resolution No. 12—Presented by AFSCME Social Service Union No. 1108, Los Angeles.

Whereas, Brother Hani Beydoun, Palestinian West Bank trade union leader and founder of the Jerusalem Hotel Workers Union, was arrested and jailed without cause on March 20, 1990 by Israeli government authorities, and

Whereas, Brother Beydoun continues to be held without charges and interrogated without benefit of legal representation while being subjected to solitary confinement while cuffed, sleep deprivation, denial of water for bathing and shaving, refusal of changes of clothing, and

Whereas, These violations of Brother Beydoun's rights to free speech, equal protection and due process are outrageous violations of human rights standards recognized by all civilized peoples, and

Whereas, It appears that the brutal detention of Brother Beydoun is in retaliation for his testi-

mony before the annual United Nations Conference of Non-Governmental Organizations on the Question of Palestine and his meetings with trade unionists in 18 U.S. and Canadian cities last summer, giving us direct evidence of the barbarous denial of human and labor rights of Palestinian workers in Israel and the occupied territories; now therefore be it

Resolved, That the 18th Biennial Convention of the California Labor Federation, AFL-CIO, join our many sisters and brothers in the U.S. and Canadian labor movements in demanding the immediate release of Brother Hani Beydoun.

Referred to Committee on Resolutions.

Referred to incoming Executive Council, p. 14.

Ad Valorem Tax On All Canned Tuna

Resolution No. 13—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Many years ago the United States imposed a duty on canned tuna in oil a 35% ad valorem tax; and

Whereas, The intent then was to protect the U.S. tuna industry which at that time packed most of canned tuna fish in oil; and

Whereas, Today most tuna fish consumed in the United States is packed either in broth or water; therefore be it

Resolved, That California Labor Federation, AFL-CIO, call upon the International Trade Commission to recommend to President Bush to correct the mistake made by leaving a loophole in the law, thus allowing the dumping of canned tuna fish into the United States. We urge that the duty should apply to all canned tuna fish and that duty of 35% ad valorem tax shall apply to all canned tuna fish entering the United States.

Referred to Committee on Resolutions.

Adopted, p. 25.

Support for 1990-91 United Way Campaign By the California Labor Federation, AFL-CIO

Resolution No. 14—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco

Whereas, Citizen participation in voluntary human service programs is a hallmark of the

American democratic society; and

Whereas, The AFL-CIO has been committed to voluntary action since its foundation and, through its Department of Community Services, has worked together with United Way and its member agencies for the benefit of the total community; and

Whereas, it is important that this cooperative relationship must be based on equal partnership and it must be extended to the entire community; and

Whereas, This campaign now combines community services at the local level with national programs directed towards curing crippling and life threatening disease, constituting the largest federation 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, 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, 13 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, including the United Way and Red Cross, to respect the right of their employees of member agencies to join unions of their own choosing without interference or coercion for the purpose of collective bargaining in good faith and, to support the resolution of labor negotiation differences employing commonly recognized and accepted procedures provided in collective bargaining, and

Whereas, By a new Memorandum of Understanding reached recently between United Way of Los Angeles Inc. and the Los Angeles County Federation of Labor, AFL-CIO, reiterating the commitment of the United Way in the greater Los Angeles area to the beliefs held mutually by United Ways and organized labor, and a desire to continue the mutually advantageous relationship of many years standing, a relationship that has done much to contribute to the well being of the total community; and

Whereas, It was agreed that if either party, the AFL-CIO or the United Way, brings to the attention of the other a situation that warrants review at the request of either the Secretary-Treasurer of the Los Angeles Federation of Labor AFL-CIO, or the Chairman of the Corporate Board of Directors, United Way, a fact-finding Task Force of 6 (six) will be formed composed of (3) three voting members named by each party and a non-voting Task Force Chair to be named by the United Way; the Task Force's findings will be reported expeditiously to the appropriate body within each organization for action purposes; and

Whereas, The United Way, Inc., while recognizing the autonomy of each organization that it funds, nonetheless, urges the organizations so related to consider the adoption of similar labor relationship practices as stated above; and

Whereas, United Way's policy is to honor all designations of individual donors, allowing each freedom to choose, and is a continuing program,

to be made available to all donors for as long as they elect to make designations; and

Whereas, Individual members of organized labor are working as volunteers in behalf of the United Way, the Red Cross, and the voluntary health agencies and have been continually and actively involved in fund-raising efforts for the benefit of the total community; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, strongly endorses the United Way Campaign of 1990-91, and reaffirms its position in support of United Way, and urges all affiliates and members to support this year's campaign where labor disputes do not exist, by contributing their fair share in accordance with established giving throughout the community.

Referred to Committee on Resolutions.

Adopted, p. 27.

Sewing With Dignity; Joint Liability

Resolution No. 15—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco

Whereas, The women and men who cut and sew our clothes are denied their basic dignity every day when they are forced to live a life with poverty level, often sub-legal minimum, wages, long days and weeks of work without payment of required overtime, no health care benefits, industrial homework and child labor as the substitute for decent child care, unsafe and unsanitary working conditions, expensive and crowded housing, and daily humiliation and injustice while on the job, including persecution for joining a union; and

Whereas, Garment workers should have the right to a secure job, a living wage, strict enforcement of minimum wage and overtime laws, access to affordable health care and child care, safe and healthy working conditions, affordable housing, and dignity, fair treatment at work, and respect for the right to join a union; and

Whereas, When garment workers take steps to improve their lot in life by seeking legal redress against their immediate employer, the small sewing contractor, the workers will often find the contractor unable or unwilling to pay, closed down, or changed in identity; and

Whereas, The structure of the garment industry, wherein wealthy garment manufacturers send out cut fabric to be sewn at sewing contractor shops, serves to insulate the manufacturers from

their just liability for the conditions created by them in the contractors' shops; and

Whereas, for garment workers to hope for a life where they may sew with dignity, the law must be changed so that garment manufacturers are held liable for the labor law violations committed in sewing contractor shops; therefore be it

Resolved, that this California Labor Federation, AFL-CIO, endorses and supports the passage of Assembly Bill 3930, the "Joint Liability" bill, which calls for garment manufacturers to be liable for labor law violations committed in the shops of their sewing contractors.

Referred to Committee on Legislation.
Adopted, p. 17.

H-2B "Urban Bracero" Program Condemned

Resolution No. 16—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco

Whereas, For the first time the Immigration and Naturalization Service has permitted the importation of unskilled factory workers into the United States as "temporary workers," over the objections of the Department of Labor, in the case of Winnis Fashions, which imported 16 workers from the People's Republic of China; and

Whereas, The H-2B program is akin to the infamous Bracero program and is a threat to all workers' jobs and working conditions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, condemn the action of the INS and call on the INS to revoke these temporary work visas and deny any further extensions of such visas.

Referred to Committee on Resolutions.
Adopted as amended, p. 25.

Printed Daily Convention Proceedings

Resolution No. 17—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article XIV A beginning on page 36 of the Constitution and Rules and Order of Business of the Federation be amended

as follows:

1. Amend Section 10 on page 39 by striking in the first sentence the words, "the proceedings" and adding in their place the words, "a synopsis of the proceedings."
2. Amend Section 10 on page 39 by striking in the second sentence the words "a printed copy" and adding in their place the words "a printed synopsis."

Referred to Committee on Constitution.
Adopted, p. 22.

Roll Call Votes

Resolution No. 18—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article XIV A beginning on page 36 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 12 on page 39 by striking the sentence and adding in its place "It shall require 30% of the delegates present and voting to demand a roll call vote upon any vote where a roll call is not otherwise specified in this Constitution."
2. Amend Rule 9 on page 58 by striking "150" and adding in its place "30%."

Referred to Committee on Constitution.
Adopted, p. 22.

Federation Vice Presidents

Resolution No. 19—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 "24 Geographical Vice Presidents" and add "23 Geographical Vice Presidents."
2. Amend Section 1(b) on page 9 by striking "12 At Large Vice Presidents" and add "13 At Large Vice Presidents".
3. Amend Section 2 on page 9 by striking "24 Geographical Vice Presidents" and

add "23 Geographical Vice Presidents".

4. Amend Section 2 on page 9 by striking the sentence "District No. 2A (City of Long Beach), one Vice President; District No. 2B (Orange County), one Vice President" and add the sentence, "District No. 2 (Orange County), one Vice President".
5. Amend Section 2 on page 9 by adding to "District No. 3" the "City of Long Beach".
6. Amend Section 3 on page 11 by striking "twelve" and adding "thirteen," in the last line of the same section strike the words, "and L respectively" and add the words, "L and M respectively."

Referred to Committee on Constitution.
Adopted, p. 22.

Political Recommendations And Endorsements

Resolution No. 20—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article XIV F beginning on page 47 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 on page 48 by adding to the listing the office of "State Insurance Commissioner" and the phrase, "any other statewide office" following the reference to the California Courts of Appeal.

Referred to Committee on Constitution.
Adopted, p. 23.

Public Employees

Resolution No. 21—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article IX beginning on Page 28 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 on page 29 by adding to the list of standing committees, "8. Public Employees."
2. Amend Section 1 on page 31 by adding prior to the final paragraph the following, "8. The Committee on Public Employees shall report and advise on all matters re-

lating to public employees. In any activities, however, the committee shall not in any way concern itself in matters which involve jurisdictional claims."

Referred to Committee on Constitution.
Adopted, p. 23.

COPE Revenues

Resolution No. 22—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article XII beginning on Page 32 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1(a) on page 33 by striking the final sentence and adding "Amounts accruing to the Standing Committee on Political Education reflect voluntary earmarked contributions at 5¢ per month from individual members of affiliated unions and will be utilized, in part or in whole, for contributions to candidates for California legislative and constitutional offices. No per capita payment shall be made by or on behalf of financial core members of affiliated unions."

Referred to Committee on Constitution.
Adopted, p. 23.

Convention Date

Resolution No. 23—Presented by Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Be It Resolved, that Article XIV A beginning on Page 36 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 2(b) on pages 36-37 by striking the first sentence and adding in its place, "The Federation shall meet in Regular Biennial Convention convening every even-numbered year on a date selected by the Executive Council at such convention city as the preceding convention shall have selected."

Referred to Committee on Constitution.
Adopted, p. 23.

Expenses

Resolution No. 24—Presented by Executive Council of the California Labor Federation, AFL-

CIO, San Francisco.

Be It Resolved, that Article X beginning on page 31 of the Constitution and Rules and Order of Business of the Federation be amended as follows:

1. Amend Section 1 on page 31 by striking "and \$70 a day for hotel accommodations" and add in its place "and reimbursement of the charge for a standard hotel room."

Referred to Committee on Constitution.
Adopted, p. 23.

Professional Athletic Teams Patronize Only Union Establishments

Resolution No. 25—Presented by California State Council of Hotel Employees and Restaurant Employees, Santa Rosa.

Whereas, It has been the practice of various organized, professional athletic teams to patronize non-union hotels while travelling; and

Whereas, Such practices have included various non-union hotels, including some of which are currently on Do Not Patronize Lists; and

Whereas, Such practices seriously undermine the credibility and strength of organized labor in those jurisdictions affected; and

Whereas, Organized labor has stood firmly behind all organized, professional athletic teams in their labor struggles; therefore be it

Resolved, That the 18th Biennial Convention of the California Labor Federation, AFL-CIO, does hereby urge all organized professional athletic teams to patronize only those hotels operating under a collective bargaining agreement;

and be it further Resolved, That each local union located in cities which are home to organized, professional athletic teams, contact said teams through their player representatives and urge them to end their practice of patronizing non-union establishments, where applicable.

Referred to Committee on Resolutions.
Adopted as amended, p. 25.

Opposition to Deregulation of California Intrastate Trucking and P.U.C. Decision #90-02-021

Resolution No. 26—Presented by the Teamsters Joint Council No. 7, San Francisco.

Whereas, The U.S. Congress deregulated trucking in 1980 and the California Public Utilities Commission began to experiment with significant deregulation of intrastate trucking 1980; and

Whereas, Deregulation of trucking resulted in cutthroat competition among companies, discriminatory pricing practices, the loss of thousands of jobs for California workers, contributed to an increase in highway accidents involving commercial trucks, and has not been beneficial to California consumers; and

Whereas, The PUC, after examining the effect of deregulation on industry stability, service to consumer and highway safety, reregulated trucking in 1986; and

Whereas, The PUC's 1986 reregulation program carefully balanced price competition, rate stability, service to the public, and adequate safety and maintenance practices; and

Whereas, A coalition of large shippers and manufacturers prevailed upon the Public Utilities Commission to reverse the 1986 decision and move once more towards deregulation of California trucking; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record in opposition to deregulation of California intrastate trucking; and be it further

Resolved, That the California Labor Federation, AFL-CIO, advise the Public Utilities Commission that it is opposed to Decision #90-02-021, because it would significantly deregulate California trucking at the expense of both workers and consumers.

Referred to Committee on Resolutions.
Adopted, p. 17.

Savings and Loan Institutions

Resolution No. 27—Presented by Alameda County Central Labor Council, Oakland and ILGWU Local 44, Los Angeles.

Whereas, The Savings and Loan (S&L) debacle is the greatest scandal to occur in U.S. history, far surpassing Teapot Dome, McCarthyism and Watergate in greed, fraud, corruption and malfeasance in high and low places; and

Whereas, The cost of the S&L debacle and scandal is more than \$500,000,000,000.00 (\$500 billion), far more than the cost of the disastrous and failed Viet Nam War; and

Whereas, This \$500 billion S&L debt is equivalent of every man, woman and child in the United States having to pay \$2,000 in additional taxes to the U.S. Government; and

Whereas, This \$500 billion S&L debt was made possible by elected and appointed officials, and others, well intentioned, but naive, who saw deregulation as "getting government off the back of the people:" while other elected and appointed officials, and others saw deregulation as the key to giving their friends in the S&L industry a free hand to rape and pillage of the S&L institutions; and

Whereas, The Savings and Loan debacle and scandal with its \$500 billion debt is a national crisis and threatens the well being of the people in the country, and the crisis in the savings and loan industry was caused by greed, stupidity and in at least 40% of the cases, by criminal activity. This greed, stupidity and criminal activity still continued, and

Whereas, The Savings and Loan debacle and scandal with its \$500 billion debt continues, and while Congress and the Administration have taken some tentative steps to correct this crisis, far too many in Congress and the Administration are far more concerned with flag burning, prayer in public schools, the fixing of parking tickets rather than pursuing a vigorous program to resolve the savings and loan crisis in a fair, just and equitable manner; therefore be it

Resolved, By the 18th Biennial Convention of the California Labor Federation, AFL-CIO, that the Republican Administration and Democratic Congress should:

1. Impose the bill for the S&L debacle on those wealthy groups who abused the system and benefitted by it;
2. Abandon the bankrupt policy of "getting government off our backs", which threatens to load our backs with thousands of dollars of debts run up by others, and adopt new regulations and enforcement measures to force the S&L industry to meet its original purpose of providing funds for families to buy homes;
3. Adopt new regulations and enforcement measures to forestall a similar tragedy now brewing in the Banking Industry;
4. Adopt civil and criminal legislation which will permit the seizure of assets of those

guilty of S&L and banking industry abuses;

5. Provide sufficient resources to:

- a. investigate publicly and freely all government agencies, including the CIA and the NSC, for involvement in the Saving and Loan debacle and scandal;
- b. prosecution of all violations of the law related to the S&L scandal and the recovery of the ill-gotten gain and assets of the wrongdoers;

6. Restore the progressive tax structure including increases in capital gain taxes that existed prior to the Reagan Tax Reform; this restoration of the progressive tax structure is the only way that the wealthy, corporate raiders, and corporations that benefitted from the Savings and Loan debacle and scandal can be forced to pay for the benefits they received;

7. Halt the "fire-sale" of billions of dollars of assets of the S&L's seized by federal officials, which only promise to allow those buying to reap "wind-fall profits" at the expense of U.S. taxpayers and working people;

8. Be it further Resolved, That the California Labor Federation calls upon the California Congressional Delegation to pursue vigorously the foregoing seven courses of action; and be it further

Resolved, That the California Labor Federation calls upon the California Legislature and the Governor of the California Administration to pursue vigorously the correction of Legislative and administrative actions that allowed State chartered savings and loans to engage in activities that resulted in the Federation Saving and Loan debacle and scandal.

Referred to Committee on Resolutions.
Adopted as corrected and amended, p. 17.

Reinstate British Journalists

Resolution No. 28—Presented by Northern California Newspaper Guild, San Francisco.

Whereas, Twenty-three members of Britain's National Union of Journalists were fired for striking 24 hours to defend their claim for full union recognition at Pergamon Press, Oxford; and

Whereas, This strike action was legally undertaken; and

Whereas, The union-bashing approach taken by Pergamon Press is typical of treatment afforded workers by multi-national media corporations into whose hands dissemination of news increasingly is concentrated; and

Whereas, The Newspaper Guild, AFL-CIO, CLC, has denounced these firings; therefore be it

Resolved, That the 18th Biennial Convention of the California Labor Federation condemn the unwarranted and immoral abuse of union rights by Pergamon Press and other multi-national media corporations, calls for speedy reinstatement of all 23 Journalists, and urges full recognition of the National Union of Journalists as their representative.

Referred to Committee on Resolutions.
Adopted, p. 25.

Support Union Workers at Sears Roebuck & Co.

Resolution No. 29—Presented by San Francisco Labor Council, San Francisco.

Whereas, The citizens of San Francisco have provided economic support for Sears Roebuck & Co. for over a time period of sixty years; and

Whereas, Members of organized labor unions have been in the forefront of the aforementioned support; and

Whereas, Members of UFCW Local 1100 have served both Sears Roebuck & Co. and the entire San Francisco Community for over one-half century; and

Whereas, On June 7, 1990 Sears Roebuck & Co., in a cruel and coldhearted manner, announced plans to close the Sears Geary store effective September 15, 1990; and

Whereas, Such action will affect the economic well being of 235 loyal employees; many who have served Sears through good and bad times; and

Whereas, The closing of the Sears Geary store will adversely affect the possible unionization of the 126 non-union stores whereby Sears employees have indicated an interest in obtaining union representation; and

Whereas, UFCW Local 1100 in the fulfillment of its lawful responsibilities is in the process of presenting all necessary information to the appropriate court thereby seeking justice and security

for those individuals who will become victims of the closing of the Geary store; therefore be it

Resolved, That the California Labor Federation serve notice upon Sears Roebuck and Company that the closing action violates not only the employees' legal rights but it is in violation of all basic rules of concern and decency; and be it further

Resolved, That the California Labor Federation urge each affiliated organization to communicate with Sears Roebuck both on a local and national basis and that such communication shall express anger and discontent because of the closing action; and be it finally

Resolved, That efforts be made to establish contact with Edward Brennan, Chairman of the Board of Sears Roebuck and Co. The purpose of such contact is to request that Mr. Brennan meet directly with a balanced group of appropriate labor officials, community representatives and officials of Local 1100, to develop means and methods designed to keep the doors open at the Sears Geary store and if such is not possible all legal avenues shall be travelled to assure a fair and protective severance program of sufficient nature to guarantee all affected employees that a bridge of hope exists as they travel a new economic highway.

Referred to Committee on Resolutions.
Adopted, p. 25.

National Health Care — The Next Step

Resolution No. 30—Presented by Santa Clara—San Benito County FORUM, San Jose.

Whereas, The infant mortality rate has long been a prime indicator of the health status of a nation. The U.S. the world's wealthiest country, has now slipped to 20th among industrialized countries in infant mortality from 17th, a position it held since 1980; and

Whereas, Thirty-seven million Americans have no health insurance at all, and their ranks are swelling by an alarming rate; 17 million more have so little protection that government health experts characterize it as inadequate; and

Whereas, For the past 10 years there has been a sharp deterioration of workers' and retired persons' protection against the uncontrollable rise in the cost of health care. At the same time, employers increasingly have shifted rising health care costs on to workers and retirees through

increased premium sharing, raised deductibles and co-payments, and required new sharing in the cost of family protection; and

Whereas, Public protection has decreased to the point where Medicare covers less than half the cost of health expenditures for the elderly and disabled, and over half of the poor do not qualify for the government program of Medicare; and

Whereas, An estimated 13.5 million Americans reported not receiving the medical care they needed for financial reasons. One million actually tried to obtain care, but were rejected by physicians and hospitals for economic reasons; and

Whereas, The recommendation of the bi-partisan Pepper Commission opens the door by taking the first step towards fulfilling the nation's need for national health care for all its citizens; and

Whereas, America today is spending more than any other industrialized nation for personal health services, yet it has a system in disarray not able to provide good quality affordable health care to its citizens; and

Whereas, The estimated \$599 billion or 11.5% of the nation's gross national product now being spent by Americans for health care is more than any other industrialized country. There is no need

to look further for funding for a universal, comprehensive national health care system than through proper distribution of the current public and private expenditure for health care; and

Whereas, The Pepper Commission report has expanded the nation's attention to the crisis in health care and stimulated the debate by establishing a blueprint for future legislation. Even though its recommendations are but a bandaid to the real health care crisis in America; therefore be it

Resolved, By the Eighteenth Biennial Convention of the California Labor Federation, AFL-CIO, That it dedicate itself to the continuing fight to win national health care for all Americans and ask our affiliated locals and Councils to concur in support of a national health plan financed by public and private funds now being squandered on the current inadequate health system; and be it finally

Resolved, That each and every affiliate of the Federation return to their respective county FORUM, international union, region or district, local or lodge and begin working towards the next step to obtaining true National Health Care for every man, woman and child in America.

Referred to Committee on Resolutions.

Adopted, p. 17.

Report of the Executive Council

San Diego, CA
July 23, 1990

To: The 18th 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 October 11-12, 1988 convention in Los Angeles, and on one other occasion 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 6-7, 1988 at the Radisson Hotel, Sacramento; March 7-8, 1989 at the Biltmore Hotel, Los Angeles; June 6-7, 1989 at the Radisson Hotel, Sacramento; September 19-20, 1989 at the Cathedral Hill Hotel, San Francisco; December 5-6, 1989 at the Financial District Holiday Inn, San Francisco; March 6-7, 1990 at the Radisson Hotel, Sacramento, and July 18-20, 1990 at the Holiday Inn At the Bay in San Diego.

Convening as the Standing Committee on Political Education, the Executive Council met on April 16-18, 1990 at the San Francisco Airport Hilton Hotel, San Francisco.

LEGISLATIVE PROGRAM

The Executive Council's Standing Committee on Legislation met with its Advisory Committee at the Radisson Hotel, Sacramento on December 5, 1988 to develop recommendations on legislative priorities for the State Legislature's 1989-90 session to be submitted to the Federation's full Executive Council at its December 1988 meeting.

The Advisory Committee on Legislation was established, pursuant to action of the 1964 Convention for the purpose of assisting the Standing Committee on Legislation in establishing priorities for legislative proposals by the California Labor Federation, based on Convention Policy Statements and Resolutions adopted. The Advisory Committee is appointed by the Executive Secretary-Treasurer and the President to assist the Committee on Legislation.

These committees are guided in drafting their

recommendations by the provisions of the legislative review authority granted to the Executive Council under Article VIII, Section 4, of the Federation's Constitution which provides, in part, as follows:

"... Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided that the sponsor or sponsors of the resolutions shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

Procedurally, the Advisory Committee made its recommendations on each appropriate Policy Statement and Resolution to the Legislative Committee, which in turn made its recommendations to the Federation's Executive Council. Final determination of the Federation's Legislative Program was made by the Council itself. The Legislative Committee and its Advisory Committee were confronted with the task of considering the 21 Policy Statements and several Resolutions adopted by the Federation's 17th Convention in October, 1988.

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 6-7, 1988 at the Radisson Hotel, Sacramento.

California AFL-CIO trade union representatives requested to serve on the advisory Committee included:

Mary Bergan, California Federation of Teachers; William Ward, State Building & Construction Trades Council; Paul Dempster, Sailors Union of the Pacific; Harry Ibsen, CWA District 9; Dolores Huerta, United Farm Workers; Mattie

Jackson, Northwest District Council, ILGWU; Walter Johnson, San Francisco Labor Council; Frank Kuberski, Southwestern States Council, UFCW; Margaret Dean, CSEA Local 1000, SEIU; Jack McNally, IBEW Local 1245;

Jim Quillin, California Conference of Machinists; Robert Hanna, State Council of Carpenters; Charlie Reiter, Laborers International Union; William Robertson, Los Angeles County Federation of Labor; Tom Stapleton, Operating Engineers Local 3; Daniel Terry, California Professional Firefighters; Margaret Butz, SEIU Local 790; Vernon Watkins, AFSCME; John Smith, Laborers Local 1184; Jim Gordon, CWA District 9; Jef Eatchel, Hotel Employees & Restaurant Employees, Local 30.

On April 12, 1989, the Executive Council's Standing Committee on Legislation met at the Clarion Hotel, Sacramento to consider the proposal of a labor-management-insurer-government coalition to reform the state's workers' compensation insurance law and to increase benefits to injured workers. The committee approved the proposal following a detailed section-by-section review.

The Federation's Standing Committee on Legislation and the Legislative Advisory Committee met on December 4, 1989 at the Financial District Holiday Inn, San Francisco to review resolutions and policy statements adopted by the 1988 Federation Convention that pertained to state legislation.

The Executive Council's Standing Committee on Legislation then formulated recommendations to the Executive Council at the Council's December 5-6, 1989 meeting. The final determination of the Federation's Legislative Program was made by the Council at that meeting.

Trade unionists representing Federation affiliates from around the state were requested to serve on the Legislative Advisory Committee. Those representatives were:

Jack Baugh, Operating Engineers Local 3; Mary Bergan, California Federation of Teachers; Margaret Butz, SEIU Local 790; Paul Dempster; Sailors Union of the Pacific; Jef Eatchel, Hotel Employees & Restaurant Employees Local 30; Jim Gordon, CWA District 9; Robert Hanna, Carpenters State Council; Dolores Huerta, United Farm Workers; Mattie Jackson, Northwest District Council, ILGWU;

Walter Johnson, San Francisco Labor Council; Frank Kuberski, South Western States Council, UFCW; Jack McNally, IBEW Local 1245; Gerald O'Hara, Teamsters Public Affairs Council; Jim Quillin, California Conference of Machinists;

Charlie Reiter, Laborers International Union; William Robertson, Los Angeles County Federation of Labor; Daniel Terry, California Professional Firefighters; William Ward, State Building Trades Council; Vernon Watkins, AFSCME.

PROPOSITION 97 — THE CAL-OSHA INITIATIVE

On November 8, 1988, voters approved Federation-sponsored Proposition 97, the Initiative to restore Cal-OSHA, by a vote of 4,776,182 YES to 4,116,102 NO, or 53.7% to 46.3%. The election victory capped a two year-long struggle to renew the state's job safety and health agency, following Governor Deukmejian's veto of funding in January, 1987.

The Executive Council reported in detail on the campaign to qualify the ballot initiative in our October 11-13, 1988 Convention Report. Key to our victory was internal labor unity and external coalition with organizations representing health care, environmentalists, law enforcement, business, consumer, education and civic organizations. The Federation-created Coalition to Restore Safety at Work, the official initiative sponsor, included, in addition to labor: California Medical Association, California Nurses Association, California Society of Industrial Medicine and Surgery, California Teachers Association, Consumer Federation of California, League of Women Voters, Sierra Club, Los Angeles County District Attorney Ira Reiner, and construction industry safety expert Scotty Paterson.

The Coalition spent over \$1.6 million to wage a publicity campaign including television ads in the major urban areas. The vast majority of campaign funding came from organized labor, including \$227,000 from the Federation.

Following a transition period during which Federal OSHA withdrew from the state, Cal-OSHA resumed full operation October 1, 1989.

Both during and after the transition, the Federation has served as a watchdog on the agency. Our goal has been to assure a fully staffed and funded Cal-OSHA aggressively enforcing the state's worker safety laws.

PROPOSITION 73

Following voter approval of Proposition 73, a campaign contribution "reform" measure in June 1988, the Executive Council considered its impact on the Federation's Committee on Political Education. The Federation has amended its com-

mittee status in a filing with the Secretary of State's office, and is currently registered as a Broad-Based PAC. This permits the Federation's COPE to make political contributions at the maximum level permitted under Proposition 73.

PRISON LABOR

In January, 1989 Governor Deukmejian announced his intention to seek the repeal of the constitutional prohibition on employment of state prison inmates by private industry. The Governor stated he would sponsor a legislative constitutional amendment to eliminate the 110 year old prohibition, and threatened to take the matter to the voters with a ballot initiative should the legislature oppose his measure.

The Executive Council declared its strong opposition to the proposed constitutional amendment. Employment of prisoners would pit a controlled and captive minimum wage, no benefit, workforce against free California workers and their employers. Unable to compete against a virtual slave labor force, non-prisoner workers would lose their jobs and businesses would go bankrupt.

The record of private sector employment of wards of the California Youth Authority shows that, rather than save the state money as the Governor claims, prison labor programs result in a net cost to the state budget. The much-vaunted wage deductions for room and board reimbursements to the Department of Corrections are more than offset by massive taxpayer-financed subsidies to the private employers and the huge administrative costs of the program.

Finally, the Administration has failed to prove its case that private sector employment reduces prisoner recidivism. The Federation believes this goal can be better accomplished by expansion of the woefully inadequate apprenticeship and vocational training programs in the prisons. Prisoners need training for decent paying jobs after their release. The Governor's prison labor proposal would merely employ inmates at minimum wage, unskilled jobs offering no hope for the future.

Through the efforts of the Federation, ACA 11, (Baker-R) was killed in the Assembly Elections, Reapportionment, and Constitutional Amendments Committee.

In May, 1990 Governor Deukmejian submitted the signatures collected on his initiative petitions, and the measure has qualified for the November 1990 ballot. We shall remain steadfast in our opposition to this slave labor measure. It is our duty to educate the voting public on the evils of

the measure. The active support of all affiliates is necessary to defeat the measure at the polls.

VICTORY ON WORKERS' COMPENSATION

After three years of on-again, off-again negotiation, a coalition of labor, business, insurers and the administration reached an historic agreement on a legislative proposal to overhaul the state's worker's compensation insurance system and greatly increase benefits to injured and ill workers. The Federation played a leadership role in pursuing the negotiations and in bringing about agreement of the parties.

The Executive Council reviewed the negotiations at several junctures. On April 12, 1989 the Executive Council's Standing Committee on Legislation approved the compromise agreement, which was submitted to the state legislature by Assemblyman Burt Margolin (D-Los Angeles).

Following several months of intense review and modification, an amended version of the bill was approved by the legislature moments before its 1989 session adjourned on September 9. Governor Deukmejian signed the bill into law. The bill survived several sustained attempts to derail it by self-interested professions that profited from the low-benefit status quo. The Federation played the pivotal role in holding together the coalition during delicate maneuvering between the Democratic and Republican legislative caucuses.

The 1989 Margolin-Greene Workers' Compensation Reform Act boosts benefits to injured and ill workers by \$1.5 billion over three years. The maximum weekly temporary disability benefit, frozen at \$224 for seven years, increases in steps to \$336 on January 1, 1991, a total increase of 50%. Other reforms speed up the processing of claims to assure swift benefit payments and toughen enforcement mechanisms and penalties on insurers and employers who improperly thwart workers from receiving benefits.

UNEMPLOYMENT INSURANCE AND DISABILITY INSURANCE BENEFITS INCREASE

The Federation's 1989 legislative year was capped by a triple crown victory in social insurance benefits improvements. Along with the his-

toric workers' compensation reform, a seven year administration logjam was broken in unemployment insurance and disability insurance benefits. Senator David Roberti (D-Hollywood) authored a new law improving maximum unemployment benefits from a weekly ceiling of \$166 in three steps to \$230 by January 1, 1992. Senator Bill Lockyer (D-Hayward) authored a disability insurance benefit increase to parallel the workers' compensation maximum benefit increase to \$336 per week. Both measures received the Governor's signature.

EXPANSION OF FORUM ACTIVITIES

In cooperation with the National AFL-CIO, the California Labor Federation has augmented our organizational activities of union retiree groups by establishing in the Summer of 1989, the position of a statewide consultant to FORUM (Federation of Retired Union Members). Bill Price, a long time leader of UFCW Local 648, serves as our consultant.

Beginning in the spring of 1989, the Federation convened a series of meetings of leaders from local FORUM chapters and union retiree clubs. A draft constitution for a statewide FORUM organization was hammered out, and approved by retiree club representatives on May 21, 1990. Interim officers of California FORUM were elected. California FORUM will hold a founding convention early in 1991, at which time officers will be elected and legislative and organizing plans will be adopted.

The Executive Council believes the union retiree movement is an enormously valuable resource to us that shall play a strategic role in our future successes in political action. We urge all affiliates to cooperate with the Federation in building the union retiree movement. Any affiliate that does not already have a retiree club should make efforts to organize one. Affiliates with retiree clubs should urge them to join the local and statewide FORUMs. Where local FORUMs do not exist, local union retiree clubs should work with their central labor bodies to establish a local FORUM.

CALIFORNIA AFL-CIO EARTHQUAKE FUND

Within minutes of the October 17, 1989 Loma Prieta earthquake, trade unionists were reporting to the sites of greatest devastation in Watsonville, Santa Cruz, Oakland, San Francisco and else-

where to volunteer their services towards saving trapped and injured victims, providing first aid and medical care, securing dangerous building sites, containing fires, and bringing relief supplies to the needy. The valiant contributions of thousands of rank and file union members in the hours and weeks following the earthquake attests to the selflessness of working people.

Within 72 hours of the earthquake, the Federation had convened a meeting of labor leaders in the shadows of the collapsed Cypress structure in Oakland, to create the California AFL-CIO Earthquake Fund. Executive Secretary-Treasurer Jack Henning assigned Federation staff to work with the central labor councils and their Community Services representatives in the disaster-stricken counties to process requests from union members, and AFL-CIO President Lane Kirkland appealed to unions throughout the nation to contribute to the Earthquake Fund. Over \$259,000 has been collected, with contributions from all corners of the United States. Several contributions came from Canadian unions, and a large donation was made by DOMEI, the Japanese private sector Union federation. In addition, over 300 individuals made donations.

These funds have been distributed as grant monies to some 400 individual earthquake victims, as well as projects to assist several hundred workers, affected by quake-related layoffs. By far the largest number of individual grants were made to workers in Santa Cruz County, the hardest hit quake area. Nearly 300 of these grants were made to low-wage cannery and farm workers in Watsonville and Hollister. Many had lost their homes and were evacuated to tents or temporary trailer homes, where they remain today.

Food vouchers were distributed to nearly 1,000 workers who were economic victims of earthquake-caused job losses. The bulk of these were given to members of Hotel Employees & Restaurant Employees laid off when quake-damaged buildings, including the Amfac, Hyatt Regency and Holiday Inn in Burlingame, and San Franciscan Hotel in San Francisco, closed down for several months. Over 200 Machinists employed by FMC corporation, laid off due to severe damage to the San Jose factory, also received food vouchers.

The Federation achieved landmark legislation during the special session of the legislature convened following the October 1989 earthquake. Federation-sponsored legislation was approved and signed into law waiving the customary one week waiting period for unemployment insurance benefits for earthquake victims.

DEFEAT OF PROPOSITIONS 118 AND 119

At its March 6-7, 1990 meeting, the Executive Council acted favorably upon a recommendation of its Standing Committee on Legislation to recommend to the delegates to the April 19, 1990 Pre-Primary COPE Endorsement Convention a "No" vote on Propositions 118 and 119 on the June 5 ballot.

This early action on ballot propositions was necessary as a preemptive strike against these initiatives. Proposition 118 and 119 were both Republican-sponsored reapportionment initiatives that would have stripped the legislature of its historic role in redistricting. Passage of either measure would have shifted control of the state legislature and California's Congressional delegation to anti-worker, pro-corporation right-wingers. Senate President Pro Tem David Roberti addressed our meeting on March 7 to underscore the threat posed by Propositions 118 and 119 and to thank the Executive Council for its action.

Both measures were defeated at the ballot box. Proposition 118 lost by a vote of 67 percent to 33 percent, and Proposition 119 lost by a vote of 64 percent to 36 percent. Organized labor contributed over \$1.2 million to the committees formed to defeat these measures. The Federation gave \$20,000.

ELECTION OF NEW COUNCIL MEMBERS

At the March 7-8, 1989 meeting in Los Angeles, members of the council elected Owen Maron, Hotel Employees & Restaurant Employees Local 28, and Executive Secretary of the Alameda County Central Labor Council, as a Vice-President of the California Labor Federation, AFL-CIO, District IIA, replacing Steve Martin, who retired and resigned from office.

At the September 19-20, 1989 meeting in San Francisco, the Council members accepted with regret the resignation of Armando Lopez as Vice-President, District 2B. The Council members also accepted the resignation of William Waggoner as Vice-President at Large D.

The Council members elected William Waggoner, Operating Engineers Local 12, as Vice President, District 11A, and Louis Bravo, of Laborers Local 300 and Business Manager of Southern California District Council of Laborers, as Vice-President at Large D.

SCHOLARSHIP PROGRAM

With the cooperation of affiliated unions and councils, the Federation has been able to award a record 120 scholarships, valued at \$500 each, in the past two years, to graduating seniors in California's public, private, and parochial high schools, participants in the California Labor Federation's annual scholarship awards competition throughout the state.

Sixty scholarships were awarded both in 1989 and in 1990. 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 1989, there were a total of 2,195 applicants and 1,207 completed the tests. In 1990, there were 1,978 applicants and 1,007 completed the tests.

The judges for the 1988 scholarship program 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, a Professor of Economics, University of San Francisco, San Francisco; and Leland S. Russell, Member and Past President, California Council on Adult Education, Bay Section, Walnut Creek.

In 1990, the judges were Gloria Busman, Peter Guidry, Leland S. Russell, and John McDowell, Professor of Labor Relations and Labor Center Director at Los Angeles Trade Tech.

New scholarships have been secured since the Council decided to permit co-sponsorship of memorial scholarships to honor distinguished trade unionists. This has allowed creation of new scholarships, subject to the criteria that include a requirement that the person being so honored is deceased and had been a member of the co-sponsoring union or council.

As attested by letters from "alumni" of previous contests, school officials and publicity in communities throughout California, this contest is making a significant contribution to expanding public understanding of the organized labor movement, its structure, functions, goals and its place in American society.

COMMITTEE CHANGES

The Executive Council has been assisted in its work since the 1988 convention by it seven regular standing committees. As a result of changes in the Council membership, the makeup of these committees has also changed during the period.

The composition of these committees as of July 23, 1990 is as follows.

Legislation

Jerry Cremins, Chairman
Mary Bergan
Margaret Dean
Don Hunsucker
Loretta Mahoney
Justin Ostro
Edward C. Powell
Anthony Ramos
Michael Riley
John Smith
T.J. Stapleton

Housing

William Ward, Chairman
Billy Joe Douglas
Don Hunsucker
Ophelia A. McFadden
Richard Robbins
John Valenzuela
Armando Vergara

Civil Rights

Steve Edney, Chairman
Louie Bravo
Sherri Chiesa
Billy Joe Douglas
Owen Marron
Steve Nutter
Margaret Butz Shelleda
Frank Souza

Education

Mary Bergan, Chairperson
Louie Bravo
Val Connolly
Margaret Dean
Steve Edney
Gunnar Lundeborg
Loretta Mahoney
William Robertson
Armando Vergara
William Waggoner

Safety & Occupational Health

Jack McNally, Chairman
Harry Ibsen
Dallas Jones
Gunnar Lundeborg
Kendall Orsatti
Justin Ostro
Anthony Ramos
Margaret Butz Shelleda
William Waggoner

Community Services

William Robertson, Chairman
Cass Alvin
Wayne Harbolt
Harry Ibsen
Ophelia A. McFadden
Kendall Orsatti
David Reiser
William Ward

Union Labels, Shop Cards and Buttons

Steve Nutter, Chairman
Sherri Chiesa
Owen Marron
Richard C. Robbins
Frank Souza
John Valenzuela

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 capital tax by affiliates involved in labor disputes or for other good causes. Since the 1988 convention, such aid has been granted in response to requests received from the following:

Hotel Employees and Restaurant Employees, Local 126, San Rafael, was granted an exoneration in September 1989, and the Executive Secretary-Treasurer was requested to remain in contact with the local union trustee to determine when the local's financial situation would permit resumption of per capita payment. Hotel Employees and Restaurant Employees Local 28, Hayward, was granted an exoneration in September 1989 and Executive Secretary-Treasurer Henning was requested to confer with the local's leadership to

determine a date for resumption of payments.

SEIU Local 1877, San Jose was granted an exoneration for a period of six months beginning October, 1989.

San Diego Newspaper guild, Local 95 was granted an exoneration in March, 1990 and executive Secretary-Treasurer Henning was requested to confer with the local to determine a date for resumption of payments.

FRATERNAL DELEGATES

Continuing the fraternal relationship established between the 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 22-23, 1990.

Based upon his seniority, Vice-President Steve Edney was selected as fraternal delegate to attend the 1990 meeting in Sydney.

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 included, by year:

1988

The annual Joint Legislative Conference held at Sacramento, May 5-7 was co-sponsored by the Federation and the State Building and Construction Trades Council of California.

The Federation's Trade Union Summer School was held July 10-15 at Santa Barbara.

The Federation's Annual Women in the Workforce Conference was held August 18-20, 1988 in El Segundo.

1989

A. Philip Randolph Institute's California Conference, March 16-18, held in Sacramento; honoring the 100th birth year of Brother Randolph.

Labor's Joint Legislative Conference in Sacramento, held May 22-24 was co-sponsored by the Federation and the State Building and Construction Trades Council and the California State Council of Carpenters.

The Federation's Annual Trade Union School was conducted October 1-6 in Ventura.

A Contracting-Out Conference was held April 4 in Sacramento.

A statewide FORUM meeting was held in San Francisco on July 7.

The annual Women in the Workforce Conference, co-sponsored by the state Coalition of Labor Union Women, held November 3-4 in San Diego.

1990

A meeting of Central Labor Council officers, held January 26-27, in San Mateo County, was co-sponsored by the Federation and AFL-CIO Region VI.

Two COPE workshops that outlined the Federation's political action program were held in conjunction with National COPE on February 27 in Los Angeles and March 1 in San Francisco.

A. Philip Randolph Institute's California Conference, held in San Diego, March 16-18, stressed voter registration and get-out-the-vote for the 1990 elections.

A health care conference held April 25 in Sacramento.

The Joint Legislative Conference, co-sponsored by the Federation and the State Building and Construction Trades Council, was held May 21-23, in Sacramento.

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 November 19, 1988 march in San Francisco in support of the UFW boycott of California table grapes.

November 17, 1988 rallies in San Diego, Los Angeles and San Francisco supporting SEIU's Justice for Janitors campaign.

A demonstration at the Public Utility Commission's San Francisco headquarters on December 12, 1988 opposing further deregulation of the trucking industry.

Numerous rallies supporting striking Machinists at Eastern Airlines, including February 28, 1989 and March 4, 1989 at Los Angeles International Airport, March 18, 1989 at San Francisco International Airport, and on May 12, 1989 picket line that greeting Frank Lorenzo at Stanford University.

Rallies in San Francisco and Oakland on April 5, 1989 in support of CWA contract demands at AT&T.

April 28, 1989 and 1990 rallies throughout the state commemorating Workers Memorial Day.

A May 19, 1989 rally in Exposition Park, L.A. supporting striking teachers at the Los Angeles Unified School District.

A picket line supporting AFSCME District 10's contract demands greeted the U.C. Regent meetings in San Francisco on May 18, 1989.

Picket lines in San Francisco on July 14, 1989 and Los Angeles on July 18, 1989 protesting attorneys' meddling in our efforts to improve workers' compensation benefits.

Mass pickets supporting GMP strikers at New Life Bakery in Hayward on several occasions in August 1989.

A march and rally on August 15, 1989 in San Francisco supporting HERE Local 2's organizing campaign at the Parc 55 Hotel.

Demonstrations in Sacramento, Oakland and elsewhere throughout California supporting CWA strikers at Pacific Bell in August, 1989.

An October 5, 1989 demonstration at Los Angeles City Hall, in support of HERE Local 11's fight to win a new contract at Hyatt Hotels.

A rally in San Francisco on December 13, 1989 supporting CWA's efforts to win a contract at Taylor Made Systems.

Several rallies supporting ATU members on strike against Greyhound lines, including a March 6, 1990 funeral service for a striker killed by a scab driver in Redding.

A rally in Long Beach on March 21, 1990 supporting the Newspaper Guild's struggle to win a new contract at the Press-Telegram.

A May 1, 1990 rally supporting ILGWU's fight against a plant closure at Koret of California in San Francisco.

June 3, 1990 memorials in San Francisco and Los Angeles commemorating the massacres of students and workers in Tiananmen Square and elsewhere in China.

A June 8, 1990 protest in San Jose against International Paper Corporation's plan to close a plant employing members of the Paperworkers Union.

At the December 6-7, 1988 meeting in Sacramento, acting on requests from several central labor councils, all Liquor Barns in California were added to the list. At the same meeting, Fisherman's Grotto #9, A. Sabella's, Miz Brown's, Alioto's #8, Alfred's and Schroeder's Restaurants were placed on the list at the request of the San Francisco Labor Council.

At the March 7-8, 1989 meeting in Los Angeles, acting upon a request from Tri-Counties Central Labor Council, Opus 1 Restaurant in Oxnard was added to the list.

By a letter dated April 26, 1989, the Executive Council was polled and approved the request of the Monterey County Labor Council to place the Asilomar Conference Center in Pacific Grove on the list.

At the June 6-7, 1989 meeting, the Executive Council acting upon requests from the San Francisco Labor Council, placed the following San Francisco establishments on the list, Campton Place, Galleria Park, Juliana, Mandarin Oriental, Monticello Inn, Nikko, Parc 55, Park Hyatt, Prescott, Richelieu, Trinity Suites, Victorian, Villa Florence and Vintage Courts Hotels; Armstrong Painting and Waterproofing; and Ron Greenspan Volkswagon/Subaru, Inc.

At the September 19-20, 1989 meeting in San Francisco, the Executive Council placed Cal Worthington Chevrolet in Cupertino, and Circuit City in San Jose and Mountain View on the "We Don't Patronize" list at the request of the Santa Clara and San Benito Counties Central Labor Council.

At the same meeting, the Council approved the request of the Napa-Solano Counties Central Labor Council to place Napa Elks Lodge No. 832 on the list. The Council also placed Scott's Restaurant, Oakland, and New Life Bakery and its products on the list at the request of the Alameda County Central Labor Council. The Council placed the Portman Hotel, San Francisco on the list at the request of the San Francisco Labor Council.

Here, for the record, are those firms remaining on the California Labor Federation's "We Do Not Patronize" list as of the date of this report:

"WE DON'T PATRONIZE" LIST

Since the Federation's 1988 convention, several firms have been added to the Federation's "We Don't Patronize" list in accordance with the Federation Constitution and AFL-CIO rules governing state central bodies.

HOTELS & RESTAURANTS

All Marriott Hotels in California with the specific exception of the Marriott Hotel at Fisherman's Wharf in San Francisco, which is a union house.

Los Angeles Area

Airport Park Hotel, LAX.
 The Pacifica Hotel, 6161 West Centinela Street in Culver City.
 The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles Airport.
 University Hilton Hotel, 3540 South Figueroa St.

Monterey Area

Asilomar Conference Center, Pacific Grove.
 Casa Munras, Fremont and Munras, Monterey.
 Doubletree Inn, 2 Portola Plaza, Monterey.
 Days Inn, 1400 Del Monte Blvd., Seaside.
 Sheraton Hotel, 350 Calle Principal, Monterey.

Napa

Napa Elks Lodge No. 832 bar and restaurant, 2480 Soscol Ave., Napa.

Oakland

Scott's Restaurant, 73 Jack London Square.

Ontario

Ontario Red Lion Inn.

Oxnard

Opus I Restaurant in the Embassy Suites Hotel.
 Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

Sacramento Area

Auburn Joe's, 13480 Lincoln Way, Auburn.
 Beverly Garland Motor Lodge, 1780 Tribute Road, Sacramento.
 The Club, 808 "O" St., Sacramento.
 Continental Inn, 3343 Bradshaw, Rancho Cordova.
 Courtyard, 10683 White Rock Rd., Rancho Cordova.
 All Epple's Restaurants.
 Frank Fat's, 806 L St.
 Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.
 Howard Johnson, 2300 Auburn Boulevard.
 Hyatt Regency Hotel, L Street between 12th and 13th streets opposite Capitol Park.
 Pennisi's Restaurant, 1030 J St.

Red Lion Inn, 2001 West Point Way, Sacramento.

Residence Inn, 1530 Howe Ave., Sacramento.
 Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Shanley's Bar & Grill, 5100 Folsom Blvd., Sacramento.

Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.

Shot of Class, 1020 11th St.

Sierra Inn, 2600 Auburn Blvd.

The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.

Vagabond Inn, 909 3rd St.

San Diego Area

Anthony's Restaurants, 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.

Bali Hai Restaurant, 2232 Shelter Island Dr., San Diego.

Hob Nob Restaurant, 2271 First Ave., San Diego.

San Diego Princess (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.

Tom Ham's Light House, 2150 Harbor Island Dr., San Diego.

San Francisco

Alfred's, 886 Broadway.
 Alloto's No. 8, Fisherman's Wharf.
 Benihana of Tokyo, 1737 Post St.
 Campton Place Hotel, 340 Sutter St.
 Ernie's 847 Montgomery St.
 Fisherman's Grotto No. 9, Fisherman's Wharf.

Galleria Park Hotel, 191 Sutter St.
 Jack In The Box, all locations.
 Jullana Hotel, 590 Bush St.
 The Mandarin, Ghirardelli Square.
 Mandarin Oriental Hotel, 333 Sansome St.
 McDonald's, all locations.
 Miz Brown's, all locations.
 Monticello Inn, 227 Ellis St.
 Nikko Hotel, 222 Mason St.
 North Beach Restaurant, 1512 Stockton St.
 Parc Fifty-Five Hotel (Formerly Ramada Renaissance) 55 Cyril Magnin Place.
 Park Hyatt, 333 Battery St.
 Perry's, 1944 Union St.
 Pompel's Grotto, Fisherman's Wharf.
 Portman Hotel, 500 Post St.

Prescott Hotel, 545 Post St.
 Richelieu Hotel, Van Ness Ave.
 A. Sabella's, Fisherman's Wharf
 H. Salt Fish and Chips, all locations.
 Col. Saunders Kentucky Fried Chicken, all

locations.

Schroeder's, 240 Front St.
 Tia Margarita, 19th Ave. and Clement St.
 Trinity Suites, Eighth and Market Streets.
 Vanessi's, 1177 California St.
 Victorian Hotel, 54 Fourth St.
 Villa Florence Hotel, 225 Powell St.
 Vintage Court Hotel, 650 Bush St.

San Jose Area

Cindy's Restaurant, 17025 Condit Road,
 Morgan Hill.

Giorgio's Pizza House, 1445 Foxworthy, San
 Jose.

House of Genji/Cathay Restaurant, 1335 N.
 First St., San Jose.

Holiday Inn—Palo Alto, 625 El Camino Real,
 Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-
 Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester
 Blvd., San Jose.

Red Baron Restaurant, 2500 Cunningham
 Ave., San Jose.

Red Lion Inn at Gateway Place.

Sirloin & Brew Unlimited, Restaurant, 12333
 Saratoga Sunnyvale Road, Saratoga.

Travelodge, 940 Weddel Drive, Sunnyvale.

Vagabond Motor Hotel, 1488 North First,
 San Jose

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Stockton Area

Carmen's Mexican Restaurant, Lincoln
 Center.

Hilton Hotel, 2323 Grand Canal Blvd.

Ramada Inn, March Lane.

Stockton Inn Motel and Restaurants, 4219
 Waterloo Road at Hwy. 99.

Vagabond Motor Hotel, 33 N. Center.

Las Vegas, Nevada

Landmark Hotel and Casino

Sparks, Nevada

John Ascuaga's Nugget.

MANUFACTURING

Cook's Champagne.

Co-op, producers of Bergfeld 1885 wine.

Gaffers & Sattler products.

Gallo Sausage Products.

Goehring Meat Co., Lodi

Ito-Cariani Sausage Co., San Francisco: Car-
 iani and Pocino brands.

Masonite Corp. plant, Cloverdale, Sonoma
 County.

New Life Bakery, Hayward, and its products
 including Phoenix, Pamela's, Bee Wise and Ulti-
 mate cookies; Fantastic Foods Natural Halvah;
 Gweteil Brownies; Fruitsweet Macaroons and
 Cookies and Nature's Warehouse foods including
 pastry poppers and cookies.

PRINTING

San Francisco Bay Guardian

Vallejo Times-Herald

New York Times (Northwestern Edition).

THEATERS

Santa Cruz Area

Twin I & II Theaters, Aptos.

San Francisco

Alexandria, Balboa, Coronet, Coliseum,
 Metro, Stonestown, Twin and Vogue (all United
 Artists) and Cinema 21 and Empire (Syufy).

Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and
 25 Theaters (Syufy); State Theater; Sacra-
 mento 6 Drive-In.

Orange County

All United Artists Theaters in Orange
 County.

All Freedman Forum Theaters in Anaheim;
 Cinemaland Theater, Anaheim; Brookhurst-
 Loge Theater, Anaheim.

Valley View Twin Cinemas, Cypress; Family
 Four Cinemas, Fountain Valley; Fox Fullerton,
 Fullerton.

Syufy Cinedome, Stadium Drive-In and City
 Cinemas, all in Orange; Villa Theater, Orange;
 Miramar Theater, San Clemente; Broadway
 Theater, Santa Ana; Stanton Theater, Stanton.

OTHERS

Armstrong Painting & Waterproofing of San Francisco and its entities, including **Armstrong Kitchens**, **Armstrong Construction**, **Armstrong Painting** and **Armstrong Roofing**.

Automotive, Sacramento area:
Walt Davis Chevrolet, Elk Grove.
Mel Rapton Honda.

All Paul Snider dealerships.
Swift Auto World.

Automotive, San Francisco area:
European Motors, 950 Van Ness Ave.
Ron Greenspan Volkswagen/Subaru, Inc.
San Francisco Auto Center, 2300 16th St.
Van Ness Auto Plaza, 1000 Van Ness Ave.

Automotive, San Jose area: **Stevens Creek Acura**. **Stevens Creek Mitsubishi**. **Worthington Chevrolet**, 20955 Stevens Creek Blvd., Cupertino.

Circuit City stores at 4080 Stevens Creek Blvd., San Jose; 1825 Hillsdale Ave., San Jose, and 1250 Grant Road, Mountain View.

Costco Wholesale Warehouse grocery outlets at 1600 Coleman Ave., Santa Clara, and 1900 South 10th St., San Jose.

Dick's Rancho, Rancho Cordova.
Elk Grove General Store, Elk Grove.

Glass, Sacramento area: **Arrow Glass**, **Country Club Glass**, **Del Paso Glass**, **Fine Glass**, **Gaffney Glass**, **Golden West Glass**, all locations; **Kinzel's Glass**, **Carmichael**; **Sam's Auto Glass**, **River City Glass**, **Victor Glass**.

Hertzks and Knowles, San Francisco, architects.

Keystone Company restaurant supply, San Jose.

Louisiana-Pacific Corporation products.
Montgomery Ward in Redding.

Mervyn's in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

Raley's Food Market, Oakhurst, Madera County.

Saticoy Lemon Assn. products bearing **Sunkist** label, Oxnard.

Shoreline South Convalescent Hospital, Alameda.

Signs, Sacramento area: **Dion Signs**, **Ellis Signage-Graphics**, **Fleming Silk Screen**, **House**

of Signs and River City Signs, all of Sacramento, and **Young Electric Sign Co.**, West Sacramento.

State Farm Insurance Complex, Santa Rosa.

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 March 7-8, 1989 meeting, the Executive Council committed itself to provide full assistance to the Machinists Union in its strike against Eastern Airlines. The Executive Council also approved a motion to urge the U.S. Congress to investigate Frank Lorenzo's management of Eastern Airlines.

At this meeting, the Executive Council also voted to end support to CWA in its negotiations with General Telephone & Electric Co.

At the June 6-7, 1989 meeting, the Executive Council adopted a resolution submitted by District 1, Marine Engineers Beneficial Association, Pacific Coast District, supporting SB 1194 (Marks D-S.F.), a measure to protect against oil tank spills. At this meeting, the Executive Council also referred to the Executive Secretary for consultation with the national AFL-CIO a resolution from the San Francisco Building Trades Council calling for a congressional investigation of the NLRB.

At the September 19-20, 1989 meeting in San Francisco, acting on a request of the State Building and Construction Trades Council, the Executive Council adopted a resolution asking the national AFL-CIO to reconsider its position on the construction of a coal slurry pipeline.

At this meeting, the Executive Council adopted a resolution submitted by Bay Area Typographical Union Local 21, calling for the release of Nelson Mandela and all South African political prisoners.

The Executive Council also adopted two resolutions submitted from IBEW Local 1245 Unit 2316 Retirees Club regarding the organizing of union retirees throughout the labor movement.

At the December 5-6, 1989, meeting, the Executive Council adopted a resolution submitted by the Alameda County Central Labor Council calling for a suspension of all military and economic aid to the government of El Salvador.

At this meeting, the Executive Council also took action to support International Woodworkers of America, Local 3-469 in opposing the plans of Louisiana-Pacific Corporation to export rough sawed lumber to Ensenada, Mexico for processing and finishing to then be returned to the U.S. for sale.

The Executive Council also voted to support HERE Local 18 in its struggle to win a new contract at the Napa Elks Club.

At its March 6-7, 1990 meeting, the Executive Council adopted a resolution supporting the ATU strike at Greyhound lines, calling on the State Attorney General to investigate the Redding Police's handling of the killing of a striking bus driver by a scab, and calling on the state PUC and Cal-OSHA to investigate unsafe practices by Greyhound lines.

1990 CONVENTION

The Council's pre-convention meeting began at 2 p.m. Wednesday, July 18, 1990 at the Holiday Inn On-The Bay at San Diego. The 18th convention is scheduled to open at 10:00 a.m. Monday, July 23, 1990 at the same location.

Throughout the meeting which began July 18, the Executive Council developed policy statements to be submitted to the convention delegates for their consideration and attended to various other pre-convention details.

CONCLUSION

Faced with expanding, well-financed anti-union activities and unsympathetic administrations in Sacramento and Washington, D.C., the interim between the 1988 convention and the 1990 convention has been a period of great activ-

ity for this Council and its officers. In this report we have covered briefly highlights of the many fronts upon which we have been active.

Fraternally submitted,

John F. Henning, Exec. Secy-Treas.
Albin J. Gruhn, President
Vice Presidents
Cass Alvin
Mary Bergan
Louie Bravo
Sherri Chiesa
Val Connolly
Jerry P. Cremins
Margaret Dean
Billy Joe Douglas
Steve Edney
Wayne Harbolt
Don Hunsucker
Harry Ibsen
Dallas Jones
Gunnar Lundeborg
Owen Marron
Ophelia A. McFadden
Jack McNally
Loretta Mahoney
Steve Nutter
Kendall Orsatti
Justin Ostro
Edward C. Powell
Anthony L. Ramos
David M. Reiser
Michael Riley
Richard Robbins
William R. Robertson
Margaret Butz Shelleda
John L. Smith
Frank Souza
Tom Stapleton
John Valenzuela
Armando Vergara
William Waggoner
William Ward

Report of the Executive Secretary-Treasurer

**San Diego
July 23, 1990**

This report summarizes certain principal activities since the 1988 convention held in Los Angeles. An additional report of such activities is found in the Report of the Executive Council submitted to the convention. Direction of the Federation, as a whole, is the responsibility of the Executive Secretary-Treasurer.

POLITICAL ACTION

A decade of the Reagan-Bush oligarchy has created an ever-widening gap between the haves and the have nots in our nation's economy.

The Administration continues to faithfully reward its corporate sponsors. With a foreign trade deficit exceeding \$150 billion a year, the United States has become the world's leading debtor nation. American corporations continue their race to move production facilities overseas, leaving behind massive unemployment of industrial workers and devastation of the social fabric of urban communities.

Reagan-Bush economics pushed the cost of home ownership beyond the reach of most Americans. The glorification of greed has yielded a harvest of indictments and convictions of Wall Street profiteers and high government officials.

The continuing shift from an industrial economy to a service economy has produced more low paying jobs without the benefits and protection afforded by unions. Violations of protective labor legislation regulating industrial homework, minimum wage, occupational safety, and child labor, among others, are rampant. Tens of millions of Americans, including five million Californians, are without health insurance. Millions of Americans are homeless, undercounted by the census and ignored by the government bureaucracy.

In California, the Deukmejian administration continues its equivocation towards labor legislation. In 1989, the Governor vetoed 32 Federation-sponsored bills. He signed 32 bills that labor supported.

Last year, we delivered a major breakthrough in workers' compensation benefits paid to injured

workers. After a year of negotiations involving labor, business, insurers, and ultimately the Legislature and the Governor, a compromise bill was fashioned that will improve workers' compensation benefits by \$1.5 billion over the next three years. Bills raising unemployment insurance benefits and state disability insurance benefits to workers by about \$4 billion over the next three years were also enacted.

Cal-OSHA, restored through victory for Proposition 97, the Federation-sponsored ballot initiative in the November 1988 general election, resumed operation by the autumn of 1989. Our vigilance will be necessary to assure that the revived Cal-OSHA vigorously enforces the state's job safety and health laws.

The latest threat to labor posed by the Deukmejian administration shall be the prison labor initiative on the November ballot. The measure pits tens of thousands of state prison and jail inmates working at minimum wage and no benefits, without unions and supervised by armed guards, against free California workers in the private sector. The Federation fought and dashed the Administration's hopes of placing the measure on the ballot through legislative acquiescence. We must continue the fight to stop the initiative on the November ballot.

We shall succeed if the labor movement mobilizes for voter registration and get out the vote.

The stakes are enormous.

We must elect Dianne Feinstein Governor, or face the prospect of four more years of vetoes, and the negative administration of government.

And we must hold and expand our progressive majorities in the State Senate, Assembly and in Congress.

If all of us roll up our sleeves, victory will be ours.

1988 GENERAL ELECTIONS

COPE focused its efforts in the general election on the twin tasks of winning passage of Proposition 97, the Federation's Cal-OSHA restoration proposition, and delivering the vote for Michael Dukakis, the AFL-CIO-endorsed Democratic nominee for President, and Leo McCarthy for

U.S. Senate.

COPE workshops were held in San Francisco and Los Angeles to implement a program of targeting and delivering the labor vote through a direct mail and phone bank operation coordinated by the central labor councils.

CAL-OSHA VICTORY

To build the broadest possible base for Proposition 97, the Federation created the Coalition to Restore Safety at Work, which was the official committee sponsoring the ballot measure. John Henning served as Coalition chairman. The Coalition embraced the health, consumer environmental and law enforcement communities, as well as organized labor. Coalition members and supporters included the Sierra Club, League of Women Voters, American Lung Association, American Cancer Society, League of Conservation Voters, California Medical Association, California Trial Lawyers Association, and a host of public officials, including the Democratic state-wide elected officials, most Democrats in the state legislature and the California Congressional delegation. Los Angeles District Attorney Ira Reiner toured the state extolling Cal-OSHA from a law enforcement perspective.

In addition to a grass roots campaign by labor union volunteers, the campaign recognized the need to utilize advertising to reach the millions of voters in the state. The coalition raised over \$1.6 million and bought television airtime in the major population centers to run commercials presenting an upbeat message in support of Proposition 97. The lion's share of financial contributions came from local and international unions' treasuries.

The Federation mailed nearly one million general election endorsement pamphlets to union members registered to vote. The pamphlets, in fifteen regional variations, focused on Proposition 97, Dukakis and McCarthy, and listed endorsed candidates for congressional, state legislative, and local election.

Proposition 97 prevailed by a vote of 4,776,182 to 4,116,102, or 54% to 46%. Never before in California history had voters overturned a gubernatorial veto of an existing state program. Never before since the 1958 right-to-work struggle had organized labor faced as dire a political threat. As in 1958, labor put together a sweeping coalition of support to meet its enemies head on and smash them.

ELECTION RESULTS

Despite a vigorous precinct-based get out the vote operation run in concert with central labor councils, Michael Dukakis was unable to overcome Bush's inflammatory conservative appeals. Bush carried the state by 51% to 47.5%.

With the advantages of incumbency and a massive financial war chest, Pete Wilson won re-election to the U.S. Senate.

COPE prevailed on 24 of 27 statewide ballot propositions. These included victory for Proposition 103, an insurance price roll-back and reform measure, and defeat for insurance industry-sponsored propositions 101, 104 and 106 despite a \$90 million media blitz by the industry.

Twenty-seven of 42 Congressional candidates running with COPE'S endorsement won, a 64 percent victory rate.

Thirteen of eighteen COPE-endorsed candidates won election to the State Senate, a 72 percent victory rate.

In the State Assembly, 42 COPE-endorsed candidates won election, while 26 lost, a 62 percent victory rate. Democrats with labor backing unseated three incumbent Republican Assemblymen. In the 20th District, Democrat Ted Lempert captured a seat held by the Republican Party for over 100 years.

The dedication and hard work of local union and local central body officials throughout the state was vital to the political efforts of organized labor.

The energy and enthusiasm of thousands of labor volunteers in voter registration, education, and get-out-the-vote efforts were indispensable for the success of our electoral program. Labor's efforts were greatly augmented by the supportive services of the A. Philip Randolph Institute, the Labor Council for Latin American Advancement and the Federation of Retired Union Members.

COPE-endorsed candidates elected to Congress in November 1988 were:

District

1. Douglas Bosco (D)
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Nancy Pelosi (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)
13. Norm Mineta (D)

15. Tony Coelho (D)
16. Leon Panetta (D)
18. Richard Lehman (D)
23. Anthony Bellenson (D)
24. Henry Waxman (D)
25. Edward Roybal (D)
26. Howard Berman (D)
27. Mel Levine (D)
28. Julian Dixon (D)
29. Augustus F. Hawkins (D)
30. Matthew Martinez (D)
31. Mervyn Dymally (D)
32. Glenn Anderson (D)
34. Esteban Torres (D)
36. George E. Brown, Jr. (D)
44. Jim Bates (D)

COPE-endorsed candidates winning State Senate seats in November, 1988, listed by district, were:

District

3. Milton Marks (D)
5. John Garamendi (D)
7. Dan Boatwright (D)
9. Nicholas Petris (D)
13. Alfred E. Alquist (D)
15. Rose Ann Vulch (D)
17. Henry J. Mello (D)
23. David Roberti (D)
27. Bill Greene (D)
29. Robert G. Beverly (R)
33. Cecil Green (D)
35. John Seymour (R)
37. Marian Bergeson (R)

Assembly candidates winning in November 1988 with COPE's backing, included:

District

2. Dan Hauser (D)
4. Thomas M. Hannigan (D)
6. Lloyd G. Connelly (D)
7. Norman S. Waters (D)
10. Phillip Isenberg (D)
11. Robert J. (Bob) Campbell (D)
12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Johan Klehs (D)
16. John L. Burton (D)
17. Willie L. Brown, Jr. (D)
18. Delaine Eastlin (D)
19. Jackie Speler (D)
20. Ted Lempert (D)
21. Byron D. Sher (D)
23. John Vasconcellos (D)
24. Dominic L. (Dom) Cortese (D)
26. Patrick Johnston (D)
28. Sam Farr (D)

30. Jim Costa (D)
31. Bruce Bronzan (D)
35. Jack O'Connell (D)
39. Richard Katz (D)
40. Tom Bane (D)
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)
49. Gwen Moore (D)
50. Curtis R. Tucker (D)
53. Richard E. (Dick) Floyd (D)
54. Willard H. Murray, Jr. (D)
55. Richard Polanco (D)
56. Lucille Roybal-Allard (D)
57. Dave Elder (D)
60. Sally Tanner (D)
63. Bob Epple
68. Steve Clute (D)
78. Lucy Killea (D)
79. Peter R. Chacon (D)

Special Elections

Several special elections were held since November 1988 to fill legislative vacancies.

In February, 1989, Curtis Tucker, Jr. (D) was elected with COPE's backing to the 50th Assembly District seat previously held by his father, Curtis Tucker, who passed away.

The vacancy in the 76th Assembly District created by the death of Bill Bradley (R), was filled in August 1989 by the election of Tricia Hunter (R).

Two Senate seats were filled on April 10, 1990. COPE-endorsed Democrat Charles Calderon sailed to victory in the vacant 26th Senate District. In the heavily Republican 31st Senate District, Frank Hill (R) won election.

Organized labor mounted vigorous efforts using new campaign techniques to win a series of special elections in San Diego County and the San Joaquin Valley in the fall and winter of 1989.

In September 1989, COPE-endorsed candidate Gary Condit (D) won election in the 15th Congressional District seat vacated by Tony Coelho. The central labor councils in Stanislaus-Tuolumne, Merced-Mariposa, and Fresno-Madera counties mounted strenuous phone bank and direct mail contact programs to identify the sympathies of union members, persuade the undecided to support our candidate, and to turn out mass volumes of pro-Condit labor votes. Im-

plementing a program designed and supported by national AFL-CIO and State Federation COPE staff, the labor council volunteers solicited mail ballots to boost labor voter turnout. A post-election computer analysis underscored the extent of our program's success. In the special election, 34 percent of all registered voters actually voted. Among ALF-CIO members, 70 percent voted, more than twice the rate of the general electorate. Close to one-half of the union voters cast their ballots by mail.

Gary Condit's election to Congress set the state for a fierce battle to fill his 27th Assembly District seat. Our Federation assigned COPE staff to work closely with the Stanislaus-Tuolumne and Merced-Mariposa labor councils.

Refining the voter identification, persuasion, and turn out program with targeting data developed during the Condit campaign, COPE-endorsed Democrat Sal Cannella won a hotly contested primary election against better financed opponents. A rank and file member of the Machinists Union for 29 years who lost his job in a tool and die shop to scabs during a strike last year, Sal Cannella ran as a labor candidate. In January, 1990, he won the run-off, thanks to the COPE program.

A vacancy in the 39th Senate District created by the resignation of Larry Stirling (R) was filled by COPE-endorsed Lucy Killea (D), who won a stunning upset victory in the overwhelmingly Republican district. The San Diego-Imperial Counties Central Labor Council waged an intensive program to augment the labor turnout through mail balloting. The vote by mail campaign provided the margin of victory for Killea.

Killea's elevation to the Senate opened her 7th Assembly District seat. Labor-endorsed Democrat Mike Gotch prevailed over Democratic party rivals in the April 10, 1990 primary election, but lost by a narrow margin to Republican Jeff Marston in the June 5 runoff.

Labor's victories in many of these special elections show that new campaign techniques can be successfully wedded to our traditional and proper reliance on grassroots volunteers to dramatically boost the voting participation of union members and their families. Utilizing new technology, not as a substitute for, but to increase the efficiency of our established COPE membership contact program will result in further victories in 1990.

1990 ELECTIONS

The current political season is dominated by the tasks of winning the Governor's office for the

pro-labor Democrat, Dianne Feinstein, and expanding pro-labor majorities in the state legislature and state congressional delegation. We must also defeat Governor Deukmejian's prison labor constitutional amendment initiative on the November ballot.

1990 PRE-PRIMARY CONVENTION

On April 19, 1990, the California Labor Federation Pre-Primary Convention was held at the San Francisco Airport Hilton Hotel to consider endorsement recommendations for nomination to the offices of Governor, Lieutenant Governor, Secretary of State, State Controller, State Treasurer, State Attorney General, Superintendent of Public Instruction, Insurance Commissioner, the State Board of Equalization, positions on the 17 statewide ballot propositions and local central body COPE recommendations for election to the United States House of Representatives, the State Senate and the State Assembly, in a statewide primary election on Tuesday, June 5, 1990.

The Council called upon the assistance of an Advisory Group for the purpose of interviewing and recommending candidates for California Constitutional offices to the Executive Council of the Standing Committee on Political Education. The Advisory Group was composed of the following California trade unionists:

Jack Baugh- Operating Engineers #3
Henry Disley- Marine Firemen's Union
Jack Gribbon- Hotel & Restaurant Employees Local 2
Jim Gordon- Communications Workers of American, District 9
Dan Curtin- Carpenters State Council
Chuck Mack- Teamsters Local #70
Mike Quevedo- Laborers Local #300
James Quillin- California Conference of Machinists
Paul Varacalli- United Public Employees #790, SEIU
Vernon Watkins- AFSCME
John Woodworth- Stage & Motion Picture Operators #409
Walter Johnson- San Francisco Labor Council
Katie Quan- ILGWU Northwest District Council

Jim Quillin, acting as chairman of the Advisory Group, presented their recommendation to the Executive Council meeting on April 17, 1990.

Defeat of Propositions 118 and 119

Defeat of the two Republican reapportionment initiatives on the June ballot was essential for labor's continued political survival in California. In a pre-emptive strike, the Executive Council took early action at its March 6-7, 1990 meeting to recommend a "No" vote on Propositions 118 and 119 to the Pre-Primary COPE convention.

Passage of either measure would have resulted in anti-worker Republican control of both houses of the state legislature and of California's Congressional delegation.

A vigorous campaign waged by labor and our liberal allies defeated both measures resoundingly at the polls. The California Labor Federation featured our opposition to the two measures in our pre-primary election ballot pamphlet which was distributed to trade unionists throughout the state.

The Federation sent an additional targeted mailing on the measures to over 100,000 registered union members.

ENDORSEMENT PAMPHLETS

On the basis of Convention action this Federation's Standing Committee on Political Education printed and distributed 350,000 endorsement pamphlets in 15 variations based on geographic location to inform members and their families of official California Labor Federation positions in the June 5, 1990 Primary Election.

ELECTION RESULTS

COPE-endorsed candidates prevailed in 115 state Primary Election contests. Only ten candidates won without labor's endorsement in races where COPE made recommendations.

Four of the COPE endorsed candidates for statewide office won nomination, and three did not. Three of the four COPE endorsed candidates for State Board of Equalization won nomination.

In the State Senate races, all 17 COPE-endorsed candidates won.

In the Assembly, 65 of 68 candidates with labor backing won. Thirty-eight of 40 Congressional candidates carried labor's standard to victory.

Voters went along with 14 out of 17 of COPE's proposition recommendations.

VOTER REGISTRATION AND GET-OUT-THE-VOTE

The Federation's COPE is undertaking an aggressive voter registration and get-out-the-vote program for the general election. The program was outlined in workshops held February 27 in Los Angeles and March 1 in San Francisco.

The program, relying on central labor councils to coordinate the local outreach to affiliates, targets unregistered union members in marginal legislative districts and key union population centers for voter registration mailings and phone banks. To produce accurate lists for those contracts, the Federation invested in updating the COPE computer, matching the list of members with the current registration file and with a list of California telephone numbers.

California COPE's program also calls for affiliates to contact registered union members beginning in October to identify their voting sympathies in a neutral survey. Prior to the election, the phone banks would again contact only those voters who are identified as supporters of COPE-endorsed candidates and urge them to turn out to vote. Persuasion letters will be sent to convince undecided voters to support the labor ticket.

On election day, the army of volunteers recruited by this program will be deployed into precincts and phone banks for a final voter turnout push.

The California Labor Federation, in cooperation with national COPE, is providing \$90,000 in grant monies to assist central labor bodies with this program.

MINORITY VOTER PROGRAMS

In California, black and Latino voters are providing the essential margin for victory of liberal candidates. Minority workers comprise a large and growing share of AFL-CIO membership. The political empowerment of these members and their families holds great promise for shifting the electoral balance back towards progressive candidates and issues.

The Federation has championed the cause of black and Latino enfranchisement through the full time programs of its A. Philip Randolph Institute and the Labor Council for Latin American Advancement. This election year, the Federation is

providing funding for voter registration projects in these communities in key election areas. In each case, APRI and LCLAA chapters are coordinating their projects closely with the central labor councils.

AFL-CIO CONVENTION AND RELATED MEETINGS

The Executive Secretary-Treasurer served as a delegate to the November 13-16, 1989, AFL-CIO convention held in Washington, D.C., and was again privileged to have served as a member of the Resolutions Committee and to have participated in a number of other convention-related meetings.

The emotional highlight of the convention was the address by Polish labor leader Lech Walesa and the presentation to him of the George Meany Human Rights Award, one given him years previously but when he had been unable to accept until this occasion.

The Secretary-Treasurer also attended the AFL-CIO Union Industries Convention in San Jose June 9-12, 1989; the August 1, 1989 AFL-CIO Regional Conference in Los Angeles; and National COPE Operating Committee meetings in Bal Harbour, Florida on February 18-22, 1989, and February 17-21, 1990 and June 11-14, 1990, in Washington, D.C.

CAL-OSHA RESTORATION

Although the Governor, following the November 1988 victory for Proposition 97, (see "Cal-OSHA Victory") had committed to a full and orderly restoration of California's Occupational Safety and Health Program, serious shortfalls were soon evidenced not only in funding and staffing of the agency, but in the Governor's appointment of John T. Hay to the Cal-OSHA Standards Board. Hay, a retired President of the California Chamber of Commerce had signed the ballot argument against Proposition 97.

This action by Government Deukmejian reinforced the need for a watchful eye by the Federation on developments relating to this agency.

In January of 1990, following the December crane disaster in San Francisco, Secretary-Treasurer Henning, acting in behalf of the California Labor Federation, called upon the State Legislature for the immediate conduct of both Assembly

and Senate hearings to investigate the cause of the crane disaster, as well as the adequacy of funding and staffing of Cal-OSHA. These hearings were promptly held and focused needed attention on developments with respect to Cal-OSHA.

It should also be noted that the California Labor Federation, through litigation, prevented the Cal-OSHA administration from washing its hands of responsibility for a variety of asbestos-related jobs when a 3-judge panel in the Third District Court of Appeal in Sacramento ruled unanimously that officials in charge of Cal-OSHA cannot exempt contractors engaged in asbestos work from registering with the Agency.

This was a victory of far-reaching importance, not only to workers doing asbestos-related jobs, but to the public as well.

This court decision has its origins when, in August of 1988, the Governor's appointees had announced that any contractor exempted from the asbestos qualification requirements also would be exempted from registering asbestos related jobs. The court decision overturned this Cal-OSHA determination.

Your Federation will continue its vigilance with respect to Cal-OSHA developments to assure that funding and staffing are maintained at an adequate level to provide the service mandated by November 1988 voter action in the approval of Proposition 97.

SPECIAL EVENTS

Secretary-Treasurer Henning served as the honoree at the first Organized Labor Lunch-O-Ree Luncheon, to raise funds for the Bay Area Council, Boy Scouts of America. The successful event was held May 5, 1989, at the Fairmont Hotel in San Francisco.

The following year, the Secretary-Treasurer served as Chairman of the second such event. This luncheon was held May 11, 1990, at the same location, and raised funds of \$45,000 for the Boy Scouts' organization.

Your Secretary-Treasurer was honored to have served as a member of the official welcoming committee for Nelson Mandela, South African leader, on the occasion of his June 30, 1990, visit to the Bay Area; addressed a labor rally honoring Mr. Mandela at the ILWU Local 6 Hall in Oakland that afternoon; and was a featured speaker that same night at a fund-raising dinner honoring Mandela held at the Hyatt Regency Hotel in Oakland.

Secretary-Treasurer Henning was privileged to have been one of two labor representatives se-

lected to attend the June 4, 1990, luncheon at the Fairmont Hotel in San Francisco which honored Soviet President Mikhail Gorbachev.

In addition, Secretary-Treasurer Henning was the honoree at the fund-raising dinner for the San Francisco Organizing Project held May 9, 1990, in San Francisco.

WESTERN LABOR PRESS ASSOCIATION

Your California Labor Federation recommends to affiliates sponsoring union publications that they join with and support the Western Labor Press Association, the function of which is to coordinate an exchange of ideas among labor press and improve the quality of labor journalism in the Western United States.

It should be noted that the 1990 award for best editorial went to John F. Henning for his 1989 Labor Day editorial and the California Labor Federation's "California AFL-CIO News" won the 1988 and 1989 awards for best paper in its category.

The Secretary-Treasurer requests that affiliates make available on a continuing basis all changes required for the maintenance of the Federation's California Labor Press Directory.

AFFILIATION OF RETIREE GROUPS

During the two-year period since the last Federation convention, local unions and central bodies have been more active in organizing union retiree groups and FORUM organizations and affiliating them with the Federation.

In 1986, 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, provided for the affiliation with the Federation of central labor council FORUMS and local union retiree groups. Although progress in this effort was at first slow, at present there are 28 Union Retiree Groups and 7 FORUM organizations affiliated with the Federation.

With services of a Retiree Program Coordinator currently available, it is expected that this number will increase substantially within a short period of time.

RETIREE PROGRAM COORDINATOR

William E. Price, Jr., was chosen August 1, 1989, as the Retiree Program Consultant for the Federation. This position is coordinated with national COPE's program to encourage the participation of union retiree groups in COPE activities, and the contract for the consultant's services was created by national COPE. Price serves as President of U.F.C.W. Retiree Local 115-203-648 and President of the Region 2 Congress of California Seniors. He also serves on the Board of the UFCW Multi-Club Retiree Organization. As a result of his services, a California State FORUM has been organized with by-laws having been drafted and adopted and a new FORUM chapter has recently been formed in the jurisdiction of the Sacramento Central Labor Body.

LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

Tony Castillo joined the staff of our Federation in February, 1990, as the new LCLAA representative. He comes from the Glass, Molders, Pottery, Plastics and Allied Workers International Union, AFL-CIO, CLC, Local 192. Tony is working out of the Federation's San Francisco headquarters, having relocated from Southern California.

His services have resulted in the establishment of new LCLAA chapters within the jurisdictions of the following central labor bodies: Alameda County, Tri-Counties (Ventura, Santa Barbara and San Luis Obispo), and San Bernardino-Riverside Counties. LCLAA re-organizational efforts are currently underway in San Francisco and Santa Clara counties.

SCHOLARSHIP PROGRAM

Our Federation's annual scholarship program continues to benefit California's graduating high school seniors. In both 1989 and 1990 a total of 60 scholarships were awarded.

The Federation scholarship program, first organized 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.

FEDERATION-SPONSORED CONFERENCES

During the period since the 1988 convention, your Federation has sponsored or co-sponsored a number of conferences and meetings relating to political action, legislation and emerging social and economic problems and issues affecting the welfare of workers.

These include a 2½ day statewide Women-in-the Workforce Conference held November 1989, in San Diego; two conferences to mobilize labor's resources for the defeat of Governor Deukmejian's proposed Assembly Constitutional Amendment 11 to repeal the constitutional ban on private industry employment of state prisoners, held April 13, 1989 in San Francisco and April 14, 1989, in Los Angeles; a meeting on March 21, 1989 in San Francisco of public employee unions and other interested union representatives on the issue of school funding; implementation of Proposition 98 and related issues; two COPE training sessions on registrations and get-out-the-vote efforts held February 27, 1990 in Los Angeles, and March 1, 1990 in San Francisco; a statewide health care conference on April 25, 1990 in Sacramento; and a statewide Contracting-Out Conference April 4, 1989, in Sacramento.

In 1989 and 1990 there were Joint Legislative Conferences in Sacramento, the first held in conjunction with the State Building Trades Council and the State Council of Carpenters, and the latter having been co-sponsored with the State Building and Construction Trades Council; the 1989 and 1990 A. Philip Randolph Institute State Conferences held in Sacramento and San Diego respectively; the Federation's week-long 1989 Trade Unionists on April 7, 1989, in San Francisco; meeting of all California State Councils' attorneys to discuss the impact of Proposition 73 on union money received and spent on political activity; July 7, 1989 meeting in San Francisco of all California FORUM chapters to draft by-laws for a statewide FORUM; an August 1, 1989 meeting in Los Angeles of California's Trade Union Leadership with President Lane Kirkland; annual meetings of Central Labor Council representatives, co-sponsored with AFL-CIO Region VI; as well as the 1990 pre-primary endorsement convention held April 19, 1990, in San Francisco.

IWC'S SUB-MINIMUM WAGE FOR TIPPED EMPLOYEES OVERTURNED

In 1987 the Industrial Welfare Commission established a sub-minimum wage for tipped employees, an action immediately challenged in court by your Federation.

Our action asserted that IWC action violated a 1975 law prohibiting the crediting of tips against wages owed.

In an outstanding victory for our Federation, the California Supreme Court, by a unanimous vote of 7 to 0, upheld the Federation's position and ruled against the Industrial Welfare Commission and the California Restaurant Association, which had aligned itself as a co-defendant in the proceeding.

OPPOSITION TO THE GOVERNOR'S APPOINTMENT OF BILL DUPLISSEA

Early in 1989 Governor Deukmejian named former Assemblyman Bill Duplissee, a Republican from San Carlos, to the position of Administrative Director of the Industrial Accidents Division, responsible for running the state's workers' compensation system.

The Federation immediately launched a campaign of opposition to the appointment citing the following reasons.

During his two-year tenure in the Assembly, Mr. Duplissee voted 86% against organized labor on key legislative issues. His major legislative initiative was an unsuccessful package of bills to require public transit agencies to contract out their services. Had he succeeded, thousands of bus drivers, mechanics, and other unionized public employees would have lost their jobs.

It was our Federation's contention that Duplissee lacked the background to take on the task of administering the complex eight billion dollar workers' compensation system.

In 1988, voters in the staunchly Republican 20th Assembly District had the wisdom to reject their incumbent, Bill Duplissee. This feat, in a district with an over 100 year record of electing Republicans, occurred in large measure due to labor's political efforts.

In the face of mounting opposition to his ap-

pointment waged by California's labor movement, Duplissea ultimately withdrew his name from consideration.

AFFILIATION OF TEAMSTERS AND I.L.W.U. WITH FEDERATION

During the two-year period since our last convention, both the Teamsters organizations and locals and councils of the International Longshoremen's and Warehousemen's Union have affiliated with the California Labor Federation.

We are pleased to welcome these organizations as a part of the state AFL-CIO labor movement and believe that this unity of purpose within the labor movement will greatly strengthen our effectiveness in advancing the interests of all California workers.

FEDERATION PARTICIPATION IN STATE HEALTH INSURANCE TASK FORCE

In 1989, AB 350, a state health insurance bill, was enacted. The law, authorized by Assembly Speaker Willie Brown, required Governor Deukmejian to designate a state agency to research and report on the health care issue.

Administration Department Executives were assigned to work on the report. A Task Force was established to which your Secretary-Treasurer was named, and Research Director Tom Rankin was assigned by him to work with the technicians in an effort to develop an acceptable plan.

A series of meetings, beginning in November of 1989, and continuing for several months, were held with a group of 70 persons participating, representing insurers, doctors, hospitals and labor. Various proposals were studied and considered. The final report, issued by the Department of Health and Welfare and the Business and Transportation Department, was disavowed by the Governor. It would have required employers in the state to cover their employees with health care insurance. Although it fell short of addressing a number of major problems, such as the lack of cost containment measures and excessive payments required of dependents, there was hope that

the problems could be resolved.

In the months that followed Assembly Speaker Willie Brown and Assemblyman Burt Margolin have introduced new bills which embody the basic concepts of the report disavowed by the Governor. Other health care measures have also been introduced, and a Senate-Assembly conference committee will be examining the different approaches to health insurance in an effort to develop an acceptable bill for consideration when the legislature reconvenes in August.

IMPOSITION OF 12-HOUR DAY BY THE INDUSTRIAL WELFARE COMMISSION

The Industrial Welfare Commission, over the period of the last two years, has succeeded in destroying the heart of California's 79-year old protective 8-hour law which calls for time and one-half after 8 hours of work. The 8-hour law was one of the great achievements of Governor Hiram Johnson, the great liberal reformist of the Republican Party of his day.

During this period, the IWC has imposed the 12-hour day on hospital workers, restaurant and hotel workers, office workers, transportation workers and amusement and recreation workers.

The IWC is now finalizing action to impose the 12-hour day on the 2.5 million workers of California's retail industry.

David Padilla left the Commission in May of 1989 saying he would not accept reappointment because of a series of recent 3-2 votes legalizing the 12-hour day without overtime pay.

On May 23, 1990, IWC Commissioner and Federation Vice President Michael R. (Mushy) Callahan was killed in a tragic automobile accident. Mushy's death, ending his 62 year long membership in the labor movement, saddened all who knew his warmth and humor. It also left a further gap in labor representation on the IWC.

BATTLE WAGED OVER GOVERNOR'S APPOINTMENT OF JAMES RUDE TO IWC

The Senate Rules Committee in late June of 1990 recommended over the objection of your Federation, State Senate confirmation of James Rude for reappointment to the Industrial Welfare

Commission. As this report goes to press, the issue is before the Senate for consideration.

Your Federation has launched an all-out effort for Senate denial of Rude's confirmation.

If Mr. Rude is confirmed for another 4-year term, it will continue anti-labor Republican control of the Industrial Welfare Commission for at least the next year and a half despite the possible election of a Democrat as Governor in November.

Aside from allowing overtime pay only after twelve hours of work, Rude and his Republican allies on the IWC coldly rejected our public hearing arguments on the destructive impact of the 12-hour day on single parent families.

The single parent working from 9:00 a.m., and allowed one hour for lunch, must work until 10:00 p.m. to implement the 12-hour day assignment. What happens to the children during the evening hours? Few childcare centers remain open after 6:00 p.m.

What of older children, the latchkey kids? All too many fall to the life of the streets.

The IWC says that the 12-hour day is fair because workers must vote for its imposition in a secret ballot election.

What the IWC doesn't say is that the elections are conducted by the employers.

There is nothing like that in all of federal or state labor law. The control of ballot counting and the intimidation of workers both rest in the employer's hands.

Your Federation continues its effort to defeat Senate confirmation of Rude's reappointment.

OPPOSITION TO GOVERNOR'S APPOINTMENT OF GEORGE MEESE TO U.I. APPEALS BOARD

Your Federation has been compelled to battle Governor Deukmejian's appointment of Republican George Meese to the Unemployment Insurance Appeals Board.

Over the protest of the Federation and other labor representatives, the Senate Rules Committee has recently recommended confirmation of Meese's appointment to the State Senate. As this goes to press, the matter is before the Senate for consideration.

We are opposing Meese on the grounds of his record as a member of the Unemployment Insurance Appeals Board since 1986. During his tenure on the board, the number of decisions favorable

to employee claimants has dropped from an average of 15 to 20 percent a year to 8.5%.

The only explanation we can find for this drastic decline in the number of appeals favoring employees is the anti-worker attitude of the Deukmejian appointees to the Board.

If Meese were to be confirmed, he would continue to sit on the Appeals Board until 1993. We believe that the next Governor should have the opportunity to make new appointments.

We continue to rally the effort of labor in demanding of the State Senate denial of this confirmation.

LABOR DAY CELEBRATIONS

Many Labor Day 1989 celebrations were held throughout California, spearheaded by the various local central bodies.

Federation Executive Secretary-Treasurer Jack Henning was honored in San Francisco during the 1989 Labor Day breakfast of the San Francisco Labor Council, as the leader of the campaign which restored California's Occupational Safety and Health Program for the benefit of California's workforce.

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 that organization to send a delegate to its annual meeting held in Sydney, Australia in February 1990, and Federation Vice-President Steve Edney attended as the representative of our organization.

Frank Mossfield, President of the Labor Council of New South Wales, will attend our Federation's eighteenth constitutional convention as a fraternal delegate.

FOREIGN VISITORS

During the two-year period since our last convention your Secretary-Treasurer or his designated staff have met with many trade unionists and governmental leaders in our Federation's San Francisco headquarters. These include visitors from the following countries who have expressed great interest in the work of our Federation: England, Poland, South Africa, Sweden, Spain, Finland, West Germany, Australia, El Salvador,

Thailand, Japan, Phillipines, Italy, Ireland, China, India, Portugal, New Zealand, Honduras and representatives from the ICFTU headquartered in Belgium.

FEDERATION ESTABLISHES AFL-CIO EARTHQUAKE RELIEF FUND

Responding to the urgent need for aiding victims of the October 17, 1989 Bay Area earthquake, your Federation in conjunction with the national AFL-CIO, within three days of the disaster established the California AFL-CIO Earthquake Fund to provide required assistance to union members.

Contributions from unions and councils throughout the nation were solicited through the assistance of President Lane Kirkland of the AFL-CIO. The Fund was administered by your California Labor Federation, and Federation staff was dispatched to work with the affected Central Labor Councils and the American Red Cross, helping to staff local service centers where union members victimized by the quake were identified and their needs for assistance appraised.

During the months that followed, receipts to the fund totaled \$259,853.21 with disbursements for assistance having reached the \$238,321.13 mark. We were able to provide individual assistance to over 400 union members as a result of monies made available through the Fund. Grant monies aided several hundred more union members left unemployed as a result of quake damage to their workplaces.

At the March 6-7, 1990, Executive Council meeting, action was taken to utilize the remaining balance on hand of \$21,532.08 as a base for a relief fund that would be available in case of future disasters to provide assistance to distressed union members.

Appreciation is extended to those multitudes of individuals and organizations which so generously contributed to the assistance of earthquake victims through this unified labor effort.

MOST WOMEN EVER ELECTED TO FEDERATION LEADERSHIP

By recommendation of Executive Secretary-Treasurer Henning, more women are participat-

ing in leadership of the California Labor Federation than at any time in the history of the state AFL-CIO organization.

1990 finds five female vice-presidents seated on the Executive Council, the policy-setting body that guides the federation between biennial conventions.

All five are officials of their respective organizations: Loretta Mahoney, Executive Secretary of the State Culinary Workers Council; Sherri Chiesa, President of Local 2 of the Hotel Employees and Restaurant Employees of San Francisco; Margaret Butz Shelleda, deputy director of Local 790 of the Service Employees, in San Francisco and Oakland; Ophelia McFadden, an international vice-president of the Service Employees and general manager of Local 434 at Los Angeles; and Margaret Dean, President of the California State Employees Association, Local 1000, of the Service Employees Union.

WORKERS' COMPENSATION VICTORY WON BY FEDERATION

At dawn in the closing moments of the 1989 session of the California Legislature, a major victory for the California Labor Federation was realized when workers' compensation reform providing \$1.4 billion in new benefits over the next three years was approved.

This major victory marks the greatest dollar increase in the history of the California worker injury law.

The bill, as it was approved, was the product of nearly five months of amendment and alteration. It had its origins in 1986 when, given the failure of various labor-backed bills to increase workers' compensation insurance benefits over the past several years, coupled with the fact that benefits had not been improved since 1981, Executive Secretary-Treasurer Henning, acting on behalf of the Federation, got together the major interested parties in an effort to negotiate an agreement on benefit improvements to culminate in appropriate legislation.

Officially, the bill enacted was the Burt Margolin-Bill Greene Workers' Compensation Reform Act of 1989. It was carried in the Senate by Bill Lockyer, Democrat from Hayward. The measure increased temporary disability benefits from \$224 to \$266 per week, effective January 1,

1990, and to \$336 on January 1, 1991, a total increase of 50%. It also included many other important increases and improvements to benefit those California workers who become injured or disabled as a result of their employment.

UNEMPLOYMENT INSURANCE AND DISABILITY INSURANCE BENEFIT HIKES SIGNED INTO LAW

Federation-sponsored bills raising unemployment insurance and state disability insurance benefits were signed into law in 1989 giving workers about \$600 million more by raising unemployment insurance benefits for the first time in seven years and making state disability benefits match the new workers' compensation temporary disability benefit.

Enactment of this legislation increased the minimum unemployment insurance benefit from \$30 to \$40 per week, effective January 1, 1990, and increased the maximum unemployment insurance benefit over a three-year period from \$166.00 per week to \$190 on January 1, 1990; \$210 on January 1, 1991; and to \$230.00 effective on January 1, 1992.

The state disability insurance measure increased the maximum benefit for non-occupational disability over a two-year period from \$224 a week to a maximum of \$336, effective January 1, 1991.

Your Federation will continue its efforts to improve these and other benefits to address the needs of workers.

EASTERN AIRLINES STRIKE

Following action of your Federation's March 7-8, 1989, Executive Council meeting, your Secretary-Treasurer and other Federation officers have provided every possible assistance to the Machinists' Union in the strike against Eastern Airlines.

This has included participation in many support rallies and fund-raising events, and contact with California's Congressional delegation urging an investigation of the Lorenzo management of Eastern Airlines.

PRISON INMATE LABOR AND TAX CREDIT INITIATIVE

Having failed in his untiring efforts during the current legislative session to win approval by the State Legislature of ACA 11, Governor Deukmejian has now qualified for the November, 1990 ballot Proposition 139, the Prison Inmate Labor and Tax Credit Initiative.

Proposition 139 is a destructive bureaucratic dream come true. The comparable inmate work program in the California Youth Administration has cost the taxpayers \$3.00 to administer for every dollar returned to the state by inmates.

It is a disorderly scheme that would not only mean government waste but mean public danger and the denial of free employer competition.

In practice it would legalize the hiring of inmates of state prisons by private employers, thus overturning the convict labor prohibition of the state constitution adopted in 1879.

Next, it would provide for the hiring of county jail prisoners by private companies beyond the confines of the jails. In the neighborhoods. Anywhere.

In both situations, the employment of inmates would gravely worsen the continuing crisis of high unemployment among minority youth now desperately seeking work.

As to the public danger, the state's legislative analyst this February warned that the employment of lawbreakers in the California Youth Administration program would "compromise the security of thousands of Californians."

The State Legislature's independent fiscal analyst said that the program did not contain enough safeguards to prevent the inmates from having access to a wealth of personal information on members of the public for whom services were being processed.

Proposition 139 could expose home addresses, telephone numbers, social security numbers, departures from residences for vacation or business purposes and like matters of personal confidence.

A California Youth Administration program, for example, involves the processing of plane reservations for a major carrier.

In both the state prison and county jail aspects of the Initiative, insurance companies, banks, realtors or any other form of business could qualify for the use of the program.

Again, both programs would discriminate against employers of free labor. The state sponsored employers would not be obliged to pay for

workers' compensation insurance, unemployment insurance, vacation periods, social security or health and welfare payments.

In the case of the state prison situation, the program employers would be charged minimal leasing fees for state property use and would receive tax incentives. The program is obviously anti free enterprise employers.

As to inmate benefits, the work program will provide no lasting skills but will release the inmates upon completion of terms with no insurance that they have been trained for anything useful in the employment market. Further, in state prisons both the convicts and supervising free workers of the employer will be under armed guard.

In the present gang ridden environment of too many state prisons, the prospects of competitive violence will shadow the job operations.

Proposition 139 is turning back the clock of history to chain gang memories with controlled labor being exploited to the detriment of free labor and free business.

Lastly, it is a bureaucratic escape from the state government's duty to develop adequate vocational and apprenticeship training programs for the imparting of lasting skills in the important disciplines of the private labor market.

EXECUTIVE COUNCIL CHANGES

During the period since our Federation's 1988 convention, the following changes on the Executive Council have been effected:

Owen Marron replacing Steven K. Martin;
Louie Bravo replacing Armando Lopez.

FINANCIAL CORE BACKERS LOSE SECOND BID

The "Right to Work" forces in California lost their bid in 1989, and again in 1990, for enactment of "Financial Core" membership legislation, encompassed in AB 1100 authored by Assemblyman Ferguson, a Republican from Newport Beach.

Secretary-Treasurer Henning, spokesperson for the California Labor Federation, denounced the bill with the assertion that it was "designed to force every union to sow the seeds of dissention among its own ranks."

The bill would have required every union and

every employer to notify all workers under a contract with a union security provision that they could avoid paying full union dues by becoming so-called "financial core members."

The bill died in committee after it was vigorously opposed by Federation Secretary-Treasurer Henning who had rallied the forces of California AFL-CIO labor in opposition to the bill.

LABOR'S SECOND DEFEAT OF DISABILITY FUND RAID

A second attempted raid on the worker financed State Disability Insurance Trust Fund was called off in the face of adamant opposition lead by the California Labor Federation, AFL-CIO.

The proposal contained in A.B. 60 (Phil Isenberg-D) called for taking money out of the State Disability Insurance Fund for subsidies to induce insurance companies to provide catastrophic illness policies for persons not currently covered.

Trade unionists, acting at the urging of Federation Secretary-Treasurer Jack Henning, had deluged members of the Senate Industrial Relations Committee with letters, telegrams and phone calls in a massive demonstration of opposition to the measure.

At the last minute the author thus announced his decision to amend the State Disability Insurance funding provision out of AB 60 which had the effect of removing it from the agenda of the Senate Industrial Relation's Committee and placing it under the jurisdiction of the Senate Insurance Claims and Corporations Committee. With this amendment, the measure won support of the California Labor Federation.

CONVENTIONS, CONFERENCES, LABOR CELEBRATIONS, DEDICATIONS, PRESS CONFERENCES AND RALLIES

Your Executive Secretary-Treasurer, during the intervening period since the last convention, has had the privilege of addressing, on behalf of the Federation, many important labor, political and community functions as well as a number of press conferences. These have provided an oppor-

tunity 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:

Convention of the International Brotherhood of Electrical Workers; convention of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators; various Van de Kamp campaign fund-raiser events; Alameda County Industry Education Committee; 1988 State Building and Construction Trades Council convention; SEIU's Jobs for Justice rallies: Press Conferences on the beating of Dolores Huerta by a San Francisco police officer; Newspaper Guild meeting; Regional Conference of the Coalition of Labor Union Women on "Bargaining for Our Families;" Cable News Network interview; Eastern Airlines Protest Press Conferences; Cesar Chavez Press Conference and Chavez Testimonial Dinner; State Legislative Conference of Service Employees International Union; Immigrant Assistance Project presentation; California Conference of Machinists; Laborers' Regional Conference; Teamsters Rallies; Frank Souza Retirement Dinner; Spring Education Rally; Labor Archives Reception; KQED Radio Interview; Santa Clara Central Labor Council May Day Celebration; 51st National Convention of the Communications Workers of America; Republican state legislators meeting on the workers' compensation issue; Democratic Party Western Regional Caucus; Assemblyman Tom Hayden Dinner; State Conference of Plasterers, Cement Masons & Shop Hands; annual conferences of Central Labor Council Representatives; FORUM Political Action Conference; Taylor Dark interview; Operative Plasterers & Cement Masons International Union Convention; State Conference of Bricklayers and Allied Craftsmen; Orange County Central Labor Council Awards Dinner; Jackie Gladfelter Interview; United Farm Workers Union Press Conference; 49th convention of the Amalgamated Transit Union; various A. Philip Randolph Conferences and Dinners; Service Employees International Union Western Conference; Nevada Democratic Party Dinner; Radio Station KOH Interview; Michael Harrington Memorial Meeting; Disaster Relief meeting of Union Representatives; Letter Carrier's Meeting;

I.A. of M. 1781 Eastern Airlines Rally and Dinner; University Seminar for Union Leaders; Executive Board Meeting of Service Employees

International Union; Executive Board Meeting of the Office & Professional Employees International Union; Newspaper Industry Council Meeting and Reception; District Conference of CWA Local Unions; Community Service Dinners; "Union Yes" Dinner of Merced-Mariposa Counties Central Labor Council;

UCLA Conference Honoring Geraldine Leshin; Los Angeles FORUM dinner honoring Bill Robertson; numerous Easter Airlines Strike Rallies; State Council of Carpenters Convention; Legislative Conference Banquet of SEIU; Harry Bridges Memorial; State Council of Machinists Legislative Conference; San Mateo County Economic Development Association; Labor Council for Latin American Advancement Cinco De Mayo Celebration; Boy Scout Luncheon Fund-raisers;

Rally of California Legislative Council of Older Americans; California State Theatrical Federation Convention; 25th Anniversary Celebration of the Western Labor Press Association; Los Angeles Laborers Union, Local 300 Retiree Luncheon; Tiananmen Memorial Rally; Dianne Feinstein Fund-raiser Dinner; Nelson Mandela Fund-Raiser Dinner; various Greyhound Strike Rallies and demonstrations;

The 1990 San Francisco Earth Day Demonstration; 1989 San Francisco Labor Day Celebration Honoring the California Labor Federation and numerous central body COPE fund-raiser events throughout the state.

In addition, your Executive Secretary-Treasurer has participated in the following: Mike Hardeman Fundraiser; Regional AFL-CIO Conferences; Bay Area Union Labor Party Luncheon; Dukakis Rally and Dinner; AFL-CIO Meetings on the Maquiladora Issue;

International Ladies Garment Workers Union General Executive Board Reception; Swearing-in Ceremonies for Assembly Speaker Willie Brown; Retirement Dinner for Don Vial; National Council of State Legislatures; Aud Weatheral Testimonial Dinner; Hank Morris Dinner; Bud Bryant Retirement Dinner;

Dave Roberti House the Homeless Dinner; Laborers' Regional Conference History Committee; American Federation of State, County and Municipal Employees Labor Breakfast; United Auto Workers Union Reception; Edmund G. "Pat" Brown's 84th and 85th Birthday Celebrations;

Teamsters Joint Council 7 breakfast; U.S.S. Potomac Homecoming Ceremonies and Dinner; Gray Davis Reception; Presentation to LCLAA Executive Board; Jackie Speier Breakfast; Reap-

portionment Meeting;

Leo McCarthy Fund-Raiser Dinner; Legislative Conference of International Longshoremen's and Warehousemen's Union; 1990 Democratic Strategy Meeting; Northern California Labor Hall of Fame Inaugural; Mikhail Gorbachev Luncheon.

1988 LEGISLATION

The legislative pattern of the past six years continued through the 1988 session. Defensive victories were everywhere evident but progress was retarded in terms of the laws that would meet the crises of unemployed and disabled workers.

Too many socially constructive bills perished in fiscal committees because they required funding in the face of a socially indifferent budget. The poorly housed, the poorly fed, the poorly schooled and the aged didn't count.

Still, eighteen bills supported by the federation were signed into law by Governor Deukmejian.

He vetoed twenty-two labor-sponsored bills, some of which would have:

Increased the maximum weekly unemployment insurance benefit from \$166 to \$181; required the state to develop a plan for child care services; created an advisory Commission on Pay Equity;

Given permanent status to classified employees of school and community college districts after a six months probationary period; eased credit eligibility requirements to promote low income housing;

Provided funding for Cal-OSHA after passage of Proposition 97; and required school, college and university governing boards to consider human and ergonomic factors when selecting office equipment.

Among the eighteen bills the Governor signed into law were those which will:

Strengthen contractor licensing law by placing stricter limitations on "owner builders" and require licensed contractors to carry a plastic identification card:

Increase the farm labor contractor bond from \$5,000 to \$10,000;

Require public utilities to assist laid-off workers in finding comparable jobs when a nuclear plant is decommissioned;

Provide written notice by the employer to employees working within a building constructed before 1979 that contains materials composed of asbestos;

Require the Labor Commissioner to hold a

hearing within 120 days after accepting a complaint; and

Prohibit the Industrial Welfare Commission from holding closed or executive session meetings.

The federation was also successful in defeating eight anti-labor bills, which included promotion of contracting-out public transit systems and sanctioning drug testing for specified drivers.

BILLS ENACTED

Legislative victories for the Federation in the 1988 session were:

CONSUMER PROTECTION

AB 4317 (Connelly) requires nonprofit health care service plans and disability insurance plans that supplement medicare to clearly state that they provide for an examination period of 30 days and permit the return of the contract with the parties being restored to their previous position.

CONTRACTOR LICENSING LAW

AB 3789 (Eastin) makes it a misdemeanor for unlicensed contractors to refuse to comply with citations for violation of state regulations.

AB 3841 (Eastin) places stricter limitations on "owner builders."

AB 4310 (Eastin) requires licensed contractors to carry a plastic identification card.

SB 2871 (Marks) codified building standards into one state code.

EMPLOYEE RIGHTS

SB 2155 (Petrus) obligates an employer who is required by the labor code to keep wage records on file, to afford current and former employees the right to inspect or copy payroll wage deduction records as they pertain to that employee.

FARM LABOR

AB 2306 (Connelly) increases the amount of the bond that is required of farm labor contractors from \$5,000 to \$10,000.

AB 3453 (Polanco) makes it a misdemeanor to violate the farm labor vehicle safety inspection and equipment provisions.

JOB CREATION AND PRESERVATION

AB 4582 (Isenberg) allows the Brotherhood of Locomotive Engineers' Insurance Association to sell job protection policies to its members in California.

AB 4686 (Isenberg) requires public utilities to assist workers laid-off when a nuclear plant is decommissioned in finding comparable jobs.

JOB PROTECTION

AB 4680 (Statham) provides for a standardized model for local entities when requiring a film permit application.

SAFETY AND HEALTH

AB 2999 (Speier) prohibits any person from advertising for asbestos removal unless that person is certified and registered.

AB 3713 (Connelly) requires that the owner of any building constructed prior to 1979 who knows that building contains materials composed of asbestos to provide written notice to all employees working within the building.

SOCIAL INSURANCE

AB 2837 (Margolin) requires employers to notify employees who leave work due to non-job related illness or injury of their rights to state disability insurance benefits.

SB 1787 (Bill Greene) provides that when a workers' compensation injury causes the death of an employee, the employer, including a public agency, is liable for the reasonable expenses of the employee's burial, not exceeding \$2,000.

TRANSPORTATION

AJR 80 (Speier) memorializes the President and Congress to support efforts to ensure that all registered aircraft are repaired in facilities where trained, licensed and competent mechanics supervised by the Federal Aviation Administration are employed.

WAGE AND HOUR PROTECTION

AB 1160 (Floyd) requires the Labor Commissioner to hold a hearing within 120 days after accepting a complaint.

SB 1790 (Bill Greene) prohibits the Industrial Welfare Commission from holding closed or executive session meetings.

BILLS PASSED, BUT VETOED

The Legislature passed 22 Federation-supported bills in 1988 that were ultimately vetoed. They were:

CHILD CARE

AB 3170 (Cortese) would have extended the Child Care and Development Services program's ending date.

SB 1758 (Torres) would have required that the state Department of Education coordinate child care programs, develop a plan for child care services, act as a resource to promote and develop new programs and help issue regulations regarding the provision of child care services.

CIVIL RIGHTS

AB 1163 (Moore) would have strengthened the powers of the Fair Employment and Housing Commission to assess damages against those committing unlawful employment or housing practices.

SB 2156 (Petris) would have permitted the Fair Employment and Housing Commission to pro-

vide relief to prevent the recurrence of unlawful employment or housing practices and would have permitted the commission to order the payment of actual and punitive damages.

COMPARABLE WORTH

SB 1776 (Roberti) would have created an advisory Commission on Pay Equity to be appointed May 1, 1989.

EDUCATION

SB 1971 (Dills) would have required that classified employees of school and community college districts become permanent employees after a probationary period of not more than 6 months.

SB 2074 (Cecil Green) would have required school districts to give 60-day notice rather than the current 30-day notice of lay-offs affecting non-teaching employment.

HEALTH INSURANCE

SB 6 (Robbins) would have established a health coverage association for state residents who are not otherwise able to obtain health insurance.

HOUSING

SB 2405 (Kopp) would have eased credit eligibility requirements to promote low income housing.

JOB TRAINING

AB 621 (Floyd) would have provided additional funding for the Firefighters' Joint Apprenticeship Program.

SB 2517 (Roberti) would have established a workforce literacy program within the Employment Training Panel.

PUBLIC UTILITIES

AB 2730 (Moore) would have directed the Public Utilities Commission not to reduce any wage rate, benefit, working condition, or other term or condition of employment that was the subject of collective bargaining.

PUBLIC WORKS

AB 619 (Floyd) would have disqualified contractors who willfully violate public works laws from bidding on public contracts for up to three years.

AB 3045 (Floyd) would have defined the term "lowest responsible bidder."

SAFETY AND HEALTH

AB 867 (Floyd) would have provided funding for Cal-OSHA after the passage of Proposition 97.

AB 2577 (Friedman) would have allowed prosecution for manslaughter should an employee die or become impaired by a willful violation of a safety order by an employer or fellow employee.

AB 3782 (Floyd) would have required the Division of Occupational Safety and Health to issue

an order prohibiting use of asbestos if there is reasonable cause to believe that any workplace contains friable asbestos, and if there appears to be inadequate protections for employees at that workplace to the hazard from airborne fibers.

AB 4038 (Hayden) would have required that the governing board of each school district, the county superintendent of schools, the California Community Colleges, California State University and the University of California, to consider human and ergonomic factors, when selecting and procuring office equipment.

SENIORS

SB 1763 (Mello) would have appropriated monies from the general fund to the Department of Aging for grants to adult day health care centers and programs.

SOCIAL INSURANCE

AB 4088 (Johnston) would have increased the maximum weekly U.I. benefit from \$166 to \$186.

SB 2151 (Rosenthal) would have clarified an injured worker's right to change doctors for treatment financed under workers' compensation.

WAGE AND HOUR PROTECTION

AB 3822 (Roybal-Allard) would have required the Labor Commissioner to appoint and administer the Garment Industry Enforcement Task Force, which shall provide targeted priority enforcement of minimum wage, child labor, overtime, occupational health, and building safety laws within the garment industry.

1989 SESSION

Last year's session of the California legislature saw enactment of the greatest dollar volume increases in workers compensation benefits in state history.

Following long months of negotiations involving the Governors office, legislative leaders, employers and the insurance industry both Assembly and Senate approved the historic pact in post midnight hours as the 1989 session ended.

The agreement provided for \$1.5 billion in new benefits under a three year spread.

Maximum weekly temporary disability benefits were increased from \$224 to \$266 on January 1, 1990 and will be increased to \$336 on January 1, 1991, a 50 percent total increase.

The history was part of a clean sweep for labor on legislation affecting working benefits.

The unemployment insurance weekly maximum benefit rose from \$166 to \$230 and the top benefit under state disability insurance moved from \$224 to \$336.

All three measures were signed into law by

Governor Deukmejian.

Workers compensation aside, the session otherwise followed the pattern of the past several sessions with Governor Deukmejian signing 32 labor-backed bills and vetoing 32 others.

Certain of the measures signed:

- required the Governor's office to set up a task force to study methods of providing health insurance coverage to California's uninsured.
- added labor representation on the State Job Training Coordinating Council.
- sped up the unemployment insurance waiting period for victims of the 1989 Loma Prieta earthquake.

Meanwhile, the Governor vetoed bills which would have:

- prevented the termination of a collective bargaining contract as a result of a merger, or sale of a business.
- authorized penalties against an employer who advertises for strike-breakers and fails to disclose that strike, lockout or other labor dispute exists and does not reveal the name of the person whom he or she represents.
- forbidden the Public Utilities Commission to reduce wage rates, benefits or working conditions that were the subject of collective bargaining while setting utility rates.

BILLS ENACTED

CHILD CARE

SB 19 (Watson) extends the sunset date of the law providing for the licensure and regulation of family day care homes.

CONTRACTOR LICENSING LAW

AB 636 (Eastin) provides that a court shall impose a fine of 20% of the contract price or \$4,500, whichever is greater, upon a person convicted of working without a contractor's license.

AB 922 (Floyd) requires garment manufacturer to display name, address and registration number at the place of business.

AB 2279 (Eastin) creates a separate enforcement unit within the Contractors License Board as a demonstration project in southern California to enforce provisions of law on unlicensed contracting activity.

EDUCATION

SB 109 (Torres) provides adequate education funding to make available classroom slots for legalization applicants for permanent resident status.

SB 230 (Roberti) requires all child develop-

ment programs to include a career ladder for classroom staff.

HEALTH CARE

AB 350 (Willie Brown, Jr.) requires Governor's office to set up a task force to study methods of providing health insurance coverage to California's uninsured.

HOUSING

AB 1448 (Isenberg) makes the landlord responsible to provide for comparable temporary housing if, as a result of being cited for violations, the condition of the premises or repairs made for the rehabilitation of the property affect adversely the safe use of the building by the tenant.

AB 2080 (Maxine Waters) improves the low income targeting requirements of state redevelopment law to better assure that funds are spent on low and moderate income housing.

SB 70 (Leroy Greene) provides \$35 million in state low income housing tax credits.

JOB TRAINING

AB 28 (Johnston) extends the January 1, 1991 sunset date of the Employment Training Panel to January 1, 1994.

AB 1567 (Epple) increases labor representation on the State Job Training Coordinating Council to conform the Council to newly enacted requirements created by the federal Job Training Partnership Act.

AB 2155 (Vasconcellos) requires the board of governors to adopt regulations establishing appropriate minimum qualifications for apprenticeship instructors, relying primarily on the advice and judgment of labor organization representatives and apprenticeship teaching faculty in the adoption of minimum qualifications.

SB 1531 (Dills) permits school districts and county offices of education to use other school funds for apprenticeship programs.

PUBLIC WORKS

AB 114 (Floyd) provides that certain work performed by volunteer labor on public works not be subjected to prevailing wage requirements, alters the apprenticeship ratio and disallows bidding rights to contractors who willfully violate apprenticeship requirements.

AB 444 (Isenberg) requires the Department of Water Resources to provide funds for water resources projects that will benefit the environment, and specifically, to preserve the wildlife and environment of the Mono Lake Basin.

AB 1442 (Baker) dedicates \$114 million in funding for Delta Levee Restoration and provides a permanent basis of funding rather than seeking new funds annually.

AB 2483 (Epple) requires the payment of pre-

vailing wages on toll road demonstration projects financed by private parties.

SAFETY AND HEALTH

SB 198 (Bill Greene) requires every employer to maintain an effective written injury prevention program and prohibits discharge of an employee for participating in an occupational safety committee.

SOCIAL INSURANCE

AB 45x (Willie Brown, Jr.) waives the one week waiting period for unemployment insurance benefits for those applicants residing in a major disaster area in connection with the Loma Prieta Earthquake of October 17, 1989.

AB 276 (Margolin) increases by 50 percent, temporary disability and total permanent disability payments from \$224 to \$266 weekly on January 1, 1990 and \$336 on January 1, 1991. Death benefits will increase from \$95,000 to \$115,000.

AB 1121 (Johnston) makes inoperative on September 30, 1990, existing law prescribing various procedures to be followed regarding aliens who have applied for temporary resident status and whose unemployment insurance benefits are at issue.

SB 45x (Lockyer) waives the one week waiting period for unemployment insurance benefits for those applicants residing in a major disaster area in connection with the Loma Prieta Earthquake of October 17, 1989.

SB 47 (Lockyer) provides funds for additional staff to implement the new procedures under the Workers' Compensation Reform Act of 1989.

SB 343 (Lockyer) increases the maximum weekly unemployment disability benefit from \$224 to \$336 by 1991.

SB 600 (Roberti) raises maximum unemployment benefits from \$166 to \$230 a week and the minimum weekly benefit amount from \$30 to \$40 by 1992.

SB 804 (Bill Greene) prevents private insurers from shifting liability onto the worker-funded State Disability Insurance Fund.

WAGE AND HOUR PROTECTIONS

AB 1382 (Polanco) provides protections for farm workers against paying fees for transportation to jobsite.

SB 803 (Bill Greene) requires the Labor Commissioner to annually advertise the existence of an Industrial Relations Unpaid Wage Fund, including an address and telephone number where any worker may inquire whether wages and benefits are being held for him or her.

SB 814 (Bill Greene) penalizes any employment bonding company for failure to pay any verified claim made for wages found to be due.

WORKER PROTECTIONS

AB 1459 (Isenberg) requires an employer to deposit a bond in connection with violations of state laws regulating wage payments.

SB 342 (Craven) prohibits state, school districts or colleges from discriminating against employees or job applicants because of past union membership or activity.

BILLS PASSED, BUT VETOED

The 32 AFL-CIO-supported bills, though adopted by the Legislature in 1989 but vetoed by the Governor were:

CHILD CARE

SB 260 (Torres) would have established the Commission on Children and Youth to form a policy for providing and developing a coordinated children's service delivery system.

CIVIL RIGHTS

AB 65 (Vasconcellos) would have provided protection for persons diagnosed with AIDS or having tested HIV positive from discrimination in employment, housing and transportation.

SB 1535 (Marks) would have extended prohibitions against discrimination under the Fair Employment and Housing Act, the State Civil Service Act and the Unruh Civil Rights Act to those persons having physical disabilities.

CONSUMER PROTECTION

AB 2315 (Willie Brown, Jr.) would have provided significant automobile insurance reform.

CONTRACTORS

AB 959 (Eastin) would have required payment to specialty contractor no later than 10 days after receipt of progress payment by the prime contractor and provided penalties for violations.

EDUCATION

AB 1719 (Hayden) would have required employers with more than 25 employees to provide their employees with information about AIDS, federal laws relative to employment discrimination and company guidelines relating to company benefits and workplace policies pertinent to AIDS.

ELECTIONS

AB 864 (Bates) would have required that a voter registration card be provided with the initial admission of any person to a public elementary, secondary, adult, child care or preschool program.

FARM LABOR

AB 2394 (Hayden) would have determined that the planting and cultivation of forest trees is a farm product for purposes of determining whether a person is a farm labor contractor.

HEALTH CARE

SB 6 (Robbins) would have provided basic

health care coverage and optional catastrophic health care coverage to eligible persons and employers.

HOUSING

AB 597 (Hauser) would have required the Department of Housing and Community Development to address the housing problems and needs of the homeless.

SB 1028 (Petrus) would have required one year's notice before government assisted multi-family housing could be converted to unsubsidized housing.

SB 1045 (Leroy Greene) would have reduced requirements for voter approval of low income housing projects.

JOB CREATION AND PRESERVATION

SB 1387 (Keene) would have provided that no collective bargaining contract can be terminated because of a merger, consolidation or sale of a business or its assets.

LABOR RELATIONS

AB 108 (Floyd) would have reinstated the law prohibiting local police officers from serving as private security guards during a strike, lockout, picketing or other demonstration resulting from a labor dispute.

AB 681 (Friedman) would have required an employer to allow an employee to use sick leave to attend to illnesses of the employee's children unless the employee is covered by a collective bargaining agreement.

AB 1926 (Epple) would have authorized penalties against anyone who violated existing law requiring disclosure of strike or lockout and name of the person whom he or she represents.

SB 441 (Stirling) would have required the Public Utilities Commission, in establishing utility rates, to not reduce or change any wage rate, benefit or working condition that was the subject of collective bargaining.

MISCELLANEOUS

AB 2443 (Burton) would have required adherence to the MacBride Principles in investment of state Public Employee Retirement System and Teachers Retirement Board pension funds in companies doing business in Northern Ireland.

PAY EQUITY

SB 261 (Roberti) would have created an 11 member Commission on Pay Equity.

PUBLIC EMPLOYEES

AB 2227 (Epple) would have prohibited agreements between the trustees of the California State University and public or private agencies, persons, institutions, corporations, associations or foundations, for personal services that cause the displacement of State University employees.

PUBLIC WORKS

AB 118 (Floyd) would have required public entities, including the University of California and the California State University, before awarding a public works contract, to determine through the Contractors' State License Board whether or not a contractor is licensed in good standing.

AB 254 (Tanner) would have permitted any employee receiving less than the prevailing wage to file a private action to recover the balance of wages, interest and the cost of the suit and reasonable attorneys' fees if the Department of Labor Standards Enforcement fails to initiate action within 150 days of filing the claim.

AB 2503 (Condit) would have required contractors on public works projects to furnish certified payroll records on a weekly basis.

SAFETY AND HEALTH

AB 230 (Floyd) would have provided coverage by Cal-OSHA for prisoners working in state penal institutions.

SB 416 (Torres) would have required the Department of Health Services to establish and maintain an occupational lead poisoning prevention program.

SB 1190 (Marks) would have specified that each campus of the California State University is an employer when engaging in asbestos-related work and must meet the requirements of the Division of Occupational Safety and Health as well as satisfying those requirements by measures taken within the scope of a collective bargaining agreement.

SB 1371 (Petrus) would have permitted any person to petition the Cal-OSHA Standards Board for adoption of a new occupational health and safety standard or the revision of an existing standard.

SOCIAL INSURANCE

AB 1194 (Margolin) would have assured confidentiality of medical records in connection with a workers' compensation claim.

WAGE AND HOUR PROTECTIONS

AB 2281 (Eastin) would have boosted the fine against an employer for failing to itemize deductions on paycheck stubs or to maintain payroll records.

SB 739 (Bill Greene) would have prohibited the employer from appealing a decision of the Labor Commissioner regarding an employee's complaint without the employer appearing at the hearing.

WORKER PROTECTIONS

AB 127 (Floyd) would have prohibited discrimination against employees over age 40 who announce to their employer plans to retire or quit.

SB 1031 (Bill Greene) would have prevented making the minimum wage the maximum wage for in-home supportive services.

FORCE FOR PROGRESS 1988 and 1989

In both 1988 and 1989 your Federation published a soft-bound book titled "Force for Progress" and distributed same each of the two years to affiliated unions and councils. These publications defined issues, listed important bills by number and author and set forth the votes of individual legislators on key labor measures.

The booklets also reviewed the Governor's vetoes of measures. It should be noted that for the 1988 and 1989 legislative sessions, Governor Deukmejian vetoed 54 labor-backed bills and signed 50 into law.

ACTIVITIES OF LEGAL COUNSEL

Report of General Counsel Charles P. Scully II For the Period September 16, 1988 through May 31, 1990

I. Litigation

A. Actions Commenced by Federation

1. Carryover from 1988 Report.

John F. Henning, Individually and as Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, et al v. Industrial Welfare Commission, et al, California Court of Appeal, Third Appellate District, No. C004101, California State Supreme Court No. 005119 (Labor Code Section 351 - Subminimum wage for tipped employees)

On October 31, 1988 I advised the Executive Secretary-Treasurer of the unanimous favorable decision of the California State Supreme Court which ruled the sub-minimum wage for tipped employees void ab initio and required payment of the full minimum wage retroactive to July 1, 1988.

On December 22, 1988 upon remand of the case to the Third District Court of Appeal an Application for Award of Attorneys' Fees in favor of the Federation against the I.W.C. and the California Restaurant Association was filed seeking

a recovery pursuant to the principles of the state Private Attorney General statute.

On January 25, 1989 negotiations were commenced in an attempt to resolve the fee demand without further litigation.

On February 24, 1989, the initial offer of the I.W.C. and Association was rejected and a counterproposal made.

On March 20, 1989, the counterproposal was accepted by the I.W.C. and Association whereby the Federation was to receive in excess of 70% of all fees and costs related to this litigation.

On April 25, 1989, a payment was received from the Association and forwarded to the Federation.

On August 1, 1989, subsequent to enrollment of the State Budget, a payment was received from the State Controller and forwarded to the Federation.

On September 1, 1989, the Application was voluntarily dismissed in recognition of the required payments having been received. The matter is now closed.

2. Matters Commenced Since 1988 Report.

John F. Henning, Individually and as Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, et al. v. California Division of Occupational Safety & Health. California Court of Appeal. Third Appellate District, No. C006794 (Registration of contractors using asbestos containing materials, 8 California Code of Regulations 341.6, Labor Code §6510.5).

On February 8, 1989, I transmitted to the Executive Secretary-Treasurer a request by the State Building & Construction Trades Council of California for the Federation to take the lead in a suit challenging exemption by regulation of Labor Code registration and related benefit requirements applicable to certain contractors performing asbestos related work.

On March 9, 1989 the Executive Secretary-Treasurer authorized a joint suit with the State Building & Construction Trades Council of California.

After research was completed, a Petition for Alternative and Peremptory Writ of Mandate was filed in the Third Appellate District, as an original proceeding, on June 19, 1989.

On July 27, 1989 an Alternative Writ of Mandate was issued by the Court. Service of the Writ was completed on July 31, 1989.

The Division served its Answer on August 17, 1989.

On August 29, 1989, a Replication in Further Support of the Peremptory Writ was filed.

On January 22, 1990 the Court advised that it was prepared to issue its decision without oral argument unless the same was demanded by any party.

On January 30, 1990 the Division demanded oral argument.

On February 6, 1990 the Court scheduled oral argument for April 16, 1990.

On April 16, 1990, Donald Carroll of these offices argued the matter on behalf of the Federation and the State Council.

On April 16, 1990, immediately following oral argument, the Court issued a unanimous decision invalidating the challenged regulation and issued a Peremptory Writ of Mandate against the Division in accord with the relief sought by the Federation and State Council.

On May 15, 1990, an Application for Attorneys' Fees in favor of the Federation and State Council against the Division was filed.

Subsequent to filing of the Application, negotiations commenced with the Division in an attempt to reach a settlement for the payment of attorneys' fees and costs incurred in the litigation. Those negotiations resulted in an agreement whereby the State of California agreed to pay to the Federation and the State Council in excess of 90% of their litigation expenses in this matter. An appropriate Order was issued by the Court approving the Agreement and it is anticipated payments will be received subsequent to the enrollment of the State Budget. Further developments will be reported.

California Labor Federation, AFL-CIO; John F. Henning, Executive Secretary-Treasurer, et al. v. California Occupational Safety & Health Standards Board; California Court of Appeal, First Appellate District, Division Two, No. A048574 (OSHA Petition for Rule Making No. 268, Proposition 65, Employee Warning and Notification Requirements)

On January 27, 1989 the Executive Secretary-Treasurer received correspondence from the Natural Resource Defense Council requesting that the Federation join in a Rulemaking Petition to the California Occupational Safety & Health Standards Board. The purpose was to seek incorporation of Proposition 65 toxic warning requirements into the Cal-OSHA State Plan to avoid federal preemption of those provisions of Proposition 65. The National AFL-CIO also requested that the Federation participate. At the direction of the Executive Secretary-Treasurer we have taken the following actions.

On February 3, 1989 I met with counsel for proposed Co-Petitioners and reviewed a draft Pe-

tion to the Standards Board and supplied suggested revisions.

On February 6, 1989 I again met with counsel and reviewed a revised Petition.

On June 8, 1989 I advised the Executive Secretary-Treasurer of a favorable proposed Petition decision drafted by staff of the Standards Board.

On June 23, 1989 I advised the Executive Secretary-Treasurer that the Standards Board had rejected the advice of their staff and would be issuing an unfavorable decision.

On July 13, 1989 I transmitted the final decision of the Standards Board to the Executive Secretary-Treasurer.

On February 6, 1990 I received from counsel to the National AFL-CIO a draft Petition for Writ of Mandate and supporting Points and Authorities. I transmitted the same to the Executive Secretary-Treasurer with my comments on February 7, 1990.

The Executive Secretary-Treasurer advised our offices on February 7, 1990 that the Federation would participate and I so advised counsel to the National AFL-CIO and provided corrections related to the description of the Federation in the Petition and other items.

The Petition for Writ of Mandate was filed with the Court on February 8, 1990.

On February 9, 1990 the Court directed the Standards Board to file a Reply and I so advised the Executive Secretary-Treasurer.

On February 21, 1990 I received the Standards Board's Reply and Motion for a Demurrer.

On March 22, 1990 the Court issued an Alternative Writ and scheduled oral argument for April 17, 1990 and I so advised the Executive Secretary-Treasurer.

On April 17, 1990, Donald Carroll of these offices attended oral argument. To date no decision has been rendered and further developments will be reported.

B. Amicus Curiae Briefs

1. Carryover from 1988 Report.

William J. Cumero v. Public Employment Relations Board (King City High School District Association), Court of Appeal, First Appellate District, Division Three, Civil No. A016723; California Supreme Court No. 24905 (Agency Fee).

On September 7, 1989 the California State Supreme Court issued a six-to-three decision in this matter. The Court held that the Educational Employment Relations Act forbids any use of the agency fee of an objecting non-member for activities beyond the union's representational obligations and concluded that most lobbying and electioneering expenses as well as the costs of

recruiting new members were subject to objections. The Court further held, however, that insofar as the uses were permitted by the act itself, they did not violate the nonmembers' rights under the First Amendment to the United States Constitution. The Court held that a union's organized affiliates may spend service fee funds in support of the union's representational obligations and upheld the union's right under the act to collect the fees through involuntary payroll deductions pursuant to the union's agreement with the employer. Accordingly the decision included both favorable and unfavorable components.

We have advised the Executive Secretary-Treasurer of the aforesaid decision and the matter is now final.

People of the State of California v. California Industrial Welfare Commission, et al., County of Santa Cruz, Intervenor, California Court of Appeal, Sixth Appellate District; No. 6 Civil H001574 (I.W.C. Regulations - Paycheck deductions for cash shortages, breakage and loss of equipment).

The Federation had previously filed an amicus brief in this matter. On September 26, 1988 I advised the Executive Secretary-Treasurer that oral argument had once again been continued until October 25, 1988. No representative of our offices attended oral argument.

On December 14, 1988 I advised the Executive Secretary-Treasurer of the unanimous decision of the Court. The Court held that the County did not have standing to pursue mandamus relief against the I.W.C. and D.L.S.E. and therefore would not be considered a party aggrieved on appeal.

The California Restaurant Association, in an amicus brief, had requested reversal of the Trial Court ruling invalidating a provision in the I.W.C. Order at issue which provided where an employee had the exclusive and personal control of cash funds of the employer and is required by the employer to account under reasonable accounting procedures, for funds, the employer may upon written notice require reimbursement from such employee for cash shortages. The Court held that since the Court did not have a valid appeal pending before it it would not reach the issue of the Restaurant Association's requested reversal. The matter is now final.

Peter Vargas, et al. v. Retail Clerks Union Local No. 1428, et al, California Court of Appeal, Second Appellate District, Division One, No. Civil B027627, California Supreme Court No. S-011766 (Tort awards - Intentional interference of business relations via strike activity)

The Federation had previously filed an amicus

brief with the Court of Appeal in this matter which involves an approximate \$5.5 million damage award against United Food & Commercial Workers Local 1428.

On July 26, 1989 we advised the Executive Secretary-Treasurer that the Court of Appeal had sustained the verdict against the Local Union by a vote of two-to-one. We further advised that counsel for the Local Union had advised us that the Local Union would seek review in the California Supreme Court. When such review was eventually sought the Executive Secretary Treasurer authorized us to file a letter with the California Supreme Court urging a grant of review.

On November 2, 1989 the California Supreme Court, by a vote of five-to-two denied the Petition for Review. At the same time the California Supreme Court issued an Order directing that the unfavorable opinion of the Court of Appeal be de-published and accordingly the same may not be cited as precedent in any subsequent litigating involving any labor unions. The Local Union is seeking a Petition for Writ of Certiorari before the United States Supreme Court. In accord with established policy of the National AFL-CIO any further amicus work in this matter is within the province of the National AFL-CIO. Given the foregoing, we will be closing our file on this matter at this time for purpose of active litigation but will be advising the Executive Secretary-Treasurer of all future developments.

Hydro-Storage, Inc. v. Northern California Boilermakers Local Joint Apprenticeship Committee et al. United States District Court for the Northern District of California, Nos. C-87-2401-WWS and C-88-0804-WWS; United States Court of Appeals for the Ninth Circuit Civil Nos. 88-2798 and 88-2800. (California Labor Code Section 1777.5-Preemption pursuant to E.R.I.S.A.)

As noted in the prior report the Executive Secretary-Treasurer had authorized participation in a joint amicus brief with the Building & Construction Trades Council of California.

On September 14, 1988 I attended a second meeting of counsel related to this matter.

The brief was prepared and filed on November 1, 1988.

On November 29, 1988 a Reply to Request for Clarification was filed.

On January 3, 1989 the Ninth Circuit Court of Appeals issued an Order stating that all amicus briefs received in this matter would be treated as lodged and would be made available to the Panel of the Court considering the merits of the matter.

On May 8, 1989 I attended oral argument be-

fore the Court in this matter.

On December 7, 1989 we received from the Court its unanimous opinion in this matter and supplied a copy of the same to the Executive Secretary-Treasurer. The Court held that the Labor Code Section as applied in the instant case was preempted by ERISA. I subsequently met with representatives of the Department of Apprenticeship Standards and Division of Labor Standards Enforcement vis-a-vis applicability of this case to future enforcement actions. The Division of Apprenticeship Standards has advised that they will be seeking a Petition for Certiorari before the United States Supreme Court. In accord with established policy this matter would then be in the province of the National AFL-CIO. We have closed our file for purposes of active litigation but will be reporting further developments to the Executive Secretary-Treasurer.

2. Amicus Curiae Briefs Filed since Last Report. Lusardi Construction Company v. Aubry, et al, California Court of Appeal, Fourth Appellate District, Civil No. D007559, California Supreme Court No. S-011121 (Prevailing Wage - Public Works).

On June 6, 1989, the Court of Appeal issued its decision in this case. In this case a public entity contracted with a third party for construction of a public works project. The third party in turn advised the contractor that the project was not a public works project. The Department of Labor Standards Enforcement eventually received notice of the project, determined it was a public works project and filed suit against the contractor for the contractor's failure to pay prevailing wages.

The Court of Appeal ruled that the procedures utilized by the department of Labor Standards Enforcement for determination that the project was a public works project did not provide procedural due process and that the State and its subsidiary enforcement entities were barred under the principles of estoppel from asserting that the project was a public works project. The project involved an expenditure of approximately \$20 million in public funds.

On July 24, 1989 at the request of the Executive Secretary-Treasurer and acting in concert with the State Building & Construction Trades Council of California we filed a letter with the Chief Justice of the California State Supreme Court urging a grant of review in this matter.

The Court subsequently granted review on this matter and on December 11, 1989 we lodged with the Court on behalf of the Federation and Council a brief in support of the State agencies.

On December 12, 1989 the Court issued its Order calling for our brief to be filed in this matter.

As of this date this matter has not been set for oral argument by the California State Supreme Court and further developments will be reported.

II CAL-OSHA

(a) Litigation

As of the date of the last report there were two active pieces of litigation flowing from the Governor's unilateral elimination of the Cal-OSHA program in the private sector.

The cases were *Ixta, et al. v. Rinaldi, et al.*, California Court of Appeal, Third Appellate District, No. 3 Civil 002805; California Supreme Court No. Sac. 3045; (Cal-OSHA - Budget Veto) and *Cabrera, et al v. Brock, et al.* United States District Court for the Eastern District of California NO. S-87-1380-LKK (Cal-OSHA - Approval of State Plan).

Due to the successful passage of the Federation's sponsored initiative, Proposition 97, further litigation in these matters was made moot and the matters are now closed.

III Proposition 73

The passage of Proposition 73 resulted in various legal activities designed to bring the operations of C.O.P.E. into compliance with the new law as well as providing comments to the Fair Political Practices Commission in order to protect the interests of organized labor. The following is a brief outline of the major items of our services in this regard.

On September 20, 1988 we provided the Executive Secretary-Treasurer with a report related to Emergency Regulations under consideration by the Fair Political Practices Commission.

On November 23, 1988 we filed with the staff of the Fair Political Practices Commission a request for written advice in order to assure that the activities of COPE were in compliance with the revised law.

On December 14, 1988 we prepared at the request of the Executive Secretary-Treasurer a memorandum for potential transmittal to affiliates.

On December 23, 1988 at the request of the Executive Secretary-Treasurer we submitted to the Fair Political Practices Commission comments related to proposed Regulation 18531.

On January 12, 1989 we spoke with and corresponded with the staff of the Fair Political

Practices Commission providing additional information related to the request for written advice.

On January 25, 1989 we advised the Executive Secretary-Treasurer that the Fair Political Practices Commission had adopted the comments of the Federation, in part, in a final version of Regulation 18531.

On January 27, 1989 and March 2, 1989 we conducted further conferences with staff of the Fair Political Practices Commission related to the existing request for written advice.

On March 23, 1989 we received favorable advice from the Fair Political Practices Commission which confirmed the Broad Based Political Action Commission status of COPE, permitted affiliates to make contributions to COPE in excess of \$2,500.00 per fiscal year, permitted use of pre-January 1, 1989 COPE assets for certain established COPE functions not involving contributions to candidates and which further verified the acceptability of other practices of COPE.

On April 7, 1989 we presented an Amended Statement of Organization, Form 410 to the Executive Secretary-Treasurer and subsequently filed the same with the Secretary of State.

On June 2, 1989 at the request of the Executive Secretary-Treasurer we submitted written comments to the Fair Political Practices Commission related to proposed Regulation 18531.5 which in its proposed form would have led to the aggregation of labor contributions.

On June 8, 1989 we advised the Executive Secretary-Treasurer of revisions to the final version of Regulation 18531.5 which should act to avoid the aggregation of labor contributions.

Throughout the report period we have continued to supply advice to the Executive Secretary-Treasurer designed to assure structural compliance with the requirements of Proposition 73.

IV. Attorney General Opinion No. 89-502

On May 10, 1989 the Executive Secretary-Treasurer received from deputy Attorney General De-Vigeo a request for the views of the Federation related to Attorney General Opinion Request No. 89-502. In particular, the Attorney General had been requested to provide an opinion on two separate and distinct issues. First, whether a California city had authority to enact an ordinance requiring payment of prevailing wages on private construction projects within the city and secondly whether a California city had authority to enact an

ordinance prohibiting the employment of those who had not completed or are not engaged in an apprenticeship program on private construction projects in the city.

On May 17, 1989 the Executive Secretary-Treasurer requested that we research the matter and prepare comments on behalf of the Federation to be provided to the Deputy Attorney General.

These offices then reviewed comments related to the opinion request which had already been received by the Deputy Attorney General as well as researching statutory and case law related to the issue.

Under date of July 11, 1989 we provided the Deputy Attorney General with a comment letter reflecting the views of the Federation from a legal perspective.

On January 24, 1990 we received from the Assistant Attorney General a copy of the Opinion issued by the Attorney General.

On January 25, 1990 we advised the Executive Secretary-Treasurer of such receipt and further noted that the opinion was favorable in holding that a California city did have the authority to enact an ordinance prohibiting the payment of less than the prevailing wages on private construction projects in the city and did have the authority to establish minimum levels of knowledge and skill required to permit employment on private construction projects in the city, including completion of or engagement in an apprenticeship program.

V.

Conventions

1988 Convention of the California Labor Federation, AFL-CIO, Hyatt Regency, Los Angeles, California, October 11-14, 1988

Services performed by these offices included conferences with staff of the California Labor Federation, AFL-CIO, re recommendations and other convention preliminaries; review of reports, resolutions, etc. for presentation at the Convention and conferences with Federation staff in regard thereto; review and clearance of referral of resolutions to committees; travel to and from Convention; review of Committee files and dictation related thereto; attendance at Committee meetings of the Convention and preparation of reports in regard thereto; attendance at meetings of the Executive Council before the Convention; and attendance at the Convention, assisting as requested.

COPE Pre-Primary Election Convention, Airport Hilton, San Francisco, California, April 18, 1990.

On August 28, 1989 I provided the Executive

Secretary-Treasurer with a written review of the proposed Agreement with the Hotel.

I attended the Convention and assisted as requested.

I also attended the meetings of the Standing Committee on Legislation and COPE Executive Council on April 16 and 17, 1990.

1990 Convention of the California Labor Federation, AFL-CIO, Holiday Inn on the Bay, San Diego, California, July 23-25, 1990.

On January 9, 1989 I supplied the Executive Secretary-Treasurer with a written review of the proposed Agreement with the Holiday Inn.

I have also provided the Executive Secretary-Treasurer with miscellaneous correspondence related to other aspects of the Convention.

VI.

Executive Council Meetings

Since the last report to the Convention I have attended the following meetings of the Executive Council:

1. December 6-7, 1988 at the Radisson Woodlake Hotel, Sacramento.
2. March 7-8, 1989 at the Biltmore Hotel, Los Angeles.
3. June 6-7, 1989 at the Radisson Woodlake Hotel, Sacramento.
4. September 19-20, 1989, at the Cathedral Hill, San Francisco.
5. December 5-6, 1989, Financial District Holiday Inn, San Francisco.
6. March 6-7, 1990, at the Radisson Woodlake Hotel, Sacramento.

VII.

1990 California Primary Election

During a March 7, 1990 meeting of COPE Executive Council I reviewed Propositions 118 and 119, dealing with reapportionment scheduled for the June Primary Election.

On March 14, 1990, I provided the Executive Secretary-Treasurer with written memorandums covering Propositions 107 through 117.

On March 21, 1990, I provided the Executive Secretary-Treasurer with written memorandums covering Propositions 120 and 121.

On March 30, 1990, I provided the Executive Secretary-Treasurer with written memorandums covering Propositions 122 and 123.

The foregoing measures were reviewed with the Standing Committee on Legislation and COPE Executive Council during their meetings of April 16 and 17, 1990.

On April 18, 1990 the Pre-Primary COPE Con-

vention adopted the recommendations of the COPE Executive Council.

VIII.

Leases

On February 23, 1989 and March 2, 1989 I provided the Executive Secretary-Treasurer with written legal advice related to computer programs purchased by the Federation..

On May 26, 1989 I reviewed and provided the Executive Secretary-Treasurer with written advice related to leases covering telephone equipment.

On July 18, 1989 and August 3, 1989 I provided the Executive Secretary-Treasurer with written legal advice related to the Lease Agreement covering updated copy machines leased by the Federation.

IX.

Proposed Federation Legislation Programs

A. 1987-1988 Legislative Session

On November 9, 1988 we prepared a draft of possible legislative items culled from Policy Statements and Resolutions adopted by the Seventeenth Convention and forwarded those to the Executive Secretary-Treasurer and Research Director Rankin. We attended the subsequent meetings of the standing and Advisory Committees on Legislation and the recommendations of the Standing Committee were ultimately reviewed with the Executive Council and the legislative program finalized. We conferred with the executive Secretary-Treasurer, as requested in that process.

On December 16, 1988 I transmitted to the Executive Secretary-Treasurer five bills which we had drafted for possible introduction. These bills dealt with the minimum wage process, potential increases in unemployment and disability benefits as well as a bill to restrict investment of state agency assets in entities subject to leveraged buy-outs.

On December 22, 1988 I transmitted to the Executive Secretary-Treasurer four additional bills for possible introduction. These bills dealt with retaining provisions of the Unemployment Insurance Code subject to Sunset, improving enforcement of wage, hour and prevailing rate laws, and two bills related to Workers' Compensation.

Under date of January 3, 1989 we transmitted to the Executive Secretary-Treasurer another bill

for possible introduction related to Workers' Compensation.

In January and February of 1989 we transmitted to the Executive Secretary-Treasurer two additional bills related to Unemployment Insurance and Workers' Compensation laws.

I provided assistance as requested by the Executive Secretary-Treasurer and Research Director Rankin in regard the Workers' Compensation Improvement Act.

B. 1990 Federation Legislative Program.

On December 5, 1989 I attended meetings of the Standing and Advisory Committees on Legislation relative to the Federation's legislative activity for 1990. The recommendations of the Standing Committee on Legislation were reviewed and action was taken by the Executive Council during meetings on December 6 and 7, 1989.

On January 2, 1990 I transmitted to the Executive Secretary-Treasurer four bills which had been prepared. These bills dealt with reducing waiting periods under the Unemployment Insurance Code, amending the Code of Civil Procedure to add Norris-LaGuardia standards of liability for finding of liabilities against unions flowing from strike activity, and increasing remedies for unpaid minimum wages and overtime.

By January 10, 1990 we had delivered to the Executive Secretary-Treasurer twenty-two additional bills. The bills dealt chiefly with increasing monetary penalties and tax penalties against employers who violate existing Labor Code provisions.

Since transmittal of the legislation we have provided the Executive Secretary-Treasurer with additional materials and consultation, as requested.

I attended the opening session of the California Labor Federation Joint Legislative Conference at the Radisson Woodlake Hotel in Sacramento on May 21, 1990.

X.

Federation Staff Pension Plan

In November of 1988 I worked with the Martin E. Segal Company in preparing Amendments Nos. 3 and 4 to the Pension Plan and eventually approved the same from a legal perspective.

I attended the meeting of the Trustee on December 1, 1988. During the meeting the change of Corporate Co-Trustee due to a bank merger was fully discussed and reviewed.

I attended the meeting of the Trustee on August 4, 1989.

I attended the Trustee meeting of January 25, 1990 and reviewed with the Trustee amendments to ERISA flowing from the Omnibus Budget Reconciliation Act of 1989.

Throughout this period we have held ongoing discussions with representatives of the Plan Administrator, the Martin E. Segal company, in order to assure an orderly adoption of appropriate amendments related to changes in applicable tax law. During the period of this report I have also reviewed, from a legal perspective, various forms, contractors and government filings.

• • •

This is a summary report and there were many other matters which are not mentioned.

It has been a great privilege and pleasure to serve.

Respectfully submitted,

Law Offices of
Charles P. Scully, Inc.

Date: June 18, 1990

/s/Charles P. Scully II

CONCLUSION

Your Federation has, during the past two years, maintained its tradition of serving and voicing the needs of California workers and defending their interests against the continued onslaughts of a Republican Administration.

For the first time in eight years, the November 1990 general elections present a realistic opportunity for the election of a Democratic state administration. It is vital that we, in labor, exert all possible energy and dedication to achieving this goal in order to advance the interests and well-being of those we serve.

I wish to express my appreciation for the responsive and vigorous assistance given by Federation affiliates whenever called upon in the economic, social or political spheres of action.

Further, I wish to thank the Federation staff and President Albin Gruhn for their able and dedicated assistance in serving the purposes for which the Federation exists.

Fraternally submitted,

John F. Henning
Executive Secretary-Treasurer

CALIFORNIA LABOR FEDERATION, AFL-CIO REPORT ON PER CAPITA PAID MEMBERSHIP

As of April 30, 1990

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Actors & Artistes of America, Associated		Carpenters and Joiners of America, United	
Actors Equity Association	323	Brotherhood of	
A.F.T.R.A. - Hollywood	1,862	Pile Drivers No. 34	700
A.F.T.R.A. - San Francisco	338	Lathers No. 68-L	501
Screen Actors Guild	3,000	Carpenters No. 150	344
Aluminum, Brick & Glass Wkrs. Int'l. Union		Carpenters No. 152	1,885
Alum., Brick & Glass Wkrs. No. 418 . . .	402	Carpenters No. 180	926
Alum., Brick & Glass Wkrs. No. 474 . . .	188	Carpenters & Joiners No. 209	3,471
Alum., Brick & Glass Wkrs. No. 519 . . .	27	Carpenters No. 217	480
Amal. Brick Makers No. 820	187	Carpenters No. 222	2,232
Alum., Brick & Clay Wkrs. No. 824 . . .	108	Millmen & Ind. Carpenters No. 262 . . .	464
Alum., Brick & Glass Wkrs. No. 843 . . .	72	Carpenters No. 309	1,280
Alum., Brick & Glass Wkrs. No. 998 . . .	111	Lathers No. 440-L	211
Asbestos Wkrs., Int'l. Assn. of Heat & Frost		Carpenters No. 460-L	50
Insulators and		Carpenters No. 586	848
Asbestos Workers No. 5	117	Carpenters No. 605	536
Asbestos Workers No. 16	398	Carpenters No. 713	3,351
Asbestos Workers No. 20	21	Cabinet Makers & Millmen No. 721 . . .	888
Bakery, Confectionery & Tobacco Wkrs.		Carpenters & Joiners No. 751	831
Int'l. Union		Carpenters No. 805	352
Bakers Union No. 24	160	Carpenters No. 829	283
Bakers Union No. 85	266	Carpenters & Joiners No. 944	733
Bakery & Confec. Workers No. 119 . . .	180	Carpenters No. 1062	164
Boilermakers, Iron Ship Builders,		Carpenters No. 1147	612
Blacksmiths, Forgers & Helpers, Int'l.		Carpenters No. 1240	218
Brotherhood of, Incl. Cement, Lime,		Carpenters & Joiners No. 1280	1,255
Gypsum Wkrs.		Carpenters & Joiners No. 1323	319
Boilermakers Lodge No. 6	461	Millmen No. 1496	50
Cement, Lime & Gypsum Wkrs. D-46 . . .	80	Carpenters No. 1506	965
Boilermakers Lodge No. 92	700	Carpenters No. 1599	264
Cement, Lime & Gypsum Wkrs. No. 100 .	44	Carpenters No. 1815	1,516
Bricklayers and Allied Craftsmen, Int'l.		Hardwood Floor Layers No. 1861	193
Union of		Carpenters No. 2361	965
Bricklayers No. 8	199	Carpenters & Joiners No. 2398	444
Bricklayers & Stonemasons No. 13 . . .	151	Lumber & Sawmill Workers No. 3074 . .	626
Broadcast Employees and Technicians,		Lumber, Prod. & Ind. Wkrs. No. 3088 . .	347
Nat'l. Assn. of		Chemical Wkrs., Union, Int'l.	
N.A.B.E.T. No. 51	247	Chemical Workers No. 1	442
N.A.B.E.T. No. 53	1,200	Chemical Workers No. 25	76
		Chemical Workers No. 47	133
		Chemical Workers No. 62	49
		Chemical Workers No. 97	25

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Chemical Workers No. 112	55	Communications Workers No. 9575 ..	1,623
Chemical Workers No. 146	403	Communications Workers No. 9576	718
Chemical Workers No. 294	27	Communications Workers No. 9584	72
Chemical Workers No. 350	122	Communications Workers No. 9586 ..	2,311
Chemical Workers No. 452	343	Communications Workers No. 9587	914
Chemical Workers No. 466	57	Communications Workers No. 9588	99
Chemical Workers No. 995	155		
Communications Workers of America		Distillery, Wine & Allied Wkrs. Int'l. Union, AFL-CIO	
Bay Area Typographical No. 21	775	Wine & Allied Wkrs. No. 45	100
Central Vly. Typographical No. 46	100	Whsle. Wine, Liquor Salesmen No. 151 ..	61
San Diego Typographical No. 221	118	Sugar Workers No. 174	169
Bakersfield Typographical No. 439	85		
Monterey Bay Area Typog. No. 651	74	Electrical Wkrs., Int'l. Brotherhood of	
Typographical Union Local No. 667	13	Electrical Workers No. 6	800
Ventura Typographical Union No. 909 ..	14	Electrical Workers No. 11	4,500
Typographical Union Local No. 983	19	Electrical Workers No. 18	3,727
Typographical Union Local No. 993	6	Studio Electricians No. 40	199
United Telegraph Workers No. 34	56	Electrical Workers No. 45	467
Communications Workers No. 9400	237	Electrical Workers No. 47	500
Communications Workers No. 9402 ..	1,127	Electrical Workers No. 180	250
Communications Workers No. 9403	950	Electrical Workers No. 234	298
Communications Workers No. 9404	514	Electrical Workers No. 302	719
Communications Workers No. 9407	82	Electrical Workers No. 332	1,000
Communications Workers No. 9408	928	Electrical Workers No. 340	353
Communications Workers No. 9409	795	Electrical Workers No. 413	360
Communications Workers No. 9410 ..	2,520	Electrical Workers No. 428	445
Communications Workers No. 9411	371	Electrical Workers No. 440	269
Communications Workers No. 9412 ..	1,445	Electrical Workers No. 441	1,002
Communications Workers No. 9414	305	Electrical Workers No. 442	146
Communications Workers No. 9415 ..	2,349	Electrical Workers No. 465	992
Communications Workers No. 9416	401	Electrical Workers No. 477	560
Communications Workers No. 9417	688	Electrical Workers No. 543	896
Communications Workers No. 9418	386	Electrical Workers No. 551	300
Communications Workers No. 9419	267	Electrical Workers No. 569	625
Communications Workers No. 9421 ..	1,764	Electrical Workers No. 591	175
Communications Workers No. 9423 ..	2,463	Electrical Workers No. 595	1,338
Communications Workers No. 9426	218	Electrical Workers No. 617	600
Communications Workers No. 9430	716	Electrical Workers No. 639	107
Communications Workers No. 9431	150	Electrical Workers No. 659	87
Communications Workers No. 9432	54	Electrical Workers No. 684	187
Communications Workers No. 9470	41	Electrical Workers No. 848	129
Communications Workers No. 9477	86	Electrical Workers No. 952	372
Communications Workers No. 9490	500	Electrical Workers No. 1023	108
Communications Workers No. 9495	499	Electrical Workers No. 1245	17,383
Communications Workers No. 9502	650	Electrical Workers No. 1682	134
Communications Workers No. 9504	159	Electrical Workers No. 1710	580
Communications Workers No. 9505 ..	1,788	Electrical Workers No. 2295	500
Communications Workers No. 9509 ..	1,313	Electrical Workers No. 2328	119
Communications Workers No. 9510 ..	3,000		
Communications Workers No. 9511	503	Electronic, Electrical, Salaried, Machine & Furniture Wkrs., AFL-CIO, Int'l. Union of	
Communications Workers No. 9550	493	Furniture Workers No. 262	753
Communications Workers No. 9573	895	I.U. Electrical Workers No. 850	236

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Furniture Workers No. 1010	588	Modesto Fire Fighters No. 1289	124
I.U. Electrical Workers No. 1502	46	Kern County Fire Ftrs. No. 1301	467
I.U. Electrical Workers No. 1511	105	Palo Alto Fire Fighters No. 1319	102
Elevator Constructors, Int'l. Union of		Redlands Fire Fighters No. 1354	47
Elevator Constructors No. 8	149	Santa Rosa Fire Fighters No. 1401	86
Elevator Constructors No. 18	168	Petaluma Fire Fighters No. 1415	38
Engineers, Int'l. Union of Operating		Ashland Fire Fighters No. 1428	129
Operating Engineers Local No. 3	10,286	Ontario Fire Fighters No. 1430	90
Operating Engineers Local No. 12	10,000	San Miguel Fire Fighters No. 1434	47
Operating Engineers Local No. 39	1,312	Newark Fire Fighters No. 1483	37
Operating Engineers Local No. 501	1,500	Alhambra Fire Fighters No. 1578	66
Farm Workers of America, AFL-CIO, United		Oxnard Fire Fighters No. 1684	84
United Farm Workers, AFL-CIO	5,523	Fremont Fire Fighters No. 1689	132
Fire Fighters, Int'l. Assn. of		Milpitas Fire Fighters No. 1699	57
Oak/S. Lea/Emeryv. Fire Ftrs. No. 55 ..	553	Santa Cruz Fire Fighters No. 1716	37
L.A. City Fire Fighters No. 112	2,510	Humboldt Fire Fighters No. 1770	17
San Diego City Fire Ftrs. No. 145	789	Marin County Fire Ftrs. No. 1775	137
Richmond Fire Fighters No. 188	97	Sunnyside/Bonita F. Ftrs. No. 1827	11
Long Beach Fire Fighters No. 372	412	Burlingame Fire Fighters No. 1872	41
Sacramento Area Fire Ftrs. No. 522	772	Manteca Fire Fighters No. 1874	28
Eureka Fire Fighters No. 652	33	Daly City Fire Fighters No. 1879	60
Alameda Fire Fighters No. 689	86	Dublin Fire Fighters No. 1885	43
Fresno Fire Fighters No. 753	202	Hayward Fire Fighters No. 1909	109
Burbank Fire Fighters No. 778	112	Culver City Fire Ftrs. No. 1927	67
San Francisco Fire Ftrs. No. 798	1,163	Campbell Fire Fighters No. 1939	33
Pasadena Fire Fighters No. 809	132	Union City Fire Fighters No. 1946	30
San Jose Fire Fighters No. 873	579	Mountain View Fire Ftrs. No. 1965	63
S. Bern/Rialto Fire Ftrs. No. 891	192	Calexico Fire Fighters No. 1966	15
San Bernardino Co. Fire Ftrs. No. 935 ..	192	La Habra Fire Fighters No. 1968	30
Bay Area Fire Fighters No. F-15	19	Pleasanton Fire Fighters No. 1974	45
China Lake Fire Ftrs. No. F-32	37	Garden Grove Fire Ftrs. No. 2005	92
San Diego Area Fire Ftrs. No. F-33	188	Santa Maria Fire Ftrs. No. 2020	20
Naval Station Fire Ftrs. No. F-48	48	Santa Barbara Fire Ftrs. No. 2046	199
Flight Test Ctr. Fire Ftrs. No. F-53	61	Chula Vista Fire Ftrs. No. 2180	66
Gr. Sacto. Area Fire Ftrs. No. F-57	51	Compton Fire Fighters No. 2216	64
Federal Fire Ftrs. Assoc. No. F-85	96	Avalon Fire Fighters No. 2295	4
Palmdale Fire Fighters No. I-25	121	Coalinga Fire Fighters No. 2305	8
L.A. County Fire Ftrs. No. 1014	2,408	Livermore Fire Fighters No. 2318	40
Santa Monica Fire Ftrs. No. 1109	93	Yuba/Sutter Fire Ftrs. No. 2321	9
Torrance Fire Fighters No. 1138	157	Hemet Fire Fighters No. 2342	25
Santa Clara Co. Fire Ftrs. No. 1165	124	Orange City Fire Ftrs. No. 2384	104
Los Altos Fire Fighters No. 1167	34	San Mateo Fire Fighters No. 2400	324
Santa Clara Fire Ftrs. No. 1171	155	Oroville Fire Fighters No. 2404	16
Vallejo Fire Fighters No. 1186	120	Covina Fire Fighters No. 2415	99
Berkeley Fire Fighters No. 1227	117	Westminster Fire Ftrs. No. 2425	59
Stockton Fire Fighters No. 1229	209	Turlock Fire Fighters No. 2434	20
Contra Costa Co. F. Ftrs. No. 1230	501	Indio Fire Fighters No. 2537	28
San Joaquin Co. Fire Ftrs. No. 1243	30	Healdsburg Fire Fighters No. 2604	6
Salinas Fire Fighters No. 1270	84	Salinas Rural Fire Ftrs. No. 2606	22
Watsonville Fire Ftrs. No. 1272	27	Alpine Fire Fighters No. 2638	11
		Piedmont Fire Fighters No. 2683	20
		Lemon Grove Fire Ftrs. No. 2728	18
		Chico Fire Fighters No. 2734	39

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
National City Fire Ftrs. No. 2744	34	United Garment Wkrs. No. 131	110
Redondo Beach Fire Ftrs. No. 2787	59		
Gilroy Fire Fighters No. 2805	20	Glass, Molders, Pottery, Plastics, & Allied Wkrs. Int'l. Union	
Banning Fire Fighters No. 2816	14	Glass, Molders & Pottery No. 2	96
Ca. Dept. of Forestry Empls. No. 2881	2,604	Glass, Molders & Pottery No. 17	859
Anaheim Fire Fighters No. 2899	190	Glass, Molders & Pottery No. 19	350
Morgan Hill Fire Ftrs. No. 2978	18	Glass, Molders & Pottery No. 26	44
Guerneville Fire Ftrs. No. 3051	8	Glass, Molders & Pottery No. 34	357
N. Monterey Co. Fire Ftrs. No. 3058	21	Glass, Molders & Pottery No. 39	298
Ventura Cnty. Fire Ftrs. No. 3146	323	Glass, Molders & Pottery No. 80	47
Vandenberg AFB Fire Ftrs. No. F-116 ...	54	Glass, Molders & Pottery No. 81	382
Presidio Fire Fighters No. F-145	22	Glass, Molders & Pottery No. 82	115
Treasure Island Fire Ftrs. No. F-159	32	Glass, Molders & Pottery No. 85	195
		Glass, Molders & Pottery No. 114	335
Food & Commercial Wkrs. Int'l. Union, United		Glass, Molders & Pottery No. 137	742
U.F.C.W. Insurance Wkrs. No. 30-I	47	Glass, Molders & Pottery No. 141	240
U.F.C.W. Insurance Wkrs. No. 73-I	79	Glass, Molders & Pottery No. 155	346
U.F.C.W. Butchers No. 115	3,721	Glass, Molders & Pottery No. 160	195
U.F.C.W. Butchers No. 120	2,235	Glass, Molders & Pottery No. 164-B ...	298
U.F.C.W. Butchers No. 126	3,638	Glass, Molders & Pottery No. 167	204
U.F.C.W. Butchers No. 127	1,242	Glass, Molders & Pottery No. 177	296
U.F.C.W. No. 135	991	Glass, Molders & Pottery No. 192	256
U.F.C.W. Insurance Workers No. 194-I ..	25	Glass, Molders & Pottery No. 224	83
U.F.C.W. Sausage Makers No. 203	306	Glass, Molders & Pottery No. 254	281
U.F.C.W. Retail Store Empls. No. 373 ..	176	Glass, Molders & Pottery No. 52	287
U.F.C.W. No. 428	8,262	Glass, Molders & Pottery No. 307	61
U.F.C.W. Meat Cutters No. 439	1,730	Glass, Molders & Pottery No. 374	101
U.F.C.W. Butchers No. 506	1,849		
U.F.C.W. Butchers No. 532	845	Glass Wkrs. Union, American Flint	
U.F.C.W. Retail Clerks No. 588	987	Amer. Flint & Glass Wkrs. No. 139	72
U.F.C.W. Retail Clerks No. 648	2,871		
U.F.C.W. No. 770	5,230	Government Employees, American Federation of	
U.F.C.W. Retail Clerks No. 775	2,796	Amer. Fed. of Govt. Empls. No. 52	235
U.F.C.W. Retail Clerks No. 839	2,662	Labor Department Lodge No. 2391	81
U.F.C.W. Retail Clerks No. 870	4,000		
U.F.C.W. No. 1036	1,187	Grain Millers, American Federation of	
U.F.C.W. Retail Clerks No. 1119	1,734	Fed. Grain Millers No. 59	666
U.F.C.W. No. 1179	3,695	Fed. Grain Millers No. 71	87
U.F.C.W. Retail Clerks No. 1288	2,542		
U.F.C.W. Retail Clerks No. 1442	5,391	Graphic Communications Int'l. Union	
Garment Wkrs. Union, Int'l. Ladies'		S.F. Pressmen & Platemakers No. 4	695
Cloakmakers No. 8	204	Graphic Communications No. 60	528
Ladies Garment Wkrs. No. 44	242	Paper Handlers No. 24-H	40
Dressmakers No. 101	1,063	Printing Specialties No. 388	620
Ladies Garment Cutters No. 213	71	Graphic Comm. No. 404	979
Office & Distrib. Wkrs. No. 214	211	Graphic Comm. No. 583	916
Ladies Garment Workers No. 215	199	Graphic Comm. No. 388-M	5,043
Ladies Garment Wkrs. No. 482	530	Graphic Comm. No. 432-M	159
Ladies Garment Wkrs. No. 512	583		
Garment Wkrs. of America, United		Hotel Empls. & Restaurant Empls. Int'l. Union	
United Garment Wkrs. No. 12	61	Hotel & Restaurant Empls. No. 2 ...	10,339

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Hotel & Restaurant Empls. No. 11	7,667	Laborers No. 591	225
Hotel & Restaurant Empls. No. 18	479	Laborers No. 652	3,944
Hotel & Restaurant Empls. No. 19	2,142	Studio Utility Empls. No. 724	348
Hotel & Restaurant Empls. No. 28	1,326	Hod Carriers & Laborers No. 783	560
Hotel & Restaurant Empls. No. 30	2,460	Shipyard Laborers No. 802	1,263
Hotel & Restaurant Empls. No. 49	667	Laborers No. 806	513
Hotel & Restaurant Empls. No. 50	1,463	Shipyard & Marine Laborers No. 886	422
Culinary Wkrs. & Bartenders No. 62	192	Hod Carriers No. 1082	752
Hotel & Restaurant Empls. No. 126	450	Laborers No. 1130	497
Hotel & Restaurant Empls. No. 309	708	Laborers No. 1184	1,773
Hotel & Restaurant Empls. No. 340	4,375	LIUNA Fed. of School Empls. No. 1200	237
Hotel & Restaurant Empls. No. 483	2,478	Laborers No. 1222	146
Culinary & Bartenders No. 498	370	LIUNA State Empls. No. 1268	20
Hotel & Restaurant Empls. No. 681	4,369	Laborers No. 1464	244
Culinary & Bartenders No. 814	2,467		
Iron Wkrs., Int'l. Assn. of Bridge, Structural & Ornamental		Laundry and Dry Cleaning Int'l. Union, AFL-CIO	
Iron Workers No. 155	99	Laundry Workers No. 52	497
Iron Workers No. 229	197	Leather Goods, Plastics & Novelty Wkrs. Union, Int'l.	
Iron Workers No. 377	91	Leather, Plastic & Novelty No. 31	100
Iron Workers No. 378	179	Longshoremen's Assn., AFL-CIO, International	
Iron Workers No. 416	151	Masters, Mates & Pilots No. 18	25
Iron Workers No. 433	199	Masters, Mates & Pilots	900
Shopmen's No. 509	382	Mstrs, Mates, Pilots-Pac. Maritime	65
Iron Workers No. 624	59	San Francisco Bar Pilots	56
Shopmen's No. 627	717		
Shopmen's No. 790	1,490	Longshoremen's and Warehousemen's Union, Int'l.	
Laborers' International Union of North America		Warehouse Union ILWU No. 6	1,000
Hod Carriers No. 36	99	Inlandboatmen-Marine Div., ILWU	100
Laborers No. 73	749	Ship Clerks Assoc., ILWU No. 34	187
Laborers No. 89	3,856	Machinists & Aerospace Wkrs., Int'l. Assn. of	
Hod Carriers & Laborers No. 139	1,009	Machinists Lodge No. 139	224
Hod Carriers No. 166	200	Machinists & Aero. Wkrs. No. 252	505
Laborers No. 185	1,564	Machinists No. 284	672
Const. & Gen. Laborers No. 261	1,242	Machinists Lodge No. 311	2,301
Laborers No. 270	3,369	Technical & Office Wkrs. No. 322	438
Laborers No. 291	397	Automotive Machinists No. 428	170
Hod Carriers & Laborers No. 294	947	Machinists No. 504	772
Laborers No. 297	400	Machinists No. 540	87
Laborers No. 300	4,931	Machinists Lodge No. 562	1,809
Const. & Gen. Laborers No. 304	1,837	Machinists No. 565	736
Laborers No. 324	1,688	Machinists Lodge No. 620	20
Laborers No. 326	397	Machinists Lodge No. 706	155
Gunitite Workers No. 345	281	Naval Aircraft Lodge No. 739	285
Laborers No. 371	296	Machinists No. 749	202
Const. & Gen. Laborers No. 389	596	Machinists No. 821	1,161
Laborers No. 439	124	Machinists No. 824	629
Laborers No. 507	1,286	Rocket & Missile Lodge No. 946	721
Laborers No. 585	1,336	Machinists & Aerosp. Wkrs. No. 1004	219

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Machinists No. 1047	97	Engineers & Scientists of CA	2,000
Air Transport Lodge No. 1058	298	Metal Polishers, Buffers, Platers & Allied Wkrs. Int'l. Union	
Auto Mechanics No. 1101	1,664	Metal Polishers No. 67	100
Machinists Lodge No. 1111	654	Musicians of the U.S. & Canada American Federation of	
Auto Machinists No. 1173	1,177	Musicians No. 6	890
Machinists No. 1186	1,473	Musicians No. 12	241
Machinists No. 1213	387	Musicians No. 47	1,357
Auto Machinists No. 1305	1,285	San Jose Fed. of Musicians No. 153	49
Machinists No. 1327	518	Musicians Assoc. Cent. CA No. 210	194
Penin. Auto Mechanics No. 1414	1,046	Musicians Protec. Assoc. No. 263	37
Automotive Machinists No. 1484	732	Musicians No. 292	50
Auto Machinists No. 1546	3,414	Musicians Assoc. No. 353	99
Machinists No. 1596	274	Musicians Protective Union No. 541	44
IAMAW Precision Lodge No. 1600	200	Musicians No. 616	40
Machinists & Aerosp. Wkrs. No. 1638 ...	42	Newspaper Guild, The	
Air Transport Employees No. 1781	7,409	Nor. Ca. Newspaper Guild No. 52	2,204
Machinists No. 1785	195	L.A. Newspaper Guild No. 69	308
Mechanics & Machinists No. 1824	219	San Diego Newspaper Guild No. 95	730
Pioneer Transport L.L. No. 1903	290	San Jose Newspaper Guild No. 98	887
L.A. Air Transport Lodge No. 1932 ..	2,410	Newspaper Guild No. 202	178
Machinists No. 1939	32	Office & Professional Empls. Int'l. Union	
Machinists & Mechanics No. 1983	25	Office & Prof. Empls. No. 3	1,535
I.A.M. Lodge No. 2023	25	Office Employees No. 29	3,392
I.A.M. Lodge No. 2024	799	Office Employees No. 30	3,948
I.A.M. Lodge No. 2025	259	Office Employees No. 140	524
Automotive Lodge No. 2182	979	Office Employees No. 174	1,955
Pacific Astronautics No. 2217	154	Hypnotists Union No. 472	103
Missiles & Elec. Workers No. 2230	166	Oil, Chemical & Atomic Wkrs. Int'l. Union	
Nat'l. Off-Site Base Lodge No. 2242 ...	125	Oil & Chemical Workers No. 1-19	617
I.A.M. Lodge No. 720-B	521	Oil & Chemical Workers No. 1-128 ..	2,571
I.A.M. Lodge No. 720-D	132	Oil & Chemical Workers No. 1-534	92
I.A.M. Lodge No. 720-E & G	169	Oil & Chemical Workers No. 1-547 ..	1,000
I.A.M. Lodge No. 720-J	960	Painters & Allied Trades of the U.S. & Canada, Int'l. Brotherhood of	
Machinists & Aerosp. Wkrs. No. 727A ..	228	Painters No. 3	350
Machinists & Aerosp. Wkrs. No. 727B ..	588	Painters No. 4	933
Machinists & Aerosp. Wkrs. No. 727C ..	552	Painters & Tapers No. 15	212
Machinists & Aerosp. Wkrs. No. 727D ..	399	Painters No. 83	120
Machinists & Aerosp. Wkrs. No. 727E ..	238	Painters No. 95	155
Machinists & Aerosp. Wkrs. No. 727F ...	37	Painters No. 256	293
Machinists & Aerosp. Wkrs. No. 727M ..	71	Painters No. 314	76
Machinists & Aerosp. Wkrs. No. 727P ..	448	Painters No. 487	300
Machinists & Aerosp. Wkrs. No. 727Q ..	180	Painters No. 507	796
Maintenance of Way Employees, Brotherhood of		Sign & Display No. 510	600
Br. of Maint. of Way Empls. No. 1002 ..	110	Painters No. 560	200
Br. of Maint. of Way Empls. No. 1196 ..	107	Painters No. 686	452
Marine Engineers Beneficial Assn., National		Glaziers & Glass Workers No. 718	325
Marine Engineers Association	1,000		
Assn. of L.A. Deputy Sheriffs	1,900		
Marine Engineers Assn., Dist. No. 2	300		
Ca. Assn. Professional Empls.	1,000		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Painters No. 741	231	Plumbers & Fitters No. 471	40
Sign & Scene Painters No. 831	264	Sprinkler Fitters No. 483	353
Painters & Decorators No. 913	109	Plumbers No. 484	330
Painters No. 955	125	Plumbers & Fitters No. 492	133
Painters No. 1026	97	Plumbers No. 494	369
Specialty Painters No. 1176	422	Plumbers & Fitters No. 545	413
Painters No. 1226	54	Plumbing & Piping Ind. No. 582	298
Carpet & Linoleum Wkrs. No. 1290	255		
Painters No. 1336	54	Police Associations, International Union of	
Painters No. 1346	246	Long Beach Police Officers No. 42	599
Painters & Drywall Fin. No. 1348	338	Upland Police Officers No. 223	61
Painters No. 1595	259	L.A. Peace Officers No. 612	2,585
Painters No. 1627	136		
Painters No. 1817	195	Professional Athletes, Federation of	
Paint Makers No. 1975	450	Anaheim Rams	42
Painters No. 9254	430	San Diego Chargers	42
		Los Angeles Raiders	42
		San Francisco 49'ers	42
Paperworkers Int'l. Union, United			
United Paperworkers No. 307	986	Professional and Technical Engineers, Int'l.	
United Paperworkers No. 329	41	Federation of	
United Paperworkers No. 1400	143	Fed. Prof. & Tech. Eng. No. 21	497
		Fed. Prof. & Tech. Eng. No. 103	218
Plasterers' & Cement Masons' Int'l. Assn. of the U.S. & Canada, Operative			
Cement Masons No. 25	403	Roofers, Waterproofers and Allied Wkrs.,	
Plasterers No. 66	333	United Union of	
Plasterers & Cem. Masons No. 188	198	Roofers No. 36	462
Plasterers & Cem. Masons No. 337	125	Roofers No. 40	350
Plasterers & Cem. Masons No. 346	72	Roofers No. 47	176
Plasterers & Cem. Masons No. 355	129	Roofers No. 95	199
Cement Masons No. 580	146		
Cement Masons No. 582	177	Rubber, Cork, Linoleum & Plastic Wkrs. of America, United	
Cement Masons No. 594	446	United Rubber Workers No. 64	163
Cement Masons No. 627	676	United Rubber Workers No. 171	247
Plasterers & Cem. Masons No. 741	199	United Rubber Workers No. 335	139
Cement Masons No. 814	100	United Rubber Workers No. 451	141
Plasterers & Cem. Masons No. 825	223	United Rubber Workers No. 560	247
		United Rubber Workers No. 585	22
Plumbing & Pipe Fitting Industry of the U.S. & Canada, United Assn. of Journeymen & Apprentices of the		United Rubber Workers No. 721	34
Plumbers & Fitters No. 38	2,240	United Rubber Workers No. 766	125
Plumbers & Fitters No. 78	1,283		
Plumbers & Fitters No. 114	481	School Administrators, American	
Plumbers & Fitters No. 343	357	Federation of	
Plumbers & Fitters No. 364	593	Untd. Administrators of S.F. No. 3	202
Plumbers & Fitters No. 393	250		
Plumbers & Fitters No. 398	740	Seafarers' Int'l. Union of North America	
Plumbers & Fitters No. 403	386	Sugar Workers No. 1	633
Plumbers & Steam Fitters No. 437	215	United Ind. Wkrs.-Cannery Div.	4,043
Plumbers & Gas Fitters No. 444	894	Seafarers'—Inland Division	300
Plumbers & Fitters No. 447	240	Fishermen's Union of America	393
Plumbers & Fitters No. 460	393	Marine Firemen's Union	1,192
Plumbers & Fitters No. 467	596	Seafarers—Transportation Div.	700
		Mortuary Employees Union	8
		Sailors Union of the Pacific	2,234
		Seafarers—Atlantic & Gulf	1,000

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Seafarers—Stewards Division	500	M.P. Projectionists No. 521	19
Service Empls. Int'l. Union, AFL-CIO		I.A.T.S.E. & M.P.M.O. No. 560	53
Theatre & Amusemt., Janitors No. 9	199	I.A.T.S.E. No. 564	13
Ca. Faculty Assoc., SEIU	2,000	Theatrical Stage Empls. No. 577	27
Service Employees No. 22	243	I.A.T.S.E. & M.P.M.O. No. 599	11
Window Cleaners No. 44	120	Stage Hands No. 614	54
Bldg. Service Empls. No. 87	2,511	M.P. Photographers No. 659	253
SEIU Watchmakers No. 115	298	Lab Film/Video Technicians No. 683 ..	930
Theatrical Janitors No. 121	41	M.P. Sound Technicians No. 695	2,567
Hospital, Health Care Wkrs. No. 250 ..	9,928	M.P. Costumers No. 705	586
Hospital & Service Empls. No. 399 ...	4,268	Make-up Artists No. 706	620
Service Empls. No. 415	1,982	Production Office Coords. No. 717	84
L.A. County Empls. No. 434	3,535	M.P. Crafts Service No. 727	150
Social Services No. 535	3,017	Studio Elec. Lighting Tech. No. 728 ...	806
Service Employees No. 616	1,159	M.P. Set Painters No. 729	298
L.A. County Service Empls. No. 660 ..	2,378	M.P. First Aid Empls. No. 767	114
Sonoma Cnty. Public Empls. No. 707 ...	260	Theatrical Wardrobe No. 768	90
Service Employees No. 715	4,110	M.P. Film Editors No. 776	834
United Public Employees No. 790 ...	14,302	Theatrical Wardrobe No. 784	82
Service Employees No. 817	141	Studio Art Craftsmen No. 790	56
Ca. State Empls. Assn. No. 1000	6,013	I.A.T.S.E. No. 811	15
Sheet Metal Wkrs. Int'l. Assoc.		Publicists Guild No. 818	287
Sheet Metal Workers No. 102	826	M.P. Screen Cartoonists No. 839	558
Sheet Metal Workers No. 104	1,174	Set Designers No. 847	106
Sheet Metal Workers No. 162	805	Story Analysts No. 854	100
Sheet Metal Workers No. 206	503	I.A.T.S.E. Ticket Sellers No. 857	132
Sheet Metal Workers No. 273	207	Script Supervisors No. 871	163
Stage Empls. & Moving Picture Machine Operators of the U.S. & Canada, Int'l. Alliance of Theatrical		Theatrical Wardrobe No. 874	10
Theatrical Stage Empls. No. 16	450	M.P. Art Directors No. 876	180
I.A.T.S.E. No. 33	1,199	Studio Teachers No. 884	82
Property Craftspersons No. 44	2,000	Theatrical Wardrobe No. 905	17
I.A.T.S.E. No. 50	63	I.A.T.S.E. No. 923	52
M.P. Studio Grips No. 80	994	Theatrical Empls. No. B-18	106
Theatrical & Stage Empls. No. 90	12	Film Exchange Empls. No. B-61	63
Theatrical Stage Empls. No. 107	87	Theatrical Empls. No. B-66	70
I.A.T.S.E. No. 122	80	Amusement Area Empls. No. B-192 ...	835
I.A.T.S.E. No. 134	93	State, County & Municipal Empls., American Federation of	
M.P. & Video Projectionists No. 150 ...	241	A.F.S.C.M.E. No. 10	438
M.P. Operators No. 162	69	A.F.S.C.M.E. No. 101	1,125
M.P. Operators No. 169	51	L.A. County Empls. No. 119	112
Theatrical Empls. No. 215	29	A.F.S.C.M.E. No. 122	142
M.P. Machine Operators No. 252	36	A.F.S.C.M.E. No. 127	321
M.P. Projectionists No. 297	47	A.F.S.C.M.E. No. 143	60
Theatre Stage Operators No. 409	59	A.F.S.C.M.E. No. 146	269
M.P. Machine Operators No. 420	13	A.F.S.C.M.E. No. 164	44
M.P. Projectionists No. 428	11	Oakland Un. School Empls. No. 257 ...	202
I.A.T.S.E. & M.P.M.O. No. 442	44	A.F.S.C.M.E. No. 258	180
M.P. Projectionists No. 501	1	San Mateo School Empls. No. 377	73
I.A.T.S.E. No. 504	180	East Bay Muni. Empls. No. 444	362
		A.F.S.C.M.E. No. 512	75
		A.F.S.C.M.E. No. 575	96

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
A.F.S.C.M.E. No. 585	16	A.F.S.C.M.E. No. 3227	120
A.F.S.C.M.E. No. 619	40	A.F.S.C.M.E. No. 3228	78
L.A. County Prob. Officers No. 685	883	A.F.S.C.M.E. No. 3232	94
A.F.S.C.M.E. No. 800	381	Davis A.F.S.C.M.E. No. 3233	9
A.F.S.C.M.E. No. 809	78	L.A. A.F.S.C.M.E. No. 3234	295
San Mateo County Empls. No. 829	1,255	L.A. A.F.S.C.M.E. No. 3235	233
A.F.S.C.M.E. No. 830	21	U.C.L.A. A.F.S.C.M.E. No. 3238	76
A.F.S.C.M.E. No. 847	10	A.F.S.C.M.E. No. 3239	118
A.F.S.C.M.E. No. 858	74	A.F.S.C.M.E. No. 3241	28
A.F.S.C.M.E. No. 901	170	A.F.S.C.M.E. No. 3242	10
Daly City Muni. Empls. No. 919	41	A.F.S.C.M.E. No. 3246	21
A.F.S.C.M.E. No. 1017	1	Riverside A.F.S.C.M.E. No. 3247	9
A.F.S.C.M.E. No. 1108	193	Irvine A.F.S.C.M.E. No. 3251	68
Torrance Muni. Empls. No. 1117	232	A.F.S.C.M.E. No. 3253	44
UNAC Health Care Wkrs. No. 1199 ..	2,575	A.F.S.C.M.E. No. 3254	44
A.F.S.C.M.E. No. 1243	13	Irvine/Riv. A.F.S.C.M.E. No. 3255	6
A.F.S.C.M.E. No. 1569	77	San Diego A.F.S.C.M.E. No. 3258	146
S.Joaq. Housing Auth. Empls. No. 1577 ..	46	San Diego A.F.S.C.M.E. No. 3259	111
Santa Clara Prob. Dept. No. 1587	249	A.F.S.C.M.E. No. 3262	13
A.F.S.C.M.E. No. 1634	20	A.F.S.C.M.E. No. 3263	121
A.F.S.C.M.E. No. 1684	261	Lawr/Berk. A.F.S.C.M.E. No. 3265	7
A.F.S.C.M.E. No. 1734	35	Lawr/Berk. A.F.S.C.M.E. No. 3266	7
A.F.S.C.M.E. No. 2006	30	Statewide A.F.S.C.M.E. No. 3270	59
A.F.S.C.M.E. No. 2019	298	A.F.S.C.M.E. No. 3325	29
A.F.S.C.M.E. No. 2076	178	A.F.S.C.M.E. No. 3339	54
A.F.S.C.M.E. No. 2078	217	A.F.S.C.M.E. No. 3511	19
A.F.S.C.M.E. No. 2167	24		
A.F.S.C.M.E. No. 2190	34	Steelworkers of America, United	
A.F.S.C.M.E. No. 2204	5	Steelworkers No. 3, Uphol. Div.	870
A.F.S.C.M.E. No. 2229	82	USWA Upholsterers No. 15	68
A.F.S.C.M.E. No. 2264	23	United Steelworkers No. 266	5
East Bay Regional Parks No. 2428	251	United Steelworkers No. 542	10
A.F.S.C.M.E. No. 2575	33	United Steelworkers No. 1304	88
A.F.S.C.M.E. No. 2620	1,828	United Steelworkers No. 1440	742
A.F.S.C.M.E. No. 2626	228	United Steelworkers No. 1981	99
A.F.S.C.M.E. No. 2700	868	United Steelworkers No. 2018	365
A.F.S.C.M.E. No. 2703	347	United Steelworkers No. 2571	17
Assn. Psych. Social Wkrs. No. 2712	114	United Steelworkers No. 4997	25
A.F.S.C.M.E. No. 2760	18	United Steelworkers No. 5038	28
A.F.S.C.M.E. No. 3061	62	United Steelworkers No. 5192	15
A.F.S.C.M.E. No. 3090	2,258	United Steelworkers No. 5261	36
A.F.S.C.M.E. No. 3112	84	United Steelworkers No. 5366	104
A.F.S.C.M.E. No. 3143	247	United Steelworkers No. 5460	102
Berkeley AFSCME No. 3210	329	United Steelworkers No. 5504	87
Berkeley AFSCME No. 3211	340	United Steelworkers No. 5632	214
Berkeley AFSCME No. 3212	83	United Steelworkers No. 5726	81
S.F. A.F.S.C.M.E. No. 3215	155	United Steelworkers No. 6615	213
A.F.S.C.M.E. No. 3217	121	United Steelworkers No. 6669	12
S.F. A.F.S.C.M.E. No. 3218	194	United Steelworkers No. 6700	719
S.F./S. Cruz AFSCME No. 3220	23	United Steelworkers No. 6703	107
Santa Cruz AFSCME No. 3222	44	United Steelworkers No. 6729	40
Santa Cruz AFSCME No. 3223	56	United Steelworkers No. 6898	20
		United Steelworkers No. 6966	47

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
United Steelworkers No. 7307	74	Amer. Fed. of Teachers No. 1481	263
United Steelworkers No. 7524	91	S.Mateo Comm. Coll. Tchrs. No. 1493 ..	350
United Steelworkers No. 7600	981	Fremont Fed. of Tchrs. No. 1494	39
United Steelworkers No. 7616	151	A.F.T. College Guild No. 1521	1,882
United Steelworkers No. 7631	113	Alameda Teachers No. 1528	4
United Steelworkers No. 7890	77	St. Ccner Fed. of Tchrs. No. 1533	228
United Steelworkers No. 8049	146	Peralta Fed. of Teachers No. 1603	412
United Steelworkers No. 8065	217	Burbank Fed. of Teachers No. 1608	9
United Steelworkers No. 8433	64	Untd. Professors of Marin No. 1610 ...	156
United Steelworkers No. 8599	218	N. Santa Barbara Teachers No. 1617 ...	101
United Steelworkers No. 8700	500	Foothill/De Anza Tchrs. No. 1676	4
United Steelworkers No. 8722	54	San Juan Teachers No. 1743	6
United Steelworkers No. 8844	146	Simi Fed. of Teachers No. 1773	11
United Steelworkers No. 8957	219	La Puente Valley Tchrs. No. 1792	4
United Steelworkers No. 9078	31	Antelope Valley Teachers No. 1793 ...	79
United Steelworkers No. 14406	31	Newport-Mesa Fed. Tchrs. No. 1794 ...	405
United Steelworkers No. 14903	6	Univ. Cncl.-Librarians No. 1795	33
United Steelworkers No. 15099	17	Riverside City Col. Tchrs. No. 1814	5
		Ventura Cnty. Coll. Tchrs. No. 1828 ...	305
		Bakersfield Teachers 1866	60
		Petaluma Fed. of Teachers No. 1881 ...	287
		Diablo Vly. Fed. Tchrs. No. 1902	19
		Coast Fed. of Empls./Aft No. 1911	595
		Greater Grossmont Tchrs. No. 1930	5
		S.Diego Comm. Coll. Guild No. 1931 ...	187
		Sweetwater Teachers No. 1932	5
		Pajaro Valley Fed. Tchrs. No. 1936 ...	502
		Santa Rosa Fed. of Tchrs. No. 1946 ...	91
		W.San Bernardino Teachers No. 1952 ...	9
		Univ. Cncl.-Riverside No. 1966	40
		Tamalpais Fed. of Tchrs. No. 1985	49
		Novato Fed. of Teachers NO. 1986	213
		U.C.L.A. Faculty No. 1990	143
		Pittsburg/Antioch Tchrs. No. 2001	9
		Morgan Hill Fed. of Tchrs. No. 2022 ...	411
		Univ. Cncl.-Davis No. 2023	61
		Gr. Santa Cruz Teachers No. 2030	274
		Univ. Cncl.-San Diego No. 2034	81
		San Ramon Fed. of Tchrs. No. 2052	7
		Santa Paula Fed. of Tchrs. No. 2071 ...	121
		Chino Fed. of Teachers No. 2086	19
		Ojai Fed. of Teachers NO. 2119	101
		S.F. Comm. Coll. Tchrs. No. 2121	635
		Univ. Cncl.-Santa Barbara No. 2141	68
		Enterprise Fed. of Tchrs. No. 2166	16
		Univ. Cncl.-Santa Cruz No. 2199	41
		Torrance Teachers No. 2206	12
		Carpinteria Fed. of Tchrs. No. 2216 ...	64
		Galt Fed. of Teachers No. 2219	36
		Corcoran Unified Tchrs. No. 2220	5
		Univ. Cncl.-Irvine No. 2226	40
		S.F. Archdiocesan Tchrs. No. 2240 ...	103
		Coachella Vly. Fed. Tchrs. No. 2247 ...	244
Teachers, American Federation of			
Sacramento Teachers No. 31	9		
U.S.F. Faculty Association	190		
San Francisco Teachers No. 61	1,680		
San Diego Fed. of Tchrs. No. 370	40		
Bassett Teachers No. 727	15		
Oakland-Alameda Teachers No. 771 ...	377		
Richmond Teachers No. 866	73		
Fresno Fed. of Teachers No. 869	2		
San Jose Teachers No. 957	5		
Salinas Valley Fed. Tchrs. No. 1020 ...	322		
United Teachers of L.A. No. 1021 ...	6,285		
Pasadena Fed. of Tchrs. No. 1050	49		
San Rafael Fed. of Tchrs. No. 1077	39		
Berkeley Fed. of Teachers No. 1078 ...	464		
Santa Barbara Teachers No. 1081	15		
Sequoia Fed. of Tchrs. No. 1163	5		
Long Beach Teachers No. 1263	27		
Escondido Fed. of Tchrs. No. 1278	16		
San Leandro Teachers No. 1285	15		
Stockton Fed. of Teachers No. 1287 ...	26		
Napa Fed. Classrm. Tchrs. No. 1336 ...	12		
Culver City Fed. of Tchrs. No. 1343 ...	52		
Oceanside Teachers No. 1344	3		
El Camino College Tchrs. No. 1388 ...	244		
Compton Teachers No. 1413	4		
Riverside Teachers No. 1414	22		
A.F.T. Foothills No. 1424	10		
Covina Valley Fed. Tchrs. No. 1432 ...	7		
Clovis Fed. of Teachers No. 1463	8		
Univ. Cncl.-Berkeley No. 1474	90		
Early Childhood Tchrs. No. 1475	545		

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Placer Teachers No. 2267	14	Tmstrs, Wrhsmn, Cannery Wks. No. 94 ..	213
Cutler-Orosi Fed. Tchrs. No. 2269	3	General Teamsters No. 137	295
Glendale College Guild No. 2276	178	Chauffeurs, Tmstrs, Helpers No. 150 ..	1,051
Los Rios Coll. Fed. Tchrs. No. 2279	449	Teamsters, Wrhsmn. No. 166	660
Norwalk/La Mirada Tchrs. No. 2314	6	Chauffeurs, Tmstrs., Helpers No. 186 ..	319
ABC Fed. of Teachers No. 2317	541	Local Freight Drivers No. 208	274
Poway Fed. of Teachers No. 2357	751	Bldg. Mater. Construc. Tmstrs. No. 216 ..	79
Sanger Teachers No. 2366	7	Milk Drivers & Dairy Empls. No. 226 ..	33
Las Virgenes Teachers No. 2410	5	Food Process Wks., Wrhsmn. No. 228 ..	246
Turlock Fed. of Teachers No. 2424	75	Retail Delivery Drivers No. 278	368
Ontario/Montclair Tchrs. No. 2442	50	Freight, Construc., Gen. Drvrs. No. 287 ..	639
Lompoc Fed. of Teachers No. 3151	284	Construc., Bldg. Mater. Wks. No. 291 ..	97
Tustin Fed. of Teachers No. 3152	4	Sales Deliv. Drvrs, Wrhsmn. No. 296 ..	574
Chula Vista Teachers No. 3157	5	Milk Drvrs. & Dairy Empls. No. 302 ..	135
Ocean View Fed. of Tchrs. No. 3174	5	Gen. Truck Drivers, Warehsmn. No. 315 ..	474
Ohlone College Teachers No. 3200	4	Sanitary Truck Drivers No. 350	252
Palos Verdes Fed. of Tchrs. No. 3208	9	Teamsters, Warehousemen No. 381	169
Palmdale Teachers No. 3210	21	Teamsters, Chauffeurs, Wrhsmn No. 386 ..	582
San Ysidro Fed. of Tchrs. No. 3211	159	Van Storage Drvrs., Packers No. 389 ..	618
Avenal/Lemoore Fed. Tchrs. No. 3219 ..	46	Package & Gen. Util. Drivers No. 396 ..	1,009
Barstow Fed. of Teachers No. 3258	10	Studio Transpor. Drivers No. 399	357
Jefferson Fed. of Tchrs. No. 3267	189	Bldg. Mater., Truck Drvrs. No. 420	384
Laton Fed. of Teachers No. 3278	31	General Teamsters Local No. 431	451
Azusa Fed. of Teachers No. 3298	7	Bkry Wagon Drvrs. & Salesmn No. 432 ..	128
Conejo Fed. of Teachers No. 3299	9	General Teamsters No. 439	590
San Bruno Fed. of Tchrs. No. 3330	12	Automotive, Indus. Empls. No. 481	255
National City Teachers No. 3384	8	Bkry Wagon Drvrs & Salesmn No. 484 ..	116
El Rancho Fed. of Tchrs. No. 3467	301	Teamsters, Wrhsmn. No. 490	554
Rescue Union Teachers No. 3581	59	Teamsters Automotive Wks. No. 495 ..	991
Evergreen Teachers No. 3688	28	Creamery Empls. & Drivers No. 517	236
N. Monterey County Tchrs. No. 4008 ..	213	Teamsters, Wrhsmn. No. 542	640
Oakwood Faculty Assn. No. 4128	38	Chauffeurs, Sales Rivers No. 572	948
Buckley Faculty Assn. No. 4163	6	Teamsters Automotive Wks. No. 576 ..	192
Academic Profes. of Ca. No. 4373	499	Steel, Paper, Chem. Drvrs. No. 578	281
Cabrillo Col. Fed. Tchrs. No. 4400	191	Retail Delivery Drivers No. 588	411
Horicon Elem. Fed. Tchrs. No. 4415	15	Gen. Warehousemen No. 598	434
Anderson Fed. of Tchrs. No. 4421	44	Cann. Wks., Processers, Wrhsmn.	
Antelope Vly. Coll. Clas. Emp. No. 4683 ..	35	No. 601	508
San Jose Tchrs. No. 957A-Adult Div.	92	Pcking House Wrehsmn. No. 616	203
Teamsters, Chauffeurs, Warehousemen & Helpers of America, Int'l Brotherhood of		Gen. Truck Drvrs., Wrehsmn. No. 624 ..	435
Telephone Empls. No. 9	23	Food, Indus. & Bev. Whse. Drvrs.	
Sales, Delivery Drivers No. 14	139	No. 630	1,421
N. Ca. Mailers No. 15	98	Teamsters, Wrhsmn. No. 631	433
Bldg. Mater., Indu. Tmstrs. No. 36	226	Teamsters Automotive Empls. No. 665 ..	460
Wholesale, Retail Food Dist. Wks.		Cannery Wrhsmn, Food Proc. No. 679 ..	235
No. 63	1,896	Sales Drivers, Helpers, Dairy Wks.	
Teamsters, Auto Truck Drivers No. 70 ..	854	No. 683	215
Teamsters Automotive Empls. No. 78 ..	460	Gen. Truck Drvrs, Chauffeurs No. 692 ..	515
Teamsters & Auto Truck Drvrs No. 85 ..	280	Cannery Wks, Food Proc. Drvrs. No. 746 ..	31
Teamsters & Food Proc. No. 87	187	Cannery Wks, Food Proc, Drvrs.	
		No. 748	562
		Wholesale Delivery Drivers No. 848	408

International and Local	Per Capita Paid Membership	International and Local	Per Capita Paid Membership
Cannery, Dried Fruit, Nut Wkrs. No. 849 ..	106	Utility Workers No. 259	176
Warehouse, Mail Ord., Retail Emps. No. 853	662	Utility Workers No. 283	35
Freight Chkrs, Cler. Empls. No. 856 ..	1,637	Utility Workers No. 160-C	134
Cannery Wkrs., Warehousemen No. 857	170	Woodworkers of America, Int'l.	
Teamsters, Warehouse Empls. No. 860	297	Woodworkers No. 3-433	93
Gen. Teamsters, Warehousemen No. 890	298	Building & Construction Trades Councils	
Brewery, Soda, Min. Water Btlrs. No. 896	215	Alameda Bldg. Const. Trds. Cncl.	
Teamsters, Public, Prof. Med. Empls. No. 911	716	Contra Costa Bldg. Trades Cncl.	
General Teamsters, Packers No. 912	198	Fresno/Madera Bldg. Trds. Cncl.	
Newspaper, Periodical Drvs. No. 921 ..	217	Humb/Del Norte Bldg. Trds. Cncl.	
General Truck Drivers No. 952	1,460	Imperial Bldg. Const. Trds. Cncl.	
Misc. Warehousemen, Drivers No. 986 ..	2,855	Kern/Inyo/Mono Bldg. Trds. Cncl.	
Prof., Clerical, Misc. Empls. No. 995 ...	530	L.A. Bldg. Const. Trades Cncl.	
Airline, Aerospace Empls. No. 2707	438	Marin Bldg. Const. Trades Cncl.	
Theatrical Press Agents (Directly Affil. Local Union)		Napa/Solano Bldg. Trades Council	
Theatrical Press Agents No. 18032	34	Northeastern Bldg. Trades Cncl.	
Transit Union, Amalgamated		Orange Bldg. Const. Trades Cncl.	
Amalgamated Transit No. 192	1,713	Sac/Sierra Bldg. Const. Trds. Cncl.	
Amalgamated Transit No. 256	469	S.Bern/Rivers. Bldg. Trds. Cncl.	
Amalgamated Transit No. 265	1,562	San Diego Bldg. Const. Trds. Cncl.	
Amalgamated Transit No. 127	121	S.F. Bldg. Const. Trades Cncl.	
Amalgamated Transit No. 1027	121	San Joaquin Bldg. Trades Cncl.	
Amalgamated Transit No. 1222	411	San Mateo Bldg. Const. Trds. Cncl.	
Amalgamated Transit No. 1277	1,745	S.Barb/S.L.Obis. Bldg. Trds. Cncl.	
Bus Drivers No. 1309	657	S.Clara/S.Benito Bldg. Trds. Cncl.	
Amalgamated Transit No. 1555	526	Sonoma/Mendo/Lake Bldg. Trds. Cncl.	
Amalgamated Transit No. 1574	325	Stan/Merc/Tuolum. Bldg. Trds. Cncl.	
Amalgamated Transit No. 1575	324	Ventura Bldg. & Const. Trades Cncl.	
Amalgamated Transit No. 1589	363	California State Councils	
Amalgamated Transit No. 1605	114	Ca. State Bldg. Const. Trds. Cncl.	
Transport Wkrs. Union of America		Ca. State Council of Carpenters	
S.E.A.M. Transport Wkrs. No. 200	151	Ca. State Assn. Electrical Wkrs.	
Air Transport Workers No. 502	1,417	Ca. State Conf. Operating Engineers	
Transport Workers No. 505	397	Ca. State Council of H.E.R.E.	
Transport Workers No. 250-A	1,589	Ca. State Assn. Letter Carriers	
Transportation Communications Int'l. Union		Ca. Conference of Machinists	
Transp. Comm No. 30	553	Ca. Conf. of Locals	
Allied Services Div.—T.C.U.	50	Ca. State Conf. of Painters	
Transp. Comm. No. 226	75	N. Ca./Nevada Pipe Trades Cncl.	
Transp. Comm. No. 854	247	Ca. St. Conf. Plast. & Cement Masons	
Utility Wkrs. Union of America		Ca. State Council of Roofers	
Utility Workers No. 132	4,807	Ca. State Cncl. of Service Empls.	
Utility Workers No. 160	62	Calif. Federation of Teachers	
		Calif. State Theatrical Fed.	
		IUPA, Ca. State Cncl., AFL-CIO	
		Ca. State Conf. Transport Wkrs.	
		Central Labor Councils	
		Alameda Central Labor Council	
		Butte & Glenn Counties C.L.C.	
		Contra Costa Cen. Labor Cncl.	

**International
and
Local**

Five Counties Cen. Labor Cncl.
 Fresno/Madera Cen. Labor Cncl.
 Humboldt/Del Norte Cen. Lbr. Cncl.
 Kern/Inyo/Mono Counties C.L.C.
 Los Angeles Fed. of Labor
 Marin County Labor Council
 Marysville Cen. Labor Council
 Merced/Mariposa Cen. Labor Cncl.
 Monterey Central Labor Council
 Napa/Solano Cen. Labor Council
 Orange County Cen. Labor Council
 Sacramento Cen. Labor Council
 S.Bernardino/Riverside C.L.C.
 S.Diego/Imperial Cen. Labor Cncl.
 San Francisco Labor Council
 S.Joaquin/Calav. Cen. Labor Cncl.
 San Mateo Cen. Labor Council
 S.Clara/S.Benito Cen. Labor Cncl.
 Sonoma/Mendo/Lake Cen. Lbr. Cncl.
 Stanislaus/Tuolumne Cen. Lbr. Cncl.
 Tri-Counties Cen. Labor Cncl.
 Tulare/Kings Cen. Labor Council

Councils

CWA No. Calif.-Nevada Council
 CWA Coastal Valley Council
 S. California C.W.A. Council
 Ca. Professional Firefighters
 SF Regional Cncl. No. 147, A.F.G.E.
 Hollywood AFL Film Council
 S. Ca. Maritime Ports Council
 S.F. Maritime Trades Port Cncl.
 Bay Cities Metal Trades Cncl.
 Fed. Empls. Metal Trades Cncl.
 Indian Wells Vly. Metl. Trds. Cncl.
 Metal Trades Council of S. Ca.
 Ca. American Postal Wkrs. Union
 L.A. Allied Printing Trds. Cncl.
 Sacto. Allied Prntg. Trades Cncl.
 N. Ca. Allied Printing Trds. Cncl.
 S.W. Regional Council of U.F.C.W.
 W. States Sheet Metal Council
 A.F.S.C.M.E. Council No. 10
 A.F.S.C.M.E. Council No. 36
 A.F.S.C.M.E. Council No. 57
 United Sugar Workers Council
 United Transp. Union Enginemen
 Far Western Typog. Mailer Conf.
 Los Angeles Union Label Cncl.
 Union Label Section of S.F.

District Councils

Bay Counties Dist. Cncl. Carp.

**International
and
Local**

Cen. Ca. Dist. Cncl. Carpenters
 L.A. Dist. Council Carpenters
 Orange County Dist. Cncl. Carp.
 Sacto. Dist. Cncl. Carpenters
 San Diego Dist. Cncl. Carpenters
 Gold Coast Dist. Cncl. Carpenters
 C.W.A. Council District No. 9
 Pacific N.W. Dist. Cncl. ILGWU
 S.W. Dist. Cncl. Garment Wkrs.
 District Council of Iron Wkrs.
 N. Ca. Dist. Council of Laborers
 Ca. Region Public Empls. Dist. Cncl.
 S. Ca. Dist. Cncl. of Laborers
 Golden Gate Dist. Cncl. Lathers
 Machinists District Lodge No. 94
 Machinists District Lodge No. 115
 Machinists District Lodge No. 120
 Machinists District Lodge No. 141
 Machinists District Lodge No. 190
 I.A.M.A.W. District Lodge No. 720
 I.A.M.A.W. District Lodge No. 727
 Oil & Chemical Dist. Council 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 Trades Dist. Council No. 16
 Pipe Trades Dist. Council No. 36
 N. Ca. Dist. Cncl. of Plasterers
 S. Ca. Dist. Cncl. of Plasterers

Fed. of Retired Union Members

Alameda CLC F.O.R.U.M.
 Contra Costa F.O.R.U.M.
 Los Angeles F.O.R.U.M.
 Napa-Solano CLC F.O.R.U.M.
 San Diego-Imperial F.O.R.U.M.
 San Mateo CLC F.O.R.U.M.
 Santa Clara CLC F.O.R.U.M.

Joint Boards

Jt. Exec. Conf. Electrical Wkrs.
 N. Ca. Jt. Cncl. Service Empls.
 Ca. Conf. Board of A.T.U.

Union Retiree Organizations

I.B.E.W. No. 11, Retirees' Club
 I.B.E.W. No. 180, Retirees' Club
 I.B.E.W. No. 595, Retirees' Club
 I.B.E.W. No. 1245, Retirees' Club
 U.F.C.W. No. 115, Retirees' Club
 U.F.C.W. No. 428, Retirees' Club
 U.F.C.W. No. 498, Retirees' Club

**International
and
Local**

U.F.C.W. No. 775, Retirees' Club
 U.F.C.W. No. 648, Retirees' Club
 U.F.C.W. No. 870, Retirees' Club
 U.F.C.W. No. 1036, Retirees' Club
 U.F.C.W. No. 1100, Retirees' Club
 GPPAW (137) Retiree Chapter No. 7
 Graphic Comm. No. 777 Retirees' Club
 H.E.R.E. No. 2, Retirees' Assoc.
 Machinists No. 1173, Retirees' Club
 Air Transport No. 1781, Retirees
 Newspaper Guild No. 52, Retired Unit
 O.P.E.I.U. No. 3, Active Retirees' Club
 O.P.E.I.U. No. 29, Retirees' Club
 Plumbers No. 582, Retirees' Club
 SEIU No. 660 Seniors' Assn.
 S.F. Tchrs. No. 61, Retirees' Chapter
 A.F.T. No. 1521 Retirees' Chapter
 Teamsters No. 386/439/601/748 Retirees
 S.Ca. Teamster Retiree Assn.
 Transp. Wkrs. No. 502 Retirees' Assn.
 Typographical No. 21, Retirees' Club, Inc.

New Affiliations

August 1, 1988-April 30, 1990

**International
and
Local**

Date

**Carpenters & Joiners of America, United
 Brotherhood of**
 Carpenters No. 309 10/1/88

Communications Workers of America
 Communications Workers No. 9510 .. 6/1/89

**Longshoremen's and Warehousemen's
 Union, Int'l.**
 Inlandboatmen—Marine Div. 5/1/89
 Warehouse Union Local No. 6 6/1/89
 Ship Clerks Assoc., ILWU No. 34 ... 4/1/89

**Maintenance of Way Employees,
 Brotherhood of**
 Brotherhood of Maintenance Way Empls.
 No. 1002 1/1/89
 Brother of Maintenance Way Empls. No.
 1196 1/1/89

**Office and Professional Employees Int'l.
 Union**
 Office Employees No. 140 7/1/89

Paperworkers Int'l. Union, United
 United Paperworkers Local No. 1400 11/1/88

**State, County and Municipal Employees,
 American Federation of**

A.F.S.C.M.E. No. 10 1/1/89
 A.F.S.C.M.E. No. 122 1/1/89
 A.F.S.C.M.E. No. 127 1/1/89
 A.F.S.C.M.E. No. 146 1/1/89
 A.F.S.C.M.E. No. 164 1/1/89
 A.F.S.C.M.E. No. 512 1/1/89
 A.F.S.C.M.E. No. 575 1/1/89
 A.F.S.C.M.E. No. 585 1/1/89
 A.F.S.C.M.E. No. 619 1/1/89
 A.F.S.C.M.E. No. 809 1/1/89
 A.F.S.C.M.E. No. 830 1/1/89
 A.F.S.C.M.E. No. 847 1/1/89
 A.F.S.C.M.E. No. 858 1/1/89
 A.F.S.C.M.E. No. 901 1/1/89
 A.F.S.C.M.E. No. 1108 10/1/88

UNAC Health Care Workers
 No. 1199 6/1/89
 A.F.S.C.M.E. No. 1634 1/1/89
 A.F.S.C.M.E. No. 1684 1/1/89
 A.F.S.C.M.E. No. 1734 1/1/89
 A.F.S.C.M.E. No. 2006 1/1/89
 A.F.S.C.M.E. No. 2076 1/1/89
 A.F.S.C.M.E. No. 2078 1/1/89
 A.F.S.C.M.E. No. 2167 1/1/89
 A.F.S.C.M.E. No. 2204 1/1/89
 A.F.S.C.M.E. No. 2229 1/1/89
 A.F.S.C.M.E. No. 2264 1/1/89
 A.F.S.C.M.E. No. 2575 1/1/89
 A.F.S.C.M.E. No. 2626 1/1/89
 A.F.S.C.M.E. No. 2700 1/1/89
 A.F.S.C.M.E. No. 2703 1/1/89
 A.F.S.C.M.E. No. 2760 1/1/89
 A.F.S.C.M.E. No. 3061 1/1/89
 A.F.S.C.M.E. No. 3090 1/1/89
 A.F.S.C.M.E. No. 3112 1/1/89
 A.F.S.C.M.E. No. 3143 1/1/89
 A.F.S.C.M.E. No. 3217 1/1/89

San Francisco/Santa Cruz
 A.F.S.C.M.E. No. 3220 1/1/89
 A.F.S.C.M.E. No. 3227 1/1/89
 A.F.S.C.M.E. No. 3228 1/1/89
 A.F.S.C.M.E. No. 3232 1/1/89
 Davis A.F.S.C.M.E. No. 3233 1/1/89
 A.F.S.C.M.E. No. 3239 1/1/89
 A.F.S.C.M.E. No. 3241 1/1/89
 A.F.S.C.M.E. No. 3242 1/1/89
 A.F.S.C.M.E. No. 3246 1/1/89
 Riverside A.F.S.C.M.E. No. 3247 1/1/89
 A.F.S.C.M.E. No. 3253 1/1/89
 A.F.S.C.M.E. No. 3254 1/1/89

Irvine/Riverside
 A.F.S.C.M.E. No. 3255 1/1/89
 A.F.S.C.M.E. No. 3262 1/1/89
 A.F.S.C.M.E. No. 3263 1/1/89

Lawrence/Berkeley			
A.F.S.C.M.E. No. 3265	1/1/89	Construction, Bldg. Materials	
Lawrence/Berkeley		and Misc. Wkrs. No. 291	7/1/89
A.F.S.C.M.E. No. 3266	1/1/89	Sales Deliv. Drivers, Warehousemen,	
Statewide A.F.S.C.M.E. No. 3270	1/1/89	Helpers, Periodical Circulators	
A.F.S.C.M.E. No. 3325	1/1/89	& Drivers No. 296	7/1/89
A.F.S.C.M.E. No. 3339	1/1/89	Milk Drivers and Dairy Empls.	
A.F.S.C.M.E. No. 3511	1/1/89	No. 302	7/1/89
		Gen. Truck Drivers, Warehousemen,	
		Helpers & Automotive Empls.	
		No. 315	7/1/89
Steelworkers of America, United		Sanitary Truck Drivers &	
USWA Upholsterers No. 15	3/1/89	Helpers No. 350	7/1/89
		Teamsters, Warehousemen No. 381	8/1/89
		Gen. Teamsters, Chauffeurs,	
		Warehousemen & Helpers	
Teachers, American Federation of		No. 386	6/1/89
Antelope Valley College		Van Storage Drivers, Packers,	
Classified Employees No. 4683	12/1/89	Warehousemen & Helpers	
		No. 389	8/1/89
Teamsters, Chauffeurs, Warehousemen and		Package & Gen. Utility Drivers	
Helpers of America, Int'l. Brotherhood of		No. 396	8/1/89
Telephone Employees No. 9	7/1/89	Studio Transportation Drivers	
Sales, Delivery Drivers No. 14	8/1/89	No. 399	8/1/89
Northern California Mailers No. 15	7/1/89	Bldg. Material, Dump Truck	
Bldg. Material, Construction,		Drivers No. 420	8/1/89
Industrial, Professional &		Gen. Teamsters No. 431	6/1/89
Technical Teamsters No. 36	8/1/89	Bakery Wagon Drivers,	
Wholesale, Retail Food Dist.		Salesmen No. 432	7/1/89
Workers No. 63	8/1/89	General Teamsters No. 439	6/1/89
Teamsters, Auto Truck		Auto., Allied Indus. Empls. No. 481	8/1/89
Drivers No. 70	7/1/89	Bakery Wagon Drivers, Salesmen	
Teamsters, Automotive		No. 484	7/1/89
Employees No. 78	7/1/89	Teamsters, Chauffeurs,	
Teamsters & Auto Truck		Warehousemen No. 490	7/1/89
Drivers No. 85	7/1/89	Teamsters, Automotive Wkrs.	
General Teamsters & Food		No. 495	8/1/89
Processing No. 87	6/1/89	Creamery Empls. & Drivers No. 517	6/1/89
Teamsters, Warehousemen &		Teamsters, Chauffeurs, Warehousemen	
Cannery Workers No. 94	6/1/89	& Helpers No. 542	8/1/89
General Teamsters No. 137	6/1/89	Chauffeurs, Sales Drivers,	
Chauffeurs, Teamsters &		Warehousemen & Helpers	
Helpers No. 150	6/1/89	No. 572	8/1/89
Teamsters, Chauffeurs &		Teamsters, Automotive Workers	
Warehousemen No. 166	8/1/89	No. 576	7/1/89
Chauffeurs, Teamsters &		Steel, Paper House, Chemical	
Helpers No. 186	8/1/89	Drivers & Helpers No. 578	8/1/89
Local Freight Drivers No. 208	8/1/89	Retail Deliv. Drivers, Driver	
Building Material and		Salesmen, Produce Wkrs. &	
Construction Teamsters No. 216	7/1/89	Helpers No. 588	7/1/89
Milk Drivers and Dairy		General Warehousemen No. 598	8/1/89
Employees No. 226	7/1/89	Cannery Wkrs., Processors,	
Food Process Workers &		Warehousemen & Helpers	
Warehousemen No. 228	6/1/89	No. 601	6/1/89
Retail Delivery Drivers No. 278	7/1/89	Packing House Empls. &	
Freight, Construc., General		Warehousemen No. 616	6/1/89
Drivers, Warehousemen and		Gen. Truck Drivers, Warehousemen	
Helpers No. 287	7/1/89	& Helpers No. 624	7/1/89

Food, Indus. & Bev. Warehouse Empls. No. 630	8/1/89
Teamsters, Chauffeurs, Warehousemen No. 631	8/1/89
Teamsters, Auto. Employees No. 665	7/1/89
Cannery Warehousemen, Food Processors, Drivers & Helpers No. 679	6/1/89
Sales Drivers, Helpers, Dairy Wkrs. No. 683	8/1/89
Gen. Truck Drivers, Chauffeurs No. 692	8/1/89
Cannery Wkrs., Food Processors, Drivers & Helpers No. 746	6/1/89
Cannery Wkrs., Food Processors, Drivers & Helpers No. 748	6/1/89
Wholesale Deliv. Drivers, Sales, Indus. & Allied Wkrs. No. 848	8/1/89
Cannery, Dried Fruit & Nut Workers No. 849	6/1/89
Warehouse, Mail Order, Rtl. Empls. No. 853	7/1/89
Cannery Wkrs. & Warehousemen No. 857	6/1/89
Teamsters, Warehouse Empls. No. 860	7/1/89
Gen. Teamsters, Warehousemen No. 890	7/1/89
Brewery, Soda, Min. Water Bottlers No. 896	7/1/89
Teamsters, Public, Professional & Medical Empls. No. 911	8/1/89
Gen. Teamsters, Packers, Food Processors & Warehousemen No. 912	7/1/89
General Truck Drivers No. 952	8/1/89
Prof., Clerical & Misc. Empls. No. 995	8/1/89
Airline & Aerospace Empls. No. 2707	8/1/89

District Councils

Joint Council of Teamsters No. 7	7/1/89
Joint Council of Teamsters No. 38 ...	6/1/89
Joint Council of Teamsters No. 42 ...	8/1/89

F.O.R.U.M.s

San Diego-Imperial Counties F.O.R.U.M.	7/1/89
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Retiree Organizations

So. CA Teamster Retiree Assn.	4/1/89
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Reinstatements

August 1, 1988-April 30, 1990

International and Local	Date
Fire Fighters, Int'l Association of Healdsburg Fire Fighters No. 2604 ...	3/6/89
Hotel Employees & Restaurant Employees Int'l Union Hotel & Restaurant Empls. No. 11 ..	4/20/89
Painters and Allied Trades of the United States and Canada, Int'l. Brotherhood of Painters No. 4	11/7/89

Disbanded

August 1, 1988-April 30, 1989

International and Local	Date
Aluminum, Brick and Glass Workers Int'l Union Aluminum, Brick & Glass Wkrs. No. 187	4/1/90
Glendale Aluminum & Glass Wkrs. No. 521	4/1/90
Carpenters and Joiners of America, United Brotherhood of Carpenters No. 981	1/1/89
Lumber & Sawmill Wkrs. No. 2505 ..	1/1/89
Machinists and Aerospace Workers, Int'l. Association of Machinists No. 5	1/1/89
Machinists & Aerospace Wkrs. No. 1571	7/1/86
Rubber, Cork Linoleum and Plastic Workers of America, United United Rubber Wkrs. No. 78	1/1/88
Steelworkers of America, United United Steelworkers No. 8593	8/1/88
Teachers, American Federation of Huntington Beach Teachers No. 1427	5/1/89
Chabot Fed. of Teachers No. 1440 ...	9/1/88
Ventura Fed. of Teachers No. 1981	10/1/89
Fed. Assn. of Classified Tchrs. No. 2189	5/1/89

South Bay Fed. of Teachers No. 2261	1/1/90
Southwestern College Teachers No. 3194	8/1/88
District Councils	
San Bernardino/Riverside District Council of Carpenters	1/1/89

Exonerations

August 1, 1988-April 30, 1990

International and Local	Date
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Carpenters and Joiners of America, United Brotherhood of	
Lumber & Sawmill Wks. No. 2592	9/1/83-4/30/90
Lumber, Prod. & Indus. Wks. No. 2801	6/1/85-4/30/90

Hotel Employees & Restaurant Employees Int'l Union	
Hotel Empls. & Restaurant Empls. No. 19	2/1/89-3/31/90

Painters and Allied Trades of the United States and Canada, Int'l. Brotherhood of	
Paint & Lacquer Wks. No. 1053	12/1/82-4/30/90
Carpet, Resil. Floor Covering Wks. No. 1237	9/1/82-4/30/89

Withdrawals

August 1, 1988-April 30, 1990

International and Local	Date
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Boilermakers, Iron Ship Builders, Blacksmith, Forgers and Helpers, Int'l Brotherhood of	
Independent Wks. of N.A. No. 52 ...	5/1/90
Independent Wks. of N.A. No. 464 .	12/1/88
Independent Wks. of N.A. No. 535 .	12/1/88

Carpenters and Joiners of America, United Brotherhood of	
Shipwrights and Boatbuilders No. 1300	9/1/88

Communications Workers of America	
Typographical No. 144	8/1/89
Communications Workers No. 9503	10/1/89

Longshoremen's and Warehousemen's Union, Int'l.	
Marine Clerks Assn., ILWU No. 63 ..	2/1/89
Seafarers Int'l. Union of North America	
Marine Staff Officers	1/1/89
Service Employees Int'l Union	
Service Employees No. 1877	8/1/89
Transportation Communications Int'l. Union	
Transportation/Communications No. 1227	1/1/90

Mergers

August 1, 1988 through April 30, 1990

International and Local	Date
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Carpenters and Joiners of America, United Brotherhood of	
Carpenters No. 22 merged into	
Carpenters No. 222	8/1/88
Carpenters No. 162 merged into	
Carpenters No. 217	8/1/88
Carpenters No. 483 merged into	
Carpenters No. 222	8/1/88
Carpenters & Joiners No. 642 merged into	
Carpenters No. 152	
Carpenters No. 848 merged into	
Carpenters No. 217	8/1/88
Carpenters No. 1140 merged into	
Carpenters No. 630	2/1/88
Carpenters & Joiners No. 1913 merged into	
Carpenters No. 209	2/1/88
Carpenters No. 2006 merged into	
Carpenters & Joiners No. 1280	8/1/88
Carpenters No. 2042 merged into	
Carpenters No. 150	1/1/89
Carpenters No. 2046 merged into	
Carpenters No. 152	8/1/88
Carpenters & Joiners No. 2308 merged into	
Carpenters No. 2203 (unaffil)	1/1/89

Carpenters No. 2463 merged into Carpenters No. 150	1/1/89	Steelworkers of America, United United Steelworkers No. 5084 merged into United Steelworkers No. 1304	10/1/89
Communications Workers of America San Diego Mailers No. M-75 merged into Communications Workers No. 9400 ..	1/1/90	District Councils N. Coast District Council Carpenters merged into Bay Counties District Council Carpenters	1/1/90
Fire Fighters, Int'l Association of Merced Co. Fire Fighters No. 1396 merged into CA Dept. of Forestry Empls. No. 2881	8/1/88	Santa Clara District Council Carpenters and Sequoia District Council Carpenters merged together to become Central CA District Council Carpenters ..	1/1/90
United Food and Commercial Workers Int'l. Union, United U.F.C.W. No. 213 merged into U.F.C.W. Meat Cutters No. 439	7/1/89	SUMMARY OF MEMBERSHIP August 1, 1988 through April 30, 1990	
U.F.C.W. Auto Salesmen No. 1095 merged into U.F.C.W. No. 1179	1/1/89		
Garment Workers Union, Int'l. Ladies Ladies Garment Workers No. 55, Ladies Garment Workers No. 84, Ladies Garment Workers No. 96 and Ladies Garment Workers No. 97 merged together to become Ladies Garment Workers No. 44	8/1/88	Labor Unions 8/1/88	986
Ladies Garment Workers No. 270 merged into Ladies Garment Workers No. 482	8/1/88	Labor Councils 8/1/88	138
Iron Workers, Int'l. Association of Bridge, Structural and Ornamental Iron & Metal Wks. No. 1088 merged into Iron Workers No. 886	5/1/88	TOTAL	1124
Machinists and Aerospace Workers, Int'l Association of Int'l. Flag Carriers No. 2692 merged into Machinists Local Lodge No. 1111 ...	3/1/90	Labor Unions Newly Affiliated to 4/30/90	139
Service Employees Int'l. Union, AFL-CIO Service Employees No. 18 and Service Employees No. 77 merged together to become Service Employees No. 1877	7/1/89	Labor Councils, Retiree Orgs	5
SEIU Dental Technicians No. 100 merged into Hospital & Service Employees No. 399	1/1/89	TOTAL AFFILIATION	1268
Mergers, Withdrawals, Etc. August 1, 1988 through April 30, 1990			
Mergers			
Labor Unions			
Labor Councils			
Withdrawals			
Labor Unions			
Labor Councils			
Disbanded			
Labor Unions			
Labor Councils			
TOTAL UNIONS			
TOTAL COUNCILS			
TOTAL			
Labor Unions 4/30/90			
Labor Councils 4/30/90			
TOTAL UNIONS AND COUNCILS ..			

REPORT OF AUDITORS

California Labor Federation, AFL-CIO
417 Montgomery Street, Suite 300
San Francisco, California

We have audited the accompanying individual and combined statements of cash balances of the California Labor Federation, AFL-CIO and its Standing Committee On Political Education as of June 30, 1990, and the related individual and combined statements of cash receipts and disbursements for the two years then ended. These financial statements are the responsibility of the Federation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 2, these financial statements were prepared on the basis of cash receipts and disbursements, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the individual and combined cash balances of the California Labor Federation, AFL-CIO and its Standing Committee On Political Education as of June 30, 1990 and their individual and combined cash receipts and disbursements for the two years then ended, on the basis of accounting described in Note 2.

Coopers & Lybrand
Certified Public Accountants
San Francisco, California
January 8, 1991

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENTS OF CASH BALANCES
June 30, 1990**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Office cash fund	\$ 300	—	\$ 300
Deposits	10,270	—	10,270
Security Pacific Bank:			
Commercial (interest at 4.25% and 4.1%, respectively)	423,345	\$ 33,736	457,081
Commercial—noncontributory (interest at 4%)	—	40,734	40,734
Commercial—voter registration fund (interest at 4%)	—	203	203
Savings (interest at 5%)	6,527	99	6,626
Money market account (variable interest rate)	58,295	75,185	133,480
Voter registration fund (interest at 5.9%)	—	16,929	16,929
Earthquake Fund—restricted (noninterest-bearing)	50,481	—	50,481
Wells Fargo Bank:			
Time certificate of deposit (interest at 7.4%)	100,000	—	100,000

Sequoia National Bank:			
Time certificates of deposit (interest at 8.25%)	58,077	100,000	158,077
American Savings Bank:			
Time certificates of deposit (interest at 8.5% and 8.1%, respectively)	100,000	25,000	125,000
Hamilton Savings Bank:			
Time certificate of deposit (interest at 8.15%)	63,948	—	63,948
Amount due to Federation for deposits inadvertently made to S.C.O.P.E. bank accounts, net	34,221	(34,221)	—
	<u>\$ 905,464</u>	<u>\$ 257,665</u>	<u>\$1,163,129</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
STATEMENTS OF CASH RECEIPTS AND DISBURSEMENTS
for the two years ended June 30, 1990**

	<u>Federation</u>	<u>S.C.O.P.E.</u>	<u>Combined Total</u>
Cash receipts:			
Per capita payments and membership fees	\$3,346,658	\$ 714,434	\$4,061,092
Interest earned	66,033	43,571	109,604
Newsletters	15,592	—	15,592
Conference receipts	28,616	—	28,616
Scholarship reimbursements	55,000	—	55,000
Voter registration fund receipts	—	93,018	93,018
Other receipts	20,877	17,534	38,411
Other conference receipts	18,327	—	18,327
Earthquake fund	259,719	—	259,719
Loan repayment	45,811	—	45,811
Total cash receipts	<u>3,856,633</u>	<u>868,557</u>	<u>4,725,190</u>
Cash disbursements:			
Executive salaries	278,558	—	278,558
Expenses and allowances:			
Executives	73,578	2,452	76,030
Geographical and at-large vice presidents	50,819	17,831	68,650
General office salaries	936,782	36,825	973,607
General office staff—expenses and allowances	46,598	13,300	59,898
Assistant director's salary	—	43,731	43,731
Assistant director's expenses and allowances	—	6,565	6,565
Payroll taxes	102,288	7,318	109,606
Pension plan contributions	83,913	—	83,913
Auditing and accounting	60,628	—	60,628
Conference expenses:			
Legislative	21,008	—	21,008
General	30,974	7,728	38,702
Convention expenses	120,145	30,245	150,390
Contributions:			
Political candidates	—	488,230	488,230
Charitable and other	121,652	—	121,652
Automobile expenses	1,844	—	1,844
Furniture and office equipment	27,288	—	27,288
Insurance	174,772	16,212	190,984

Legal	107,108	7,596	114,704
Library	10,534	—	10,534
Maintenance	17,267	—	17,267
Bank charges	1,126	—	1,126
Newsletters	153,567	—	153,567
Office rent	239,273	—	239,273
Postage and mailing	110,172	41,200	151,372
Printing	44,172	41,768	85,940
Reimbursed lobbyists' expenses	38,688	—	38,688
Scholarships	80,362	—	80,362
Earthquake Fund	209,238	—	209,238
Services	10,744	—	10,744
Stationery and supplies	109,074	5,765	114,839
Voter registration fund	—	194,222	194,222
State and federal taxes	—	7,882	7,882
Telephone and telegraph	45,057	—	45,057
General expenses	<u>63,699</u>	<u>36,307</u>	<u>100,006</u>
Total cash disbursements	<u>3,370,928</u>	<u>1,005,177</u>	<u>4,376,105</u>
Excess (deficiency) of cash receipts over cash disbursements	485,705	(136,620)	349,085
Cash balances, June 30, 1988	<u>419,759</u>	<u>394,285</u>	<u>814,044</u>
Cash balances, June 30, 1990	<u>\$ 905,464</u>	<u>\$ 257,665</u>	<u>\$1,163,129</u>

The accompanying notes are an integral part of these financial statements.

**CALIFORNIA LABOR FEDERATION, AFL-CIO
AND ITS STANDING COMMITTEE ON POLITICAL EDUCATION
NOTES TO FINANCIAL STATEMENTS**

1. General:

The California Labor Federation (the Federation) and its Standing Committee On Political Education (S.C.O.P.E.) receive per capita payments and membership fees from affiliated unions as specified in the Constitution of the Federation.

2. Significant Accounting Policies:

The policy of the Federation and S.C.O.P.E. is to prepare their financial statements on the basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses and the related liabilities are recognized when paid rather than when the obligation is incurred. The cash basis is an acceptable, comprehensive basis of accounting, but varies from generally accepted accounting principles. Under generally accepted accounting principles, the per capita payments and membership fees would be recorded when earned (usually prior to receipt), and expenses would be recorded when due (usually prior to payment).

3. Administrative Support:

The Federation provides certain administrative support for S.C.O.P.E., for which it incurs 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 years ended June 30, 1990.

5. Noncontributory Cash Account:

Effective January 1, 1989, in accordance with amendments to the California Political Reform Act, contributions from affiliated unions in excess of \$2,500 may not be used by S.C.O.P.E. for political contributions. Amounts received in excess of this limit are recorded in the noncontributory cash account, which may be used for operating expenses.

6. Restricted Cash Account:

During 1989, the Federation established an Earthquake Fund to provide relief for victims of the October 17 earthquake. Contributions to the Fund were made on a voluntary basis by the unions and their members. Disbursements are at the discretion of management, but must be used for earthquake or other disaster relief.

7. Pension Plan:

The Federation has a defined benefit pension plan covering all qualified employees. A participant's accrued benefit is determined by multiplying an amount equal to 2.5% of the participant's average monthly salary by the number of years and fractions of years of benefit service rendered by the participant as of his/her retirement date, up to a maximum of 20 years, in accordance with the terms of the Plan. The contributions by the Federation to the Plan for the two years ended June 30, 1990 totaled \$83,913.

ROLL OF DELEGATES

This comprises the completed roll of delegates to the
1990 Convention of the California Labor Federation, AFL-CIO

- Actors and Artistes of America, Associated**
Actors Equity Association (339)
Edward Weston, 170
Navarre T. Perry, 169
AFTRA-Hollywood Local (1,958)
Marvin Kaplan, 979
Mark Farber, 979
- Actors and Artistes of America, Brotherhood**
Screen Actors Guild (2,868)
Ken Orsatti, 956
Len Chassman, 956
Barry Gordon, 956
- Carpenters and Joiners of America, United Brotherhood of**
Lathers No. 68-L (513)
Jerry M. Witt, 257
William Ward, 256
Carpenters No. 586 (888)
L.D. Lansdon, 888
Carpenters No. 605 (557)
Jeffrey L. Cole, 557
Carpenters No. 713 (3,808)
Joseph M. Grigsby, 3,808
Carpenters and Joiners
No. 1280 (1,367)
Thomas L. Pearl, 342
Gary Pruitt, 342
Joseph Rogers, 342
Dennis McConnell, 341
- Communications Workers of America**
Bay Area Typographical Union
No. 21 (807)
Donald Abrams, 807
Communications Workers
No. 9400 (311)
Ronald A. Cawdrey, 156
Ray Cordova, 155
Communications Workers
No. 9408 (941)
Larry Beall, 941
Communications Workers
No. 9410 (2,507)
Marie C. Malliett, 2,507
Communications Workers
No. 9412 (1,453)
Bob Chiapetto, 1,453
Communications Workers
No. 9421 (1,765)
Michael Flanagan, 353
Thomas G. Ramirez, 353
Shaunda C. Davis, 353
Nancy K. Emery, 353
Michael B. Ryan, 353
Communications Workers
No. 9423 (2,480)
James B. Gordon, Jr., 2,480
- Communications Workers
No. 9426 (220)
Larry Beall, 220
Communications Workers
No. 9510 (1,456)
John Pope, 1,456
Communications Workers
No. 9573 (900)
Michael D. Norberg, 900
Communications Workers
No. 9586 (2,299)
Katie Farias, 2,299
Communications Workers
No. 9588 (104)
John Strickland, 104
- Electrical Workers, Int'l. Brotherhood of**
Electrical Workers No. 6 (812)
Franz E. Glen, 406
Mike Voss, 406
Electrical Workers No. 18 (3,485)
Charles A. Leiphold, 1,743
Brian D'Arcy, 1,742
Electrical Workers No. 47 (507)
Willie Stewart, 254
Scott Hanlon, 253
Electrical Workers No. 441 (1,048)
Robert L. Balgenorth, 1,048
Electrical Workers No. 465 (824)
Richard Robbins, 824
Electrical Workers No. 569 (618)
Thomas M. Pridemore, 309
Joseph C. Heisler, Jr., 309
Electrical Workers No. 595 (1,338)
Dianne Reynolds, 335
Matthew Maloon, 335
Lester Bridge, 334
Carol Pelz, 334
Electrical Workers No. 1245 (18,272)
Howard Stiefer, 2,284
Jack McNally, 2,284
James E. McCauley, 2,284
Michael J. Davis, 2,284
Darrell Mitchell, 2,284
Gary Hughes, 2,284
Landis Marttila, 2,284
William Fairchild, 2,284
- Engineers, Int'l. Union of Operating**
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Ronald T. Kennedy, 1

Orange Co. Bldg. & Const. Trades
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Robert Balgenorth, 1

San Bernardino-Riverside Counties
Bldg. & Const. Trades
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Joe Perez, 1

San Diego County Bldg. &
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Aurthur S. Lujan, 1

San Francisco Bldg. & Const. Trades
Council (2)
Stanley M. Smith, 1

San Joaquin County Bldg. & Const.
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Bill J. Douglas, 1

Santa Clara & San Benito Counties
Bldg. & Const. Trades
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John Neece, 1
Bill Nack, 1

Ventura County Bldg. & Const.
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Robert A. Guillen, 1

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Jerry Cremins, 1
Tim Cremins, 1

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Robert L. Hanna, 1
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